



United States Department of Justice

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Northern District of Texas

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Dear North Texas ISD Superintendents and ISD Board Presidents,

It has come to the attention of the U.S. Attorney's Office for the Northern District of Texas that several school districts in our region may be permitting educators and administrators accused of serious misconduct to resign quietly, without proper documentation, reporting, or public acknowledgment. This practice—commonly referred to as “passing the trash”—allows individuals who may pose risks to students to move between districts undetected. This is unacceptable and contrary to your legal obligations as public-school leaders.

We have further reason to believe that some school districts may have entered into settlement agreements with teachers or administrators accused of misconduct, including abuse or violations of state and federal law. These agreements often restrict communication, silence potential whistleblowers, and inhibit the free flow of vital information necessary to protect children.

Let us be clear: any settlement provision that interferes with the reporting of misconduct or abuse is illegal under Texas law, void as a matter of public policy, and undermines lawful investigations.

Such practices raise serious concerns about obstruction of justice. They violate Texas whistleblower protections and may create additional liability under federal law.

Concealing misconduct—whether through nondisclosure agreements, shadow personnel files, internal “Do Not Hire” registries, or failure to report to the proper authorities—jeopardizes your district's compliance with state and federal law. These acts may constitute false certifications in connection with federal funding and therefore violate the federal False Claims Act. In sum, districts found to be concealing misconduct risk severe civil penalties, criminal exposure, and the loss of federal funds.

Our expectation is simple: all misconduct involving teachers or administrators, particularly abuse or violations of state reporting laws, must be promptly documented, reported, and disclosed to the appropriate authorities. Any agreement or practice that hinders reporting obligations or conceals the reasons for an employee's separation from a district is unlawful and will not be tolerated by this office.

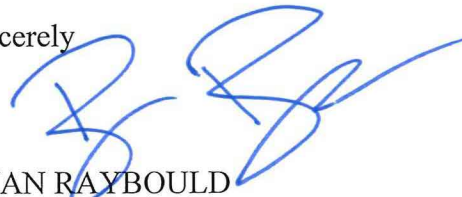
We urge every district to immediately review any past or current settlement agreements, personnel separation practices, internal registries, and reporting procedures. If your district has engaged in any form of concealment, we strongly encourage voluntary disclosure. Those who come forward and remedy past failures will receive appropriate consideration from our office. Those who do not should expect significantly harsher consequences.

You are further encouraged to review your past practices and settlements and promptly report any potential violation to our office at USATXN.projectsafeschools@usdoj.gov.

At the heart of this issue is the safety of the children entrusted to your care. Protecting students is not only your legal duty, but also your moral obligation. And standing up for kids means standing up for truth. When we protect the voices of those who speak out, we protect every child—and empower every parent—to trust the system meant to safeguard their future.

Thank you for your immediate attention to this critical matter.

Sincerely



RYAN RAYBOULD

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