

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

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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, 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.



Employee Signature

4-8-21

Date



Witness

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


4/12/21