

KNOX COUNTY SCHOOLS
PROFESSIONAL COMMUNICATION RECORD

Date: 10/19/10 Time: 3:36pm Location: Security for nets
Hq. Bldg. 16th fl (incident)
Conference Participants: Alex Caine
Steve Griffin
Charles Markham

Issues(s) Discussed:

Mr. Caine invading personal space of [REDACTED]
and making [REDACTED] feel uneasy by touching [REDACTED] elbow.
Mr. Caine did not remember doing such, but said
he would not do anything to invade [REDACTED] privacy
again in the future. If apology is needed Mr.
Caine is willing to at anytime.

KNOX COUNTY SCHOOLS
PROFESSIONAL COMMUNICATION RECORD

Page 2

Follow-up and/or Expectations:

Charles Mashburn
Administrator

Allyson C. Security
-Educator- Security

The educator's signature acknowledges an opportunity to review the material. It does not necessarily indicate an agreement with the comments. The educator has the right to submit a response to this communication record. If a copy of this communication record is placed in the personnel file, the educator understands that the contents of personnel files are considered public record.

10/19/10
Date

10/19/10
Date

Notes Taken By-

J. C. Smith
Witness

White Copy - ☐ Administrator _____

Canary Copy - ☐ Personnel File _____

Pink Copy - ☐ Educator _____

Photo Copy - ☐ Appropriate Supervisor _____

*(Check boxes indicating those to whom copies are distributed.)

KNOX COUNTY SCHOOLS
ANDREW JOHNSON BUILDING

Bob Thomas, Superintendent



February 12, 2020

Alexander Cain
[REDACTED]

Written Reprimand

On January 24, 2020, Gibbs High School principal Jason Webster received allegations that you recently joined in on a student's Instagram live, you later hugged the student at school, and the student feels as though you single the student out in front of others; your actions have made the student uncomfortable.

You were provided a tell your side conference on February 5, 2020 with Jason Webster, Gibbs High principal, and Pat Mashburn, Human Resources supervisor in the principal's office. You stated during this meeting that a "message popped up over Christmas break that stated "Hey, Mr. Cain. I said hello back and asked the student how was the student's break"? You sent a written statement to Human Resources on February 7, 2020 and stated that you did not recall hugging /embracing a student.

Gibbs High school administrators Jason Webster and Jeff Thomas previously met with you on April 30, 2019 to discuss other allegations about your social media comments regarding a recent graduate. They recommended that you use good judgment in relationships with students during and outside of the school environment and to refrain from any behavior considered inappropriate and disruptive to the school environment. During this meeting, Knox County School board policies Staff-Student Relationships (G-140), Qualifications and Duties of Teachers (G-280), and Civility Code (B-230) were reviewed and issued to you.

Regarding the most recent allegation, our findings indicate that you did make unwanted physical contact with the student and did interact with the student on Instagram live. You actions are in violation of the aforementioned school board policies and two additional policies, Harassment of Students (J-210) and Social Media (G-161).

For your continued inappropriate actions, you are being issued this written reprimand and you are being given the opportunity to correct your behavior. You are hereby directed to follow all policies and procedures established by the Knox County Board of Education. Failure to conduct yourself in a professional manner in the future could result in further discipline up to and including recommendation for your termination.

[Handwritten signature]
2/12/2020

Page 2 Cain

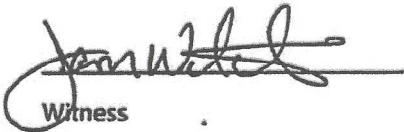
My signature indicates that I have received a copy of this information. I understand that I have the opportunity to respond in writing and the response will be placed in my personnel file. I further understand that the contents of my personnel file are public record.



Signature

2-12-20

Date



Witness

Enclosures: Staff-Student Relationships (G-140)
Qualifications and Duties of Teachers (G-280)
Civility Code (B-230)
Harassment of Students (J-210)
Social Media (G-161)

C: Employee's Personnel File

SAC
2/12/2020

KNOX COUNTY SCHOOLS
ANDREW JOHNSON BUILDING

Bob Thomas, Superintendent



March 22, 2021

Alexander Cain
[REDACTED]

Dear Mr. Cain:

In accordance with Knox County Board of Education Policy Administrative Suspension, G-370, this memo is official notification that effective (March 22, 2021) you are being placed on Administrative Leave with Pay.

Sincerely,

A handwritten signature in cursive script, reading "Pat Mashburn".

Pat Mashburn
Human Resources Supervisor
Knox County Schools
594-1525

CC: Mr. Bob Thomas, Superintendent
Employee's Personnel File/HR

SB/JS
4/12/21

**Knox County Schools
Administrative Leave Guidelines
Human Resources Department**

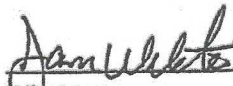
- I understand I am to surrender to school system administrators my school system security ID and all keys or prox cards I have in my possession that allow entrance to Knox County Board of Education property.
✓ Prox Card ✓ Keys Apple Equipment in class
to JW to JW
- I understand that I am to surrender any equipment or electronics that I have in my possession that belongs to Knox County Board of Education. _____ Password _____
- I understand that I cannot be on any Knox County Board of Education property while I am on administrative leave. *Coach FB @ Farr HS; told him not to be on Farr campus or any other campus.*
- I understand that I cannot communicate with any students or any of the people in question who have made allegations against me or other employees about this matter.
- I understand that I am to be available to the Human Resources Department or the Superintendent's office during contract hours.
Employee's Contact# _____ Personal Email Address _____
- I understand that I cannot be employed elsewhere during my contract hours while I am on administrative leave.
- I understand that I am to leave Knox County Board of Education property immediately following being placed on leave and that I am responsible for the administrative leave guidelines.
- I understand that my KCS email account will be suspended during the time of my administrative leave/suspension.
- I understand and have been advised the possibility exists that KCS could receive media inquiries as to employees on leave. This information is public record and will be provided if a request is made.



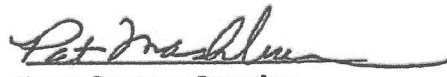
Employee Signature

3-22-21

Date



Witness



Human Resources Supervisor

3-22-21

Date

C: Employee's Personnel File

SDT
4/12/21

KNOX COUNTY SCHOOLS
ANDREW JOHNSON BUILDING

Bob Thomas, Superintendent



April 5, 2021

Alexander Cain
[REDACTED]

Written Reprimand

On March 8, 2021, the Human Resources Department received an allegation that you were in violation of a February 5, 2021 directive that stated you were not to enter a specific colleague's classroom due to your inappropriate actions towards a student enrolled in the colleague's class and your class; you were issued a Written Reprimand for your actions against the student on February 12, 2020. The allegations also stated that you were trying to intimidate and bully the colleague about being able to come into her classroom and you had been periodically coming into her classroom.

Jeff Thomas, Gibbs High School Assistant Principal and Pat Mashburn, HR Supervisor provided you an opportunity to tell your side regarding the March 8, 2021 allegations on March 9, 2021. When asked why you returned to the classroom in question, you stated, "I have not. Look at the cameras. I am not in and out at all. I don't socialize with anyone from here."

After review of the camera footage in the CTE hallway and after receiving an additional allegation from another employee who alleged your actions were unprofessional at the worksite, Jason Webster, Gibbs High School Principal, and Pat Mashburn provided you another tell your side meeting on March 21, 2021. When asked if you have ever left your students unsupervised, you responded that you have "a handful of times." Camera footage indicated that more than once, you left your students unsupervised and on March 5, 2021 in particular, you entered the class you were banned from multiple times and you can be seen acting in a confrontational manner towards the teacher of the class in question in the hallway prior to the 8:30 a.m. bell. You responded that, "I don't remember why I poked my head in her door. I don't know." When asked why another employee reported to school administration that you acted unprofessionally and made the person feel uncomfortable at the worksite, you responded, "I have no idea."

Our records indicate that since 2010, there have been 5 (five) allegations that you have acted unprofessional and been overtly personal with students and colleagues at the workplace; you were provided tell your side meetings and received two previous Professional Communication Records and

Page 2 Cain, Written Reprimand

one Written Reprimand for your past actions. Your latest actions are in direct violation of Knox County School board policies Qualification and Duties of Teachers (G-280) and Civility Code (B-230). For your continued unprofessional actions, you are receiving this Written Reprimand and your contract is being non-renewed for the 2021-2022 school year.

Sincerely,

Bob Thomas

Bob Thomas, Superintendent
Knox County Schools

I have received a copy of this Written Reprimand and non-renewal notification. I understand that a copy will be placed in my personal file. I may respond to the Written Reprimand in writing. A copy of my response will also be placed in my personnel file. I also understand that my personnel file is a public record.

Mark Cain

Employee Signature

4-8-21

Date

[Signature]

Witness

Enclosures: Qualifications and Duties of Teachers (G-280)
Civility Code (B-230)
Non-Renewal Form (HR-159)

*Self
4/12/21*



STATE OF TENNESSEE
STATE BOARD OF EDUCATION
615-741-2966
<http://www.tn.gov/sbe/>

Final Report Regarding Teacher/Administrator with Flagged License

Submit to:

Office of Educator Licensure
State Department of Education
12th Floor, 710 James Robertson Parkway
Nashville, TN 37243
FAX: 615-532-1448

Date of Action: April 8, 2021

LEA submitting Report: Knox County Schools

Name of Teacher/Administrator: Alexander Cain

Teacher/Administrator License #: [REDACTED]

Last known address:

[REDACTED]

Final LEA employment action: Written Reprimand, Non-renewed for 21-22

Status of investigation(s):

- DCS: N/A

- Law enforcement (agency): N/A

Further information may be obtained from (include contact information):

Pat Mashburn pat.mashburn@knoxschools.org

Jennifer Hemmelgarn jennifer.hemmelgarn@knoxschools.org

Bob Thomas
[Director Signature]

4/22/21
[Date]

6/22/2021

Personnel Action Entry - Munis [Knox County Schools]



HOME

Personnel Action Entry - Munis [Knox County Schools]

0 ? X

Accept Cancel Search Browse Query Builder Add Update Duplicate Delete Global Print Text file PDF Preview Excel Word Email Schedule Attach Notes Notify

Confirm Search Actions Output Office Tools

Employee Identification

Employee SSN Last Name First Name Midd

CAIN ALEXANDER J

Main Other

Action Information

Effective Date 05/26/2021 Pull Date 06/30/2021

Action Code 200 - TERMINATION

Reason/Auth 202 - NON RENEWAL

Supporting Action

On/Off Boarding Code

Create Action History Record

Employee Initiated

Create Employee Task Lists

Action Category T TERMINATE

Action Number 0

Approval Date

Status X - IN PROGRESS

User

Entry Date 06/22/2021

Entry Time 10:23:43

Checklist

Notes

ESS Comments

Comment

CERT NONRENEW POS#3334

Electronic File Path

Workflow

Approve

Reject

Hold

Forward

Approvers

K <

182 of 245

> >

Record(s) updated.



Knox County Schools
P.O. Box 2188
Knoxville, TN
37901-2188

PHONE
(865) 594-1680
FAX
(865) 594-1674

PERSONNEL ACTION FORM

Change Form

HUMAN RESOURCE DEPARTMENT

Name: **ALEXANDER J CAIN**
Address: **[REDACTED]**
City/State/Zip: **[REDACTED]**
Reason: **TERMINATE**
Action: **NON RENEWAL**
Date of Birth: **[REDACTED]**
Leave Date: **06/22/2021**
Hire Date: **08/06/2013**

Employee Number: **[REDACTED]**
Effective Date: **05/26/2021**
Entered By: **[REDACTED]**
Entry Date: **20210622**
Race: **CAUCASIAN**
Gender: **M**
Service Date: **08/16/2007**
Length: **[REDACTED]**

Return Date:

NEW

PRIOR

Employee Status: **REGULAR**
Position: **3334**
Position Desc: **TCHR CRIM JUSTICE HS**
Job Class: **1280**
Location: **GIBBS HIGH**
Personnel Status: **REGULAR**
GL: **141-71300-511600-71000-0100-13-000-00000**
Group B/U: **MNTH**
Grade / Step: **4200**
Work Start: **08/04/2014**
Work End: **07/31/2021**

Employee Status: **REGULAR**
Position: **3334**
Position Desc: **TCHR CRIM JUSTICE HS**
Job Class: **1280**
Location: **GIBBS HIGH**
Personnel Status: **REGULAR**
GL: **141-71300-511600-71000-0100-13-000-00000**
Group B/U: **12/31/9999**
Grade / Step: **4200**
Work Start: **08/04/2014**
Work End: **12/31/9999**

	(06) SALARY	(07) GRADE	(08) DAILY RATE	(09) PERIOD PAY	(10) ANNUAL SALARY
Prior	1280	14717285	\$257.65	\$4,294.17	\$51,530.00
New	1280	14717285	\$257.65	\$4,294.17	\$51,530.00
Additional Pay:					
1280	100 - DAILY - STANDARD CERTIFIED	14717285	\$7.75	\$4,294.17	\$51,530.00

ADMINISTRATION

Remarks: **CERT NONRENEW [REDACTED] POS#3334**
Notes: **Alexander Cain [REDACTED] Non Renewal 20/215y PULL DATE 6/30/21**

Completed 200 day contract PIF 7/22/21

CL-No

HR NOTES: **CERT NONRENEW
ALEXANDER CAIN [REDACTED]
CTE TEACHER
GIBBS HIGH
POS#3334
EFFECTIVE 05/26/2021
PER NON-RENEW LETTER**

Workflow Status: **APPROVED**
Approved By: **[REDACTED] 2021-06-22**

Personnel Actions Text

Alexander Cain [REDACTED] Non Renewal 20/21Sy PULL DATE 6/30/21

Completed 200 day contract PIF 7/22/21

CL-No

CERT NONRENEW
ALEXANDER CAIN [REDACTED]
CTE TEACHER
GIBBS HIGH
POS#3334
EFFECTIVE 05/26/2021

PER NON-RENEW LETTER

202