The determination to amend the Professional Standards Committee's (PSC) recommendation of discipline was a result of the secondary review and a thorough discussion of the case. As a designee of the Superintendent, Mr. Nichols authorized the decision of the group via the form signature process – which is a component of the overall process. The secondary review group agreed with probable cause to discipline the employee for inappropriate conduct, which was the basis of the personnel investigation.

As a reminder from our previous statement, this secondary review serves as an effort to ensure the consistent and appropriate application of discipline. Additionally, this review considers whether the recommended discipline will be upheld through due process. It is not uncommon for the secondary review group to amend the recommendations from the Professional Standards Committee.

In this specific case, Mr. Medina was investigated for alleged inappropriate comments to two students. The final determination, after the secondary review process, was to uphold the PSC's finding of probable cause for inappropriate conduct. After consultation and advice from Special Investigative Unit (SIU) leadership and district legal counsel, the appropriate discipline was determined to be a three-day suspension. This decision was primarily based on the facts that there was no direct evidence to distinguish between the conflicting statements provided by the students and the employee, there was no inappropriate physical contact, and there was no record of any previous discipline for the employee.

Neither Superintendent Runcie nor Principal Thompson were involved in the secondary review that resulted in the decision to amend the discipline recommendation.
The PSC is comprised various District and school-based administrative representatives.

We can confirm that the employee served the three-day suspension.