

Kent Heitman, Assistant Principal, consistently spoke to me in a derogatory way. He demanded that I do a job that was assigned to him. He spoke to me very disrespectfully. After I tried speaking to Kent several times about treating me as if I was inferior, I went to Dr. Nessmith and requested a meeting concerning this situation. The results of this meeting were very disturbing to me. I told her that I felt that I was being discriminated against. I asked why she was targeting me and she replied that she treated everyone this way.

I continued to my job with pride holding my head up high. Though I still feel like I was being punished. She told me that I walked around as if I owned the place. There were never any complaints about my job performance until Kent made unnecessary demands on me, though I had already volunteered to do the job he already wanted me to do. Apparently he had no idea that Kim and I had already started the job. I commented to Dr. Nessmith that I did not like the unprofessional manner in which Kent spoke to me. Dr. Nessmith stated that he could speak to me however he chose because he was my supervisor. The job in question would now become my sole responsibility which I felt was relayed to me as a punishment. Out the four Assistant Principals I worked with Kent was the only one who seemed to have a problem with me. As a good person with high standards, I was not accustomed to being harassed in such a manner.

The last unsettling incident that I encountered was Nancy Hamilton, Data Processor she was assigned to cover the office until I arrived on campus. I would simply say good morning, I always greet everyone. Nancy became belligerent to me on three separate occasions in front of other staff, students, and parents. I requested a meeting with Dr. Nessmith through e-mail because when I went up to speak to her, I overheard Secretary, Joan Crawford coaching Nancy and commending her for belittling me even though she was not a witness to this. I startled them with my presence and asked Joan to stop instructing Nancy as I felt it was very unprofessional. Joan said, you can't tell me what to do; you're not my boss. Nancy started using profanity as she had before. I maintained my composure and went back to my desk. Dr. Nessmith said that we would discuss what happened in a meeting that she scheduled for me as I asked.

When the meeting began, Dr. Nessmith told me that I was insubordinate and disruptive to the campus. I asked her to let me explain what had happened before I requested the meeting. She silenced me and said that we would discuss what she wanted to discuss in her office and I was told to just sit there and listen. I asked Dr. Nessmith if action would be taken against Nancy for being unprofessional in front of witnesses. She said that she had already handled the situation. I asked how she could have handled it without hearing my side of the story. I asked if the shoe were on the other foot would the situation be handled the same way? She rudely told me to report to the district office at eight a.m. the next day and informed me that I was being reassigned. I was ordered to hand in my keys and badge and to promptly remove myself from her campus.

I reported to the district office the next morning and asked to see my file. I was surprised to see many false reports of insubordination. Reasons given for my removal