

Craig Level 3 Grievance Hearing - Requested Relief

We want to be very clear about the relief we are asking this Board to provide:

1. Remove Dr. Megan Baker, Jennifer Harless, Cody Blair, and Christine Matula from employment with Magnolia ISD.

These are administrators whose handling of complaints, observations, escalation, documentation, or reporting concerning Jason Maldonado is directly implicated by the record before you. We do not believe individuals who failed to recognize, connect, escalate, or appropriately respond to repeated student-safety warnings should continue to hold positions of authority over children.

See the attached timeline of events.

2. Formally reprimand Elisa Krug and Nicole Hill and require both to complete documented, specialized training addressing educator grooming behaviors, professional boundaries, mandatory reporting, documentation and escalation requirements, and, critically, cross-year investigation of complaints and incidents so that repeated warning signs involving the same employee are identified as a pattern rather than treated as isolated events.
3. Require every Magnolia ISD campus and District administrator to complete that same training.

Not a generic annual child-abuse presentation.

Training specifically addressing grooming within the school environment, educator-student boundary violations, mandatory reporting, documentation, cross-campus and cross-year pattern recognition, escalation procedures, and administrator accountability when concerns are reported.

4. Issue a formal apology to the children and families affected by Jason Maldonado's conduct and by Magnolia ISD's failure to identify and appropriately respond to the warning signs that preceded his removal.

These families deserve an acknowledgement that what happened was not acceptable. They deserve something other than another defense of the District's actions.

5. Fully cooperate with law enforcement to ensure investigators receive the names and parent or guardian contact information, to the fullest extent permitted or required by law, for every child who was assigned to Maldonado, supervised by him, placed in his classroom, participated in activities under his supervision, or otherwise had documented direct interaction with him during his employment with Magnolia ISD.

Give law enforcement the information necessary to determine whether there are additional victims.

Those are our requests.

They are concrete. They are achievable. And after everything contained in this District's own Local Record, they are not unreasonable.

What would be unreasonable is allowing this grievance to end with another written response saying Magnolia ISD will "consider" additional safeguards while the people responsible for recognizing those safeguards were necessary remain in positions of authority over children.