



MEMORANDUM

TO: Attorney John Gesmonde

FROM: Tom Mooney

RE: New Haven Public Schools and Laura Roblee

DATE: May 18, 2021

I have reviewed your response on behalf of Ms. Roblee with the Administration. For the reasons described below, the school district does not agree that this matter may be resolved simply through an involuntary transfer that would maintain Ms. Roblee's salary at that of a principal.

The Administration has concluded that Ms. Roblee used a racial epithet on several occasions and that she was untruthful in recounting the circumstances of her inappropriate actions. At the meeting on May 3, Ms. Roblee sought to excuse her use of the epithet as an "academic discussion" with teachers about the training in which she and they participated. However, the facts as found are that Ms. Roblee was upset by the use of the words "white" and "whiteness" and that she sought out subordinate teachers to express her frustration with the training. In expressing that frustration, Ms. Roblee used an intolerable racial epithet more than once. Significantly, these teachers were white, and by seeking them out and complaining in this manner, Ms. Roblee potentially exacerbated racial division in the New Haven Public Schools by allying herself as a white principal with white teachers to complain about the training that they had received.

When confronted with reports of her comments by the Assistant Principal Brennan Rogers School, Ms. Roblee did not express remorse over her poor judgment. Rather, she became agitated and used the racial epithet again and demanded to know who had reported her.

The Administration has concluded that, through her actions, Ms. Roblee has lost the ability to lead Brennan Rogers School. Moreover, the Administration is concerned that, through her failure to be honest in the investigation of this matter and her failure to take responsibility for her actions, Ms. Roblee has cast doubt on her fitness to serve in any capacity in the New Haven Public Schools.

With due regard for Ms. Roblee's prior service for the New Haven Public Schools, the Administration is offering Ms. Roblee an opportunity to agree on a disciplinary reassignment, as reflected in the attached letter. In the first instance, the choice is Ms. Roblee's to make. However, if Ms. Roblee does not accept responsibility by agreeing to this disciplinary action, the

Administration may address her misconduct by initiating proceedings under Conn. Gen. Stat. § 10-151 to terminate Ms. Roblee's employment with the New Haven Board of Education.

Please confer with Ms. Roblee and respond on whether Ms. Roblee accepts this offer of a disciplinary transfer. Thank you.

COPY
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June 9, 2021

Ms. Laura Roblee
29 Ridgewood Road
Wallingford, CT 06492

RE: Reassignment

Dear Ms. Roblee:

The New Haven Public Schools have concluded its investigation of the allegation that you used a racial epithet on more than one occasion, disrupting the operation of the Brennan Rogers School. Accordingly, we have determined that the appropriate response to your poor professional judgment is to impose a disciplinary transfer to the position of Assistant Principal at another school.

In making this decision, we note that you did not direct this racial epithet at any individual or use it in reference to any individual. Rather, we find that you used this racial epithet in expressing to two white teachers your disagreement with the racial sensitivity training that you and others at your school had received. Your decision to use this highly-offensive term in the context of complaining about district-mandated training to white subordinate teachers had the potential to undermine the training being provided and was inconsistent with your responsibilities as a school leader.

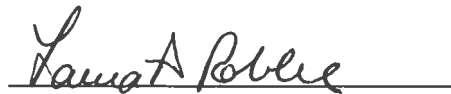
Please signify your acceptance of this transfer by signing below. By accepting this consequence, we note that you are accepting responsibility for your poor professional judgment. We hope and trust that the insights you have gained through this unfortunate situation will facilitate your success in your new assignment.

Sincerely,



Lisa J. Mack
Director, Human Resources

Agreed:



Laura Roblee

Cc: Ms. Keisha Hannans
Ms. Sequella Coleman
Personnel File