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FORECAST

TRAFFIC

Fired Dallas ISD principal wants her job back, citing missed hearing deadline

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A fired Dallas ISD principal wants her job back or an equivalent position, and she's citing the district for not meeting a hearing deadline as justification.

Leicha Shaver was principal at Roosevelt High School when the school board voted to not renew her contract on May 23, after Superintendent Mike Miles' contentious overhaul of campus leadership.

State law requires school districts to provide a hearing within 15 days for such cases after receiving a request from an employee, unless both parties agree to a different date.

Shaver requested a hearing on June 6 and did not agree to a deadline extension, her attorney Daniel Ortiz said Thursday. DISD had sought a 45-day extension.

District officials would not comment on the case this week. They say it's a personnel matter. But emails between attorneys for Shaver and DISD reveal Shaver received an ultimatum if she didn't agree to an extension.

Dallas attorney Carlos Lopez, who represents DISD, reiterated the extension request in a June 25 email to Ortiz. If no agreement was made, he said, the district would begin a "termination proceeding." He gave a 5 p.m. deadline that day to reply.

Ortiz called the action "heavy-handed."

"Dr. Shaver and I are shocked that the district failed to follow the law and provide Dr. Shaver a timely nonrenewal hearing," he said.

Ortiz said the district could resolve the situation by rehiring "Dr. Shaver in the same professional capacity for the 2013-2014 school year."

Ortiz was co-counsel in a similar case in 1997. In that case, an employee of the former Wilmer-Hutchins ISD was reinstated and received back pay and benefits after the district failed to hold a hearing within 15 days.

At least 20 principals reached settlements with DISD in recent months to take demotions, resign or stay as principal at another school. Some principals retired in lieu of facing termination.

In a May 23 letter to Shaver, the district stated why she was not rehired.

An investigation by the district's Office of Professional Responsibility found several violations by Shaver, including that she allowed the hiring of her husband and sister at Roosevelt High School while principal. She also failed to update a form disclosing family relationships, the letter states. Shaver also was cited for failing to properly administer federal grant funding.

But Ortiz said that Shaver "absolutely denies each and every allegation."

Staff writer Matthew Haag contributed to this report.

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Edward Genny 2 days ago

Jesus Christ, how hard is it to fire somebody? Must be nice to have that much red tape allowing you to keep doing a poor job without getting sacked.

Reply

0 1



Joe 2 days ago

Once again! DISD doesn't respond in a timely manner. The district is too big to manage as a whole and should be divided. This lady is wrong though. She can claim to have forgotten to update a form, but didn't she know that she could not hire relatives. And the report says that she mismanaged federal funds too. She must have been trying to keep that money in the family by hiring relatives. Why wouldn't the district give her a speedy hearing and hurry up and get her out of the way when all they had to do was prove one allegation?

Reply

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Robert Larrison 2 days ago

I'm sorry, but Dr. Shaver does have a right to a timely hearing, and DISD dropped the ball. Could it be that they did not have adequate evidence? Who knows why they wanted the extension, but every citizen in this country has a right to their day in court. Now, DISD must suffer the consequences of their actions.

Reply

[4 replies](#)

1 1



Mark Melton 2 days ago

If I were fired from my job I wouldn't get a day in court or an appeal. So, no, not every citizen is entitled to a day in court over losing their job. In fact, most aren't. This is one of those issues the legislature needs to fix. We shouldn't be forced to keep undesirable employees because of a technicality.

Reply

[3 replies](#)

0 2



Robert Larrison 2 days ago

I'm sorry, Mark, but you missed the point of my post. Public employees do have the right for a hearing by law and DISD messed up on setting it in a timely matter. Let all involved see the evidence and then make a decision on the matter. Unfortunately, this is one of the perks of public service most others do not enjoy, so again, the onus goes back to the district for not following the letter of the law.

Reply

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Joyce Foreman 23 hours ago

Mark, who is we? There are rules that were not followed. If you have a problem with the rules, get them changed. Until then let's not be attacking people for exercising their rights.

Reply

2 0



Joyce Foreman 22 hours ago

Mark, who are you calling we? This situation is not you are your job. There are rules that must be followed and the district did not do that. If you do not like the rules, work to have them changed. That's what wrong with this country now, if the rules don't fit your needs, then just bend them. If she is so undesirable, just have the hearing and prove and it. That's easy, right?

Reply

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Tom 2 days ago

Fired and deserving, DISD has a whole bunch of this type with the "skrew u and hooray for me" mentality!

Reply

0 2



Kathy 2 days ago

Of course she wants her job back! Who is going to hire a dishonest principal for their school district?

Reply

1 1



Cheryl 2 days ago

If all of the administration personnel at DISD were to reveal their relatives, roommates, business conflicts of interest - the list would be the size of the Dallas phone book. I'm not saying it was an 'honest' mistake, nor is it acceptable. Rather - it is just another example of the pot calling the kettle black.

[Reply](#) [1 reply](#) 4 0



Joe 2 days ago

Cheryl this is exactly the type of behavior that has the district in the state that it is in. That is what Mike Miles should be focused on, whittling that list down from the size of the phone book. I just hope that he isn't just making another phone book in the process.

[Reply](#) 0 1



Dick 2 days ago

This woman and all her enablers are the ones crying "It's All for the Children!" No, what it's all about is nepotism and maintaining the status quo in which there is no accountability. Too bad that DMN didn't ask for comments from Bernadette Nutall and Carolyn Davis.

[Reply](#) 2 1



Barry Smith 2 days ago

I suppose you could forget because rep. Charlie Rangel said he forgot to report rental income when filing his federal tax return.....but what I don't understand is how he doesn't forget when someone doesn't pay their rent ?

[Reply](#) 1 1



Sanders Kaufman 2 days ago

She says that failing to disclose her conflict of interest was an honest mistake. She had been told MANY times that she has to reveal if family members work for the district. That failure to report was not an honest mistake. It was an attempt to deceive the school district into giving her a well-paying job.

[Reply](#) 3 2