

Ms. Natalie M. Williams

Ms. Kathleen Pollina
Local Instructional Supervisor
Regarding:
Mr. Anthony Rotunno, Principal
John F. Kennedy High School
99 Terrace View Avenue
Bronx, New York 10463

February 3, 2006

Dear Ms. Pollina,

Please deliver this reply to Mr. Rotunno. As you are his direct supervisor, I have chosen to reply to his 'letters to file' through you.

The opening of Mr. Rotunno's January 4, 2006 letter states that he has conducted an investigation and finds me guilty of employee misconduct. Among the many questions that I have regarding this are; what evidence was used in order to make this determination? Who has made accusations against me? What was the nature of said allegations?

I must take note that there seems to have been procedural violations in the 'investigation' which was made. Who ran the investigation? What procedures did they follow? What was the evidence? How was the evidence evaluated? I also would like to question to role that the Office of Special Investigations (OSI) took in this 'investigation'. On the whole, I question the validity of Mr. Rotunno's 'investigation' and find his motivations for pursuing it suspect.

This 'investigation' implies a serious conflict of interest. Is Mr. Rotunno; an investigator? How can a school principal involved in making accusations against a teacher 'investigate' and determine 'misconduct' with impartiality? Further, if there was indeed, a formal 'investigation'; why was I (Ms. Williams) denied due process?

The January 4 letter is void of substance in other regards. Which Chancellor's regulation does Mr. Rotunno claim that I 'violated'? Which DOE policy does he claim that I 'coerced several students into violating as well'? The accusations appear empty and are not supported by any facts. The threats of disciplinary retribution have not been supported by any detailed reference to regulations. Also unsupported is the statement that my 'actions result in putting students safety and well being at risk'. The letter implies that I did not follow 'all DOE and JFK HS regulations at all times'; yet, nowhere is it mentioned what these regulations are.

I consider Mr. Rotunno's January 4th letter to be harassing. It further demonstrates the type of bullying tactics that I have been subject to since the appearance of his administration at our school. The accusations of 'misconduct' are vague and the determination of my 'guilt' is baseless. Given my history with him, any open minded person would question his authority to conduct this investigation. Further, I question his underlying motivations in pursuing these issues against me.

For the record, I deny Mr. Rotunno's accusations and will contest his determination of my 'guilt'. Expect a formal filing from me shortly recording these questionable investigatory procedures and my demand for due process. Please assure that this reply is attached to Mr. Rotunno's letter; which has been included in my employment file.

Sincerely,

Ms. Natalie Williams
Science Teacher

Ms. Natalie M. Williams

Cc.

UFT- Dianne Stillman, Lynne Winderbaum, Rodney Grubiak
DOE- Kathleen Pollina, Irma Zardoya