

To-Do

Thursday, September 1, 2022 1:20 PM

Records Needed from Ann

- ☒ Initial complaint
- ☒ Policy #1329

Witnesses to interview

- ☒ Melissa Schemmenti
- ☒ Barbara Howard
- ☒ Janine Teagues (complainant)
- ☒ Jacob Hill (reschedule to 9/12 - out sick 9/9)
- ☒ James Johnson

respectful workplace policy

Thursday, September 1, 2022 1:55 PM



respectful workplace policy

Respectful workplace policy #1329

Employees and third parties are expected to:

- Conduct themselves in a manner that demonstrates professionalism and respect for others in the workplace and public service environment;
- Use informal means to address issues with the individual(s) involved whenever possible;
- Participate fully and in good faith in any informal resolution process or formal complaint and investigative process for which they may have relevant information; and
- Report incidents that may violate this policy in accordance with processes identified by the agency.



Interview w/Melissa Schemmenti

Friday, September 9, 2022 4:00 PM

- Present at staff meeting on 8/16. Remembers Jacob was there because he brought the doughnuts
- Does not remember Mr. Johnson's comments about Jacob's love life that day but "sounds like something he would say"
- Mr. Johnson jokes about her dates all the time as well, she doesn't let it bother her
- Johnson confirmed to joke often, once pretended to have food poisoning from a fish casserole she brought for a potluck for weeks, but turned out he was just on vacation
- Remembers Mr. Johnson teased Jacob on Valentine's Day and that Janine's class cheered him up by making valentines for him
- Noticed Jacob's classroom is often in need of repair. Remembers he went without working lightbulbs for at least a week last spring
- Confirmed Mr. Johnson does not acknowledge Zach when he visits. Says he "acts like Zach is a ghost."

Interview w/Barbara Howard 9/9/2022

Friday, September 9, 2022 3:30 PM

- Was present at staff meeting on Aug. 16, confirms Mr. Johnson's comments about Mr. Hill as written in initial complaint
- Recalled Johnson created a dating profile for Mr. Hill on Valentine's Day, 2022 using poster board. Left the profile up in his office for just one day, until probably Janine threw it in the trash.
- Dating profile was "inappropriate, although I was impressed with the neatness of his cutting and gluing skills," and that it included many remarks on Mr. Hill's personality that were "disrespectful and poorly spelled."
- Has not noticed Jacob avoiding Johnson for janitorial services. States she performs most maintenance work on her own classroom herself while ensuring her kindergarten students all read at a first-grade level
- Confirms Johnson ignores Zach when he visits or volunteers, but that she's not sure if this is intentional on Johnson's part or if he struggles with his eyesight again and needs new glasses

Interview w/Janine Teagues (Complainant)

Friday, September 9, 2022 4:00 PM

- Submitted complaint after Mr. Johnson's comments at staff meeting 8/16/22
- Says comments are frequent, this was just the final straw
- "No one would ever love your squirrely face as long as you keep talking like that"
- She said to Mr. Johnson that his comments were out of line and incorrect anyway, they all knew and liked Zach (Mr. Hill's partner)
- Johnson replied "he's not real, the paint thinner is playing with your mind"
- Mr. Johnson often calls Mr. Hill "lonely boy"
- Admits Mr. Johnson also comments on her personal life, such as her ex-boyfriend's poetry skills, even though Tariq is really talented
- Last Valentine's Day made a fake dating profile on poster board. Posted board in Johnson's office, right next to cabinet where staff get supplies (photograph of board provided/attached)
- She noticed Mr. Hill was upset by the board and suggested her class make valentines for the teachers to cheer him up
- Mr. Hill avoids requesting janitorial services so that he is not verbally harassed by Johnson. Takes out his own trash every day, and tried to fix his own windows and light switches when they broke last year

Interview w/Jacob Hill

Monday, September 12, 2022 3:23 PM

- Confirmed Mr. Johnson's comments 8/16/22
- Confirmed Mr. Johnson often calls him "lonely boy" and pretends that Zach is not real
- Didn't submit complaint(s) because he doesn't want to make a big deal out of it
- Respects Mr. Johnson's skills and knowledge, says he doesn't want to bother Mr. Johnson with small requests for his classroom
- Confirmed his classroom went without lights for a week in April
- Confirmed poster board dating profile from Valentine's Day, admits he trashed the board "in an unprofessional fit of rage" after last bell

Interview /James Johnson

Monday, September 12, 2022 4:02 PM

- Confirmed he “said something like that” at Aug. 16 meeting
- Jokes all the time; Jacob is the only one w/no sense of humor
- Not his fault if employees do not seek out janitorial services from him, he’s around
- Does not know if Jacob takes out his own trash, can’t remember if he checks Jacob’s classroom on his route but probably does
- Asked if he knew of any teachers not requesting services, says how would he know
- Confirms he fixed Mr. Hill’s light switch and light bulb issues in April, but “as far as he knows the probable started that day,” doesn’t recall who asked him to fix it
- Says he may have made poster board “as a joke,” but it wasn’t even around long, Mr. Hill may not have even seen it