Special Meeting of the Board of Education
Board Room, Administration Building, 900 W Choctaw Ave, Chickasha, Oklahoma 73018
Tuesday, November 12, 2024 at 3:00 PM

If participation at any Board of Education meeting is not possible due to a disability, notification to the Board Clerk at least 24 hours prior to scheduled meeting is encouraged to make the necessary accommodations. The Board of Education may discuss, make motions, vote to approve, vote to disapprove, vote to revise or amend, vote to table, or decide not to discuss any item on the agenda. Except for items one through three, any agenda item may be considered and acted on in any order.

1. Call Meeting to Order
2. Roll Call
3. Discussion and vote to employ Laura Ganz, PLLC to advise the Board during personnel due process hearings.

4. Conduct hearing on Superintendent's recommended termination of Dylan Nagode, certified teacher, using the following order of procedure:

   A. The Board President will convene the hearing and state the purpose of the hearing.
   B. Opening statements by the parties.
   C. Presentation of Superintendent's evidence and testimony followed by cross-examination of witnesses by Dylan Nagode or his representative, and questions by Board members.
   D. Presentation of Dylan Nagode's evidence and testimony followed by cross-examination of witnesses by Superintendent or his representative, and questions by Board members.
   E. Closing argument by Superintendent or his representative.
   F. Closing argument by Dylan Nagode or his representative.

5. Discussion and vote on a motion to convene in executive session to discuss and deliberate on the recommended termination of Dylan Nagode pursuant to 25 O.S. §307(B)(1).

6. Acknowledge return to open session and executive session compliance statement

7. Discussion and vote to approve or disapprove findings of fact and conclusions with respect to the recommended termination of Dylan Nagode.

8. Discussion and vote regarding the recommended termination of Dylan Nagode.
9. Discussion and vote on motion to instruct the Superintendent to notify Dylan Nagode of the Board's decision including the basis of the decision and the findings of fact and conclusions by certified mail, return receipt requested
10. Discussion and vote to accept any resignations presented following the posting of the agenda.

11. Adjournment.

This agenda was posted at 3:00 p.m. on the 8th day of November 2024, on the east and west entrance of the Administration Building, Chickasha Public Schools, 900 W. Choctaw, Chickasha, Ok. and emailed to the concerned public. Notice of the meeting was given to the Grady County Clerk at 1:42 p.m. on the 5th day of November 2024
Rochelle Bowens
Board Clerk

Welcome to Chickasha Public Schools
Board Session Public Attendance

Please PRINT your name, title, and company below.
Date: November 12, 2024

Name (Print)	Representation, Title, Company
Brandi Mantooth	Brandi Mantooth - CPS
Pam Ladyman	P. Ladyman - Admin
Amanda Phariss	Amanda Phariss
Laura Holmes	Center for Education Law
Brent Bragg	
Milton Bowens	Admin
Gretchen Slate	BWECC-Principal
Tammy Swinburne	Admin
Laura Martin	BWECC - Asst. Principal
Jim & Paula Nagode	Parents
Alexis Roof	BWECC-Art Teacher
Skyler Nichols	BWECC-Librarian
Jennifer Stegman	Admin
Cynthia Molina	BWECC - STEM
JD Bray	Admin
Becky Schrader	Lib Ass BWECC

BEFORE THE BOARD OF EDUCATION
OF INDEPENDENT SCHOOL DISTRICT NO. 1 OF
GRADY COUNTY, OKLAHOMA

In the Matter of the Recommendation)
for Termination of Dylan Nagode)

BOARD'S APPROVED FINDINGS OF FACT AND CONCLUSIONS

FINDINGS OF FACT:

1. District hired Dylan Nagode (Nagode) as a teacher in August of 2021. He has not yet completed four (4) consecutive complete school years as a teacher in District and is therefore a probationary teacher as defined by 70 O.S. § 6-101.3.

2. Nagode is assigned to Bill Wallace Early Childhood Center (BWECC) as a music teacher.

3. In April of 2023, Pam Ladyman (Ladyman) issued an admonishment to Nagode in response to a parent complaint that he had hit a student on the head and slapped the student on the face. After an investigation, it was determined that Nagode touched the student on the top of the head to gain the student's attention. As a result, Ladyman issued a written admonishment to Nagode directing him to "not use physical contact to gain a student's attention or correct behavior." The admonishment noted that any repetition of the poor performance or conduct may result in a recommendation for dismissal or non-reemployment. Administration Exhibit 9.

4. Student H is a Kindergarten student who is autistic and relatively non-verbal. She has issues with transitions and has a goal in her Individualized Education Plan (IEP) to improve her transitions between classes. Her IEP also includes accommodations, including but not limited to, "breaks as needed." Administration Exhibit 11.

5. At the start of the 2024-2025 school year, Nagode was provided with Student H's IEP At a Glance which summarizes Student H's goals, accommodations, and services. Administration Exhibit 11.

6. On September 23, 2024, Briana Landry (Landry), a paraprofessional working with Student H reported to Gretchen Slate that she had removed Student H from Nagode's class because Student H needed a break. Student H, her Registered

Behavior Technician (RBT), and Landry then went into the gym for the remainder of the class period. Administration Exhibit 10.

7. On September 27, 2024, Student H and a paraprofessional (Amanda Phariss) had just come in the building from recess. Student H was sitting on the floor in the hallway with her back to the wall, her hands on the floor, and her legs extended in front of her. She was refusing to get up and proceed to her classroom. Administration Exhibits 2 and 4.

8. Mantooth approached Student H and Phariss to discuss getting the student on her feet and out of the hallway. Administration Exhibit 5.

9. Nagode showed up and told Phariss that there was a class coming down the hallway and that Student H needed to be moved to the middle of the hall. He then reached down and took Student H by her wrists and pulled her up from the ground in such a way that she rested on her knees in the middle of the hallway. He made a statement to the effect that Student H was now at least out of the way. Administration Exhibits 2, 4, and 7.

10. The incident was witnessed by Destiny Acuna who described Nagode as being aggressive in moving Student H away from the wall to the middle of the hallway. Administration Exhibit 5.

11. The incident was also witnessed by Valerie Davis who described that Nagode grabbed the student and moved her over. She also noted that, during the incident, Student H was screaming “no” to Nagode. Administration Exhibit 3.

12. Students and staff could have walked around Student H without her having to be moved from sitting against the wall.

13. After the hallway incident, Phariss reported the incident to Assistant Principal Laura Martin (Martin) and Mantooth reported the incident to Principal Gretchen Slate (Slate). Martin and Slate then reviewed the video and reported the incident to Ladyman for further investigation. Administration Exhibit 6.

14. Ladyman then investigated the incident, including talking with Nagode and obtaining his written statement. In his statement, Nagode claims that Student H held her hands up to him after he asked if he could help her. He further states that Student H assisted him by coming to her knees and scooting to the center of the hallway. Administration Exhibit 8.

15. The video shows that Nagode pulled Student H up to her knees to the middle of the hallway.

16. Superintendent Rick Croslin (Croslin) reviewed the video of the hallway incident, reviewed the statements obtained during Ladyman's investigation, and concluded to recommend Nagode's termination based on his repeated negligence of performance of duty and physical abuse of a child. Administration Exhibit 1.

Conclusions:

1. A probationary teacher may be dismissed for cause. Okla. Admin. Code 210:20-29-5(b). The standards of performance and conduct for teachers provide that a teacher shall make reasonable effort to protect students from conditions harmful to health and safety and shall not intentionally expose the student to embarrassment or disparagement. Principle I: Commitment to the students, Okla. Admin. Code 210: 20-29-3(b).

2. Nagode has violated the standards of performance and conduct for teachers by using physical contact to correct Student H and exposing Student H to embarrassment.

3. Nagode failed to follow Student H's IEP.

4. Nagode has repeatedly used physical contact with students and put his hands on students when it was not necessary.

5. Adults are present at school to protect students. Nagode did not abide by this basic tenet of teaching.

6. Based on these findings of fact and conclusions, the Recommendation for Termination is hereby approved and Nagode's employment with District is terminated immediately.