

Timeline for Subincident ON 2/17/17

Tuesday February 21, 2017 @ approximately 4:45pm.

After coming in from bus duty I was greeted by a parent in the main office. The parent stated that she had something to report but it had to be reported in private. The parent of [REDACTED] came into my office and stated that on Friday February 17th the sub for [REDACTED] allowed the students to play spin the bottle, had a student who was withdrawn on Friday to give another student a lap dance, and that the students noted that the sub was pleasuring himself in the classroom. I immediately contacted our attendance clerk Mrs. Betkotwiz and inquired as to who was the sub for [REDACTED] on Friday. After getting the name I then asked Mrs. Berwotwiz to block him from picking up jobs until further notice and if he had any jobs pending to cancel them. The principal secretary had already left for the day so I made note to have her send a formal request to Kelly Services to block the sub. I then asked the parent to have [REDACTED] report to my office immediately upon arriving to school on Wednesday. [REDACTED] parent also stated that she thinks one of [REDACTED] friend had taped the incident. I informed the parent that we would launch an investigation immediately and I would follow up with her on the next day.

Wednesday February 22, 2017

[REDACTED] did not report to SAO as asked but I sent for her during 1st period. While [REDACTED] was on the way to the office I briefed deputy Kubec on the incident and told him I would let him know what I found out. [REDACTED] came in and provided me with her statement and informed me of her friend [REDACTED] who she felt had the video. I immediately sent for [REDACTED] and contacted [REDACTED] parent (Mrs. [REDACTED]) to let her know that I would be turning the incident over to the SRO due to the accusations being criminal intent. I also notified her that the sub would no longer be at Shields or any Hillsborough County school. At the same time I filled out the paperwork with the principal's secretary to terminate the sub from our school and the District. When [REDACTED] friend [REDACTED] came down she was reluctant to talk but I assured her that she was not in trouble. The student then wrote her statement and I asked her about the video. She informed me that she had deleted the video and did not know of anyone else who had access to the video. I immediately contacted her parent [REDACTED] and left a message for her to reach me. I then went to Deputy Kubec and showed him the statements of

both girls and informed him that the young lady had stated that she deleted the video. Deputy immediately launched an investigation due to the fact that the students stated that the sub was "jacking off." While in deputy Kubec's office I was notified that that Mrs. [REDACTED] was on the phone and I went to intercept the call. I explained the incident to Mrs. [REDACTED] and explained that the sub is banned from the District and Deputy Kubec was investigating the matter. Deputy then began the investigation into the incident.

Thursday February 23, 2017

After coming in from staffing I was notified that Mrs. [REDACTED] the parent of [REDACTED] wanted to meet with me. After going to my office Mrs. [REDACTED] informed me that she went to the APPLE store after getting off the phone with me and had them to retrieve the deleted video. I immediately took Mrs. [REDACTED] Deputy Kubec who viewed the video and advised Mrs. [REDACTED] that the video did not show the sub masturbating. Mrs. [REDACTED] became upset and stated that the deputy was not doing anything and the school needed to do something. I explained the actions we had taken and also explained to Mrs. [REDACTED] that we have two entities going on the school side and the police side and that we don't investigate criminal incidents that entity is assigned to the deputy. I explained that as a District we have insured that the sub cannot work for us. Mrs. [REDACTED] asked about what if he tries to work in another county I explained that his record as been flag and subs are actually generated by Kelly Services. Mrs. [REDACTED] then left and went on her way. I then viewed the clip with the SRO but I did not see anything. Deputy then pointed out that at the 13 second mark there is a brief scratch by the sub but it was not a sexual in nature.

Friday February 24, 2017

Mrs. [REDACTED] contacted me and wanted to know why we are not calling the abuse hotline and pointed out that just like her I am a mandated reporter. I explained to Mrs. [REDACTED] that we had nothing to report to the abuse hotline due to the fact that we did not have a basis and the SRO was conducting an investigation into the matter. Mrs. [REDACTED] then contacted our SRO but was not pleased because the sub was not arrested. I followed up with the SRO and he informed me that there was no proof of a crime being committed.

Monday February 27, 2017

While on the way to work I contacted Johnny Bush regarding an incident with a teacher. At that time he informed me that he was on the phone with Tonya Arjais and Kelly Services due to the news wanting to do a story on the sub. I explained that I thought he needed to speak with Mrs. Brown regarding the incident and the protocols taken regarding the incident. I immediately telephoned Mrs. Brown to let her know about the conversation with Mr. Bush. Upon arriving on campus I showed Mrs. Brown the film clip and just as stated by the SRO the video showed nothing. Mrs. [REDACTED] contacted me once again and stated that I needed to call the abuse hotline and I informed her that at this point the incident has been turned over to the police and that she needed to direct her questions to them. I also reminded her that sub does not work for our District any longer and we have taken protocols to ensure that he does not sub in another one of our schools.