

MEMO

To: Board of Education, Salt Lake City School District

Re: Hearing Officer Recommendation from Appeal filed by Kathleen Christy

From: Byron Garritson, MBA, PHR, SHRM-CP

Thursday, September 29, 2016

Dear Board Members,

Please find attached the submission of the recommendation of the hearing officer, Kirk McRae, Esq., who conducted the appeal hearing for Ms. Kathleen Christy, an employee of the school district.

According to the Administrative Procedures for P-4 Discipline of District Employees, the recommendation is submitted to the board.

Section D. outlines the responsibilities and options of the Board of Education:

1. The board will review the hearing officer's recommendations and either accept them, or prepare its own findings and conclusions based on the record of the hearing.
2. In making its decision the board may, at its discretion, allow the employee and the district to submit written or oral argument regarding the matter.
3. The board may also reopen the hearing to receive additional evidence from the parties.
4. The board's decision shall be delivered in person or sent by certified mail to the employee and the district.
5. The board's decision is final.

Ms. Christy and her legal counsel approved of the selection of Mr. Kirk McRae, Esq., as the hearing officer.

Byron Garritson

Byron Garritson, MBA, PHR, SHRM-CP
Director of Human Resource Services
Salt Lake City School District