

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. Your 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.

[Signature]
2/12/2020

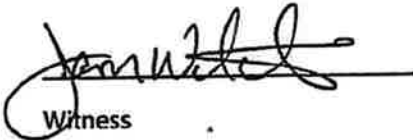
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My signature indicates that I have received a copy of this information. I understand that I have the opportunity to respond in writing and the response will be placed in my personnel file. I further understand that the contents of my personnel file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

SAA
2/12/2020