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- Interfering with the School Psychologist's working with the Appellant's son on October 20, 2022.
- Signing out and removing the Appellant's son from the School Support Room on October 20, 2022.
- Removing the Appellant's son's schoolwork from the Support Room on October 20, 2022.
- Removing materials from the Student's homeroom mailbox on October 31, 2022.

The Appellant, through the Carroll County Education Association, appealed the Letter of Reprimand to the Superintendent. A conference was held by the Superintendent's designee, with the Appellant and her representative on December 6, 2022. After considering the information shared at that meeting, as well as the documentation from the school, the Superintendent's designee upheld the Letter of Reprimand, in a letter dated December 12, 2022, which was reviewed and approved by the Superintendent. That letter indicated that the Principal conducted a thorough investigation of the matters described in the Letter of Reprimand and provided supporting documents, including written staff statements and expectations of staff members. The Superintendent determined that the Principal's decision was not arbitrary, unreasonable, or illegal.

The Appellant then filed an appeal of the Superintendent's Decision to the Board of Education, pursuant to section 4-205(c)(2) of the Education Article, *Annotated Code of*

Maryland. The Board reviewed the Appellant's Appeal Information Form; the Response of the Superintendent, and its Exhibits; and the Reply to Superintendent's Response on Behalf of the Appellant, and the Exhibits attached to that document, including the Affidavit of the Appellant.

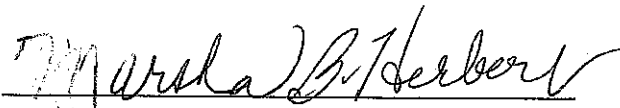
Section VI of the Board Handbook provides that the "Board of Education does not substitute its judgment for that of the Superintendent of Schools unless the Superintendent's decision is deemed arbitrary, unreasonable, or illegal." A decision may be arbitrary or unreasonable if it is "contrary to sound educational policy" or if a "reasoning mind could not have reasonably reached the conclusion the Superintendent reached." (There is no indication in this case that the decision was illegal.)

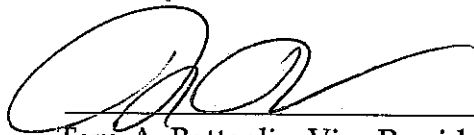
The Board reviewed and considered all the documents and exhibits presented by both the Appellant and the Superintendent. The Appellant alleged that the instances referenced in the Letter of Reprimand were taken out of context and that the Letter was issued as a means of retaliating against the Appellant for advocating for her son. Based on all of the information submitted, and particularly the Response of the Superintendent and the Exhibits attached to that document, the Board concluded that the Appellant did violate the School System's expectations for conduct by a teacher; that the incidents contained in the Letter of Reprimand were not taken out of context; and that the Principal did not retaliate against the Appellant by issuing the Letter. Furthermore, the Board concluded that the decision of the Superintendent was not

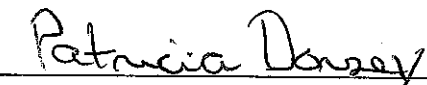
arbitrary, unreasonable, or illegal. Therefore, the Board upholds and affirms the decision of the Superintendent to uphold the Letter of Reprimand issued to the Appellant by the Principal.

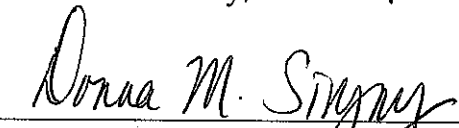
ORDER

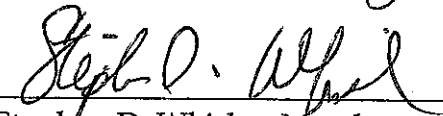
For the reasons set forth above, it is, this 8th day of March, 2023, ORDERED, that the decision of the Superintendent to uphold the Letter of Reprimand issued to the Appellant by her Principal on November 17, 2022, is hereby upheld and affirmed.


Marsha B. Herbert, President


Tara A. Battaglia, Vice President


Patricia S. Dorsey, Member


Donna M. Sivigny, Member


Stephen D. Whisler, Member

NOTICE TO APPELLANT

The Appellant may appeal this Decision to the Maryland State Board of Education, 200 West Baltimore Street, Baltimore, Maryland 21201, if taken in writing, within thirty (30) days of the date of the Order.