

BEFORE THE BRADLEY COUNTY BOARD OF EDUCATION

IN RE:

CHARGES FOR DISMISSAL OF SUSAN ELLIOTT

As the Director of Schools for the Bradley County Board of Education (“Board”), and pursuant to Tenn. Code Ann. §§ 49-5-501, 49-5-511, and 49-5-512, I recommend dismissing teacher Susan Elliott (“Ms. Elliott”) from her tenured position with the school system. In support thereof, I rely on the following:

FACTS

On July 23, 2012, the Cleveland Police Department (“Police”) arrested and charged Ms. Elliott with aggravated domestic assault. The Police responded to the complaints of a man identifying himself as Ms. Elliott’s boyfriend, Greg Grammer (“Mr. Grammer”). According to statements made to the Police by Mr. Grammer and by Ms. Elliott’s minor child who witnessed the assault, she was said to have:

- struck Mr. Grammer on the neck;
- struck Mr. Grammer on the right shoulder;
- struck Mr. Grammer in the abdominal region; and
- instructed her minor child to bite Mr. Grammer on his left forearm.

On the evening at issue, Mr. Grammer was able to show the Police marks upon his body evidencing the aforementioned attacks, including “small bite marks on his left forearm.” Mr. Grammer since attempted to recant his original story, but the Cleveland Police Department stands by its original arrest.

I have also received multiple complaints from Ms. Elliott’s co-workers regarding her job performance, including, *but not limited to*, allegations that she:

- failed to follow agreed upon lesson plans and assignments;
- rarely developed or relied upon lesson plans at all;
- refused to teach certain subject areas such as social studies;
- smoked in or around school buildings;
- fell asleep during in-service programming;
- spent classroom time shopping online using sites such as EBAY; and
- shouted at another teacher in the presence of parents and students.

CAUSES FOR DISMISSAL

The foregoing facts constitute grounds for dismissing Ms. Elliott. Tennessee law sets forth specific grounds available to the Board when asked to dismiss a tenured teacher. *See* Tenn. Code Ann. §§ 49-5-501 and 49-5-511(a)(2). I recommend dismissal based on Ms. Elliott's incompetence, neglect of duty and unprofessional conduct. Ms. Elliott's actions clearly fall under applicable definitions found at Tenn. Code Ann. § 49-5-501.

WHEREFORE, as Director of Schools for the Bradley County Board of Education, I must recommend that the Board dismiss Ms. Elliott as a tenured teacher.

Respectfully submitted by:



Johnny McDaniel – Director of Schools
Bradley County Board of Education