



DISTRICT OF COLUMBIA
PUBLIC SCHOOLS

Office of the Chief Operating Officer

BY EMAIL AND FIRST-CLASS MAIL

April 3, 2019

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

RE: Letter of Response for Grievance 3031 filed on March 26, 2019

Dear [REDACTED]

In accordance with Subtitle 5-B, Section 2405 of the District of Columbia Municipal Regulations, this letter serves as DC Public Schools (DCPS) written response to concerns you brought to the attention of the DCPS Comprehensive Alternative Resolution and Equity (CARE) team on March 26, 2019.

Grievance Issues

Based on a review of the information provided, the written grievance raised the following issue under the jurisdiction of this office:

5B - 2405.2 (f) - Any other violation of a right granted by law that does not have a specific grievance procedure of hearing process provided in this title.

You allege being told by Principal [REDACTED] on March 25, 2019, during recess [REDACTED] was walking away from the assigned play area without permission. [REDACTED] teacher, [REDACTED] intervened and told [REDACTED] to stay with her during recess. [REDACTED] instructed him to walk with her around the blacktop and instructed him to walk in a line back and forth.

Conclusion

DCPS has taken the following action as a result of these allegations:

1. A referral was sent to Labor Management Employee Relations (LMER) on March 30, 2019, for the review and investigation of these allegations. Their findings and any disciplinary actions will remain confidential due to employee privacy guidelines.
2. You had a phone conference with Principa [REDACTED] on March 27, 2019, at which time you stated you were open to mediation with the teacher. A mediation will be scheduled by April 15, 2019.

DCPS will review all available information related to this incident to determine whether employee misconduct has occurred. Although DCPS appreciates your need to know the results of its review, we are unable to share the results of personnel investigations, including any employee disciplinary action that may have been taken, because this information is contained in confidential employee records.

If you are not satisfied with the outcome, you have the right to file an appeal. Appeals must be submitted in writing and received within 10 calendar days of receipt of this notice. Please submit appeal requests to the Office of Integrity via U.S. Postal Mail to 1200 First St., NE, 11th Floor; Attn: CIO or via email at dcps.cio@dc.gov. [You may also contact the U.S. Department of Education, Office for Civil Rights \(1-800-421-3481\) to report any educational discrimination.](#)

If you have further questions, please do not hesitate to contact us at dcps.care@dc.gov or 202.442.5405.

Sincerely,

A handwritten signature in black ink, appearing to read 'Anitra', with a long horizontal flourish extending to the right.

Anitra Allen-King, Director CARE

Cc: Principal

Instructional Superintendent