

**Separation**

**Statement of Charges: Permanent Teacher**

**STATEMENT OF CHARGES  
PREFERRED AGAINST JOHN DIPSTICK**

Pursuant to the provisions of section 168.116, RSMo. 1991, the following charges of incompetency, inefficiency, and insubordination are hereby preferred against John Dipstick, a teacher under tenure in the Harmony School District, to wit:

1. Discipline - Incompetency and inefficiency in that Mr. Dipstick failed to maintain classroom discipline, as exemplified by the following:
  - a. On January 19, 1998, Mr. Dipstick failed to take disciplinary action regarding an incident in which Betty Boop broke Mona Lisa's glasses.
  - b. On January 20, 1998, Mr. Dipstick failed to follow his assertive discipline plan. No checkmarks were given to Fred Fair, who had his feet on his desk.
  - c. On February 3, 1998, Mr. Dipstick failed to follow his discipline plan. No checkmarks were given to six students who exhibited the following inappropriate behavior: refusing to get out the assigned worksheet (Cindy Rella), cleaning out desk during work time (Jack Zipper), chewing gum without permission (Rip Punzo), working in a workbook instead of following the lesson and doing the assigned work (Lee Harvey), refusing to put down a pencil and pay attention (Benny Arnold), playing with toys (Lizzy Borden), talking to other students (Barb Wawa), sitting and doing nothing during instructional and work time (Tom Jones).
  - d. On February 7, 1998, Mr. Dipstick failed to provide consequences for Cindy Rella, who was rude and disrespectful to him during class.
  - e. On February 15, 1998, Mr. Dipstick failed to provide consequences for Karl Icon, who refused to put an airplane away during instruction and work time.
  - f. On February 16, 1998, Mr. Dipstick failed to provide consequences for Ron Raygun and Ross Parrot, who ignored instructions to get out their workbooks and clear their desks of other materials.

- g. On February 22, 1998, Mr. Dipstick failed to provide consequences for Squeaky Fromm, who refused to put away materials as instructed and who then left her seat, further disrupting the class and delaying instruction.
- h. On February 24, 1998, Mr. Dipstick failed to provide consequences for Danny Quall, who continued to talk after being instructed to be quiet during a spelling bee.
- i. On March 11, 1998, Mr. Dipstick failed to provide consequences for several students who were blatantly disrespectful when instructed to write sentences using assigned words.
- j. On March 13, 1998, Mr. Dipstick failed to provide consequences for Hans Canibal, who was out of his seat without permission during instruction.
- k. On March 15, 1998, Mr. Dipstick failed to provide consequences for Mori, Haroldo, and Arsinico who refused to clear their desks for the spelling test.
- l. On March 19, 1998, Mr. Dipstick failed to provide consequences for Moll Flanders who refused to give her health cards to him.
- m. On March 20, 1998, Mr. Dipstick failed to provide consequences for Jimmy Michner, who was playing with a pen instead of listening to instruction.
- n. On March 20, 1998, Mr. Dipstick failed to provide consequences for Haroldo Reevera, who twice overtly refused to obey instructions and talked back to him in a disrespectful manner.
- o. On March 21, 1998, Mr. Dipstick provided no consequences for Half Monty, who was kneeling on the floor.
- p. On or about March 21, 1998, Mr. Dipstick instructed Evelyn Woody several times to bring her reading materials to the group before she complied.
- q. On or about March 22, 1998, Mr. Dipstick failed to provide consequences for George, Willie and Ross, who refused to follow the rules of group lessons requiring that one person speak at a time.

- r. On or about March 22, 1998, Mr. Dipstick failed to provide consequences for Tim Leary, who was working on a fun puzzle packet while the class was checking math papers.
  - s. On March 28, 1998, Mr. Dipstick told Willie Shakespere to sit down and not to sharpen his pencil since he did not need it for that part of the lesson. He sat down and immediately began to sharpen the pencil with his own sharpener. Mr. Dipstick provided no consequences for this direct disobedience.
  - t. On March 28, 1998, Mr. Dipstick ignored Karl Icon, who was turned in his seat facing the back wall and holding a paper airplane in his hand. He did not instruct him to sit properly and provided no consequences for his failure to comply with class rules.
  - u. On March 30, 1998, Mr. Dipstick instructed Willie Shakespere to clean up some glue from his desk. He did not clean it up.
  - v. On March 30, 1998, ten minutes after the directions for the assignment had been given, Mike Milken was up and out of his seat folding his dollar bills. He did all this before Mr. Dipstick noticed that he was not on task.
2. Instruction - Incompetency and inefficiency in that Mr. Dipstick failed to provide sufficient individualized attention to ensure each student has an opportunity to learn, as exemplified by the following:
- a. On January 10, 1998, Leech and Long did not have their textbooks out when Mr. Dipstick asked them questions about the content.
  - b. On January 10, 1998, Chuck Mansion, Jr. was permitted to sit and do nothing during instruction and work time.
  - c. On January 13, 1998, Mr. Dipstick provided no closure for the language lesson.
  - d. On January 14, 1998, the students were not required to clear their desks of other materials before beginning the social studies test.
  - e. On January 14, 1998, Chuck Mansion III finished his work and was permitted to sit and do nothing.

- f. On January 15, 1998, Mr. Dipstick did not require four students to pay attention during pronunciation and usage practice for the spelling lesson. Mr. Dipstick also did not require Frankie and Johnnie to pay attention during directions concerning additional work later in the lesson.
- g. On January 15, 1998, Mr. Dipstick did not require all students to participate in the spelling test. Several students were out of their desks and distracting those who were taking the test.
- h. On January 25, 1998, Mr. Dipstick began the math lesson without a proper introduction regarding the nature of the homework or explanation of what the students were responsible for doing.
- i. On January 26, 1998, a majority of the students were not paying attention to the math lesson. Mr. Dipstick continued to talk although the students were inattentive.
- j. On January 26, 1998, students were told to line up to go to the library. Mr. Dipstick provided no closure for the math lesson prior to going to the library, nor did he indicate that any closure would occur upon returning from the library.
- k. On February 13, 1998, Chuck Mansion, Jr., Hans Canibul, and Jack Nickelsewn were permitted to sit and do nothing during class time.
- l. On February 13, 1998, Xavier asked Mr. Dipstick for assistance. Mr. Dipstick told her that he would help her at recess and that she would have to take her book outside to get the help.
- m. On February 27, 1998, Jack Beanie returned to the classroom and did nothing once he had returned. Mr. Dipstick permitted him to sit and do nothing. Beanie sorted papers for him to grade, then was permitted to sit and do nothing while he waited for others to finish their work.
- n. On March 2, 1998, Mr. Dipstick passed out an assignment and gave directions. Bobby Woodwind was crying and did not have his paper out when Mr. Dipstick began. Jack Nickelsewn was working on his newspaper assignment. Kimba was not attentive and was looking around.

3. Communication - Incompetency and inefficiency in that Mr. Dipstick failed to provide positive information to and about students, and continued to emphasize the negative aspects of students' conduct and performance.
  - a. On January 16, 1998, after students returned from the restroom, Mr. Dipstick gave one girl a positive reward for good behavior, although other students, including boys, were well behaved.
  - b. On or about January 18, 1998, Billy Session observed Mr. Dipstick yelling at a male student in the hall. Mr. Dipstick could be heard all the way down the hall.
  - c. On January 25, 1998, a student asked for assistance, and Mr. Dipstick replied, "I did three and four; the rest you have to figure out on your own."
  - d. During a drug awareness lesson, Mr. Dipstick commented on the work of only one student. He failed to provide encouragement or positive feed back for the students' conduct and achievement during the group work.
  - e. On February 6, 1998, Mr. Dipstick received a note from Morticia's mother expressing concern about her grades. Mr. Dipstick did not contact Morticia's mother until specifically instructed to do so by the administration.
  - f. In March of 1998, Mr. Dipstick gave Danny Quall a 57% and Oppie Winfree 47% grades on their report cards. The students received a D for each of the subject areas. Mr. Dipstick had failed to inform the parents/guardians of the students' low grades during the grading period. He did not take time to meet with the parents/guardians and formulate a plan to improve the students' work and to write F contracts so that the students could receive an F if they did not improve.
  - g. On March 2, 1998, Mr. Dipstick did not notice how blue paint appeared on Red Rover's face or on the floor. Mr. Dipstick directed Red to clean up the paint on the floor without ascertaining whether he was responsible for the spill.
  - h. On March 13 , 1998, Mrs. Mansion requested that Chuck be moved from Mr. Dipstick's room because his grades had fallen sharply while in Mr. Dipstick's class and he was experiencing discipline problems he had not encountered in earlier grades.

- i. On March 18, 1998, Mr. Dipstick completed a screening and referral form for evaluation and/or diagnosis of educational disabilities for Jack Zipper. The parents had requested the referral in September 1997.

Due to the serious nature of these matters, this Statement of Charges is being referred to the Board of Education for their consideration.

Dr. Harry Hopeful  
Superintendent