

NOTICE AND STATEMENT OF CHARGES AGAINST

NINA DIMITROV

The Superintendent of Alhambra School District No. 68 (the "District") hereby charges that any one or any combination of the following concerns provides good and sufficient cause to dismiss Nina Dimitrov, a teacher at [redacted] School, for unprofessional conduct. While employed as a certified teacher of the District, Ms. Dimitrov engaged in acts that constitute unprofessional conduct as follows:

- (1) Exhibiting improper attitudes
(2) Neglecting her duties
(3) Engaging in unprofessional conduct
(4) Engaging in acts of insubordination and willful disobedience

The specific instances of behaviors and acts constituting the charges against Ms. Dimitrov include, but are not necessarily limited to, the following:

1. On or about November 2, 2010, Ms. Dimitrov was unable to manage the students in her classroom. Two staff members went to assist Ms. Dimitrov, Don Moenich, a Collaborative Peer Teacher, and Shebrevia Johnson, School Health Assistant. When Mr. Moenich and Ms. Johnson arrived at Ms. Dimitrov's classroom, Ms. Dimitrov was frantically upset. Before they could get all the way into the classroom, Ms. Dimitrov grabbed her purse and said aloud in front of the class "I'm done, I'm out of here!" Ms. Dimitrov then walked past Mr. Moenich and Ms. Johnson and left the class without any plans or work. By abandoning her classroom during instructional time, Ms. Dimitrov, a classroom teacher, neglected her duties to her students, wasted valuable educational time, and acted unprofessionally. Additionally, her comments in front of her class exhibited improper attitudes for a District staff member.

2. Principal [redacted] was in a meeting at the District office when Ms. Dimitrov abandoned her classroom on November 2, 2010. When Principal [redacted] returned to school, she was informed that no one could locate Ms. Dimitrov. Eventually, Ms. Dimitrov came to speak with Principal [redacted]. Ms. Dimitrov was very upset during the conversation and asked, "Tell me what would you have wanted me to do, take the disrespect from the students?" Principal [redacted] directed Ms. Dimitrov to go to the District office and speak with Mr. Rivera, Executive Director of Human Resources. Ms. Dimitrov left Principal Martinez-Ortiz's office to meet with Mr. Rivera, telling the office staff on her way out: "You just wait and see how many teachers leave next year because of her." Her behavior and comments were unprofessional, exhibited an improper attitude and were insubordinate.

3. Ms. Dimitrov arrived at the District office around 1:10 pm on November 2, 2010. She met with Mr. Rivera and Sandy Satterfield, Human Resources Coordinator. Ms. Dimitrov admitted that she was unable to manage her classroom and that when Mr. Moenich and Ms. Johnson arrived she left. Mr. Rivera told Ms. Dimitrov that he had serious concerns about her fitness for the classroom. At that time, Mr. Rivera directed Ms. Dimitrov to go to MBI

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witness testimony otherwise! I was behind my desk when they came.

administrative responsibilities of behavior.

had my work bag + lesson plans for the week!

um... no. I admitted there was nothing. I could do for their behavior. They were administrative duties!

1 -> yeah, he thinks I'm the crazy one.