

ARIEL CASTRO
DISCIPLINE FILE



1380 East Sixth Street, Cleveland, OH 44114 · 216.574.8147 · Fax 216.574.8120 · www.cmsdnet.net

Chief Executive Officer
Eric S. Gordon

Board of Education
Denise W. Link
Chair

Louise P. Dempsey
Vice Chair

Patricia Crutchfield
Robert M. Heard, Sr.
Willetta A. Milam
Shalettha T. Mitchell
Iris M. Rodriguez
Lisa Thomas
Eric L. Wobser

Ex Officio Members
Dr. Ronald M. Berkman
Dr. Jerry Sue Thornton

MEMORANDUM

TO: Serena Houston-Edwards, Deputy Chief
Human Resources

FROM: Nicholas P. Jackson, Deputy Chief
Business Operations

DATE: October 10, 2012

SUBJECT: Support of Termination
Ariel Castro
Professional Driver, East 49th St. Depot

RECEIVED
2012 OCT 11 AM 10:00
HUMAN RESOURCES

Attached please find a letter from Ann Carlson, Director of Transportation recommending termination for Ariel Castro, Professional Driver, East 49th St. Depot.

After review of the information contained in the letter, I support her recommendation. Therefore, please move forward with the termination of Ariel Castro.

If you have any questions or need further information, please contact me.

NPJ: san

Attachment

cc: Patrick Zohn, Chief Operating Officer
Ann Carlson, Director, Transportation

3832 Ridge Road, Cleveland, OH 44144 · Office: 216.634.7021 · Fax 216.634-7025 · www.cmsdnet.net

Chief Executive Officer
Eric S. Gordon

Board of Education
Denise W. Link
Board Chair


Louise P. Dempsey
Vice Chair

Patricia Crutchfield
Robert M. Heard, Sr.
Shalettha T. Mitchell
Willetta A. Milam
Iris M. Rodriguez
Dr. Lisa Thomas
Eric L. Wobser

Ex Officio Members
Dr. Ronald M. Berkman
Dr. Jerry Sue Thornton

Memorandum

To: Nick Jackson
Deputy Chief, Transportation & Facilities

From: Ann Carlson 
Director, Transportation

Date: October 9, 2012

Re: Ariel Castro,
Professional Driver, East 49 St. Depot
Charges: Class I, #11 – Unauthorized Use of Division Equipment

Mr. Castro is receiving this charge as a result of leaving his bus at Scranton School from 9:30 a.m. until 1:30 p.m. on September 20, 2012. Mr. Castro's explanation was that his preschool route was cancelled that day and since he only lives two blocks away, he went home.

Mr. Castro said that he did not know about the cancellation; however that notice was made over the radio and posted within the depot several days before September 20th. He did not notify the depot nor dispatch that he was leaving the unit unattended.

This is Mr. Castro's fourth demonstration of lack of judgment. He has previously been suspended sixty days for leaving a child on a bus; sixty days for making an illegal u-turn in rush hour traffic with a bus load of students, and, last school year for using the bus to do his grocery shopping.

I am recommending his termination.

/ac

Xc: Kevin Marino, Winford Terrentine, Depot Manager, E. 49 St. Depot
Nick Hascka, Vice President, Local 407
Ariel Castro, Professional Driver, E. 49 St. Depot



9/21/12

DATE

MEETING NOTICE

TO: ARIEL CASTRO

FROM: Kevin Marino

SUBJECT: DISCIPLINARY HEARING

CHARGES: #11 - UNAUTHORIZED USE OF DIVISION EQUIPMENT
(PRINCIPAL CALLED AND HAD CONCERNS ABOUT A BUS LEFT AT THE SCHOOL UNATTENDED. CALL WAS MADE TO RIDGE RD. DEPOT)

DATE: T.B.A TIME: T.B.A

LOCATION: RIDGE RD. DEPOT

Be advised that on the above date you are to appear before the Director on the above charges.

Results of this meeting can and may result in suspension or termination.

I acknowledge that the above has been discussed with me and understand my signature does not imply agreement or disagreement.

A. Castro

EMPLOYEE SIGNATURE

9-21-12

DATE

The primary goal of the Cleveland Metropolitan School District is to become a premier school district in the United States of America.

1380 East Sixth Street
Cleveland, Ohio 44114
(216)574-8552

BUS # 170
SCHOOL SCRANTON

INCIDENT REPORT

YES NO

<input type="checkbox"/>	<input type="checkbox"/>	ON SCHOOL PROPERTY	REGION:	Incident Report #	Event #
<input type="checkbox"/>	<input type="checkbox"/>	GANG RELATED			

INCIDENT LOCATION ADDRESS OR SCHOOL NAME: <u>Scranton School</u>	SCHOOL NUMBER
---	---------------

INCIDENT TITLE (S):	DAY OF WEEK: <u>WED</u>	DATE: <u>9-19-12</u>	TIME: <u>9:13</u>
---------------------	----------------------------	-------------------------	----------------------

If time of incident is unknown use these blocks to give the start and stop of the time span during which the incident occurred.

Victim _____ Suspect _____ Other _____	NAME:	SEX:	D.O.B:	RACE:	CMSD ID OR SSAN:
--	-------	------	--------	-------	------------------

ADDRESS & ZIP CODE:	TELEPHONE #:	GUARDIAN IF JUVENILE:
---------------------	--------------	-----------------------

Victim _____ Suspect _____ Other _____	NAME:	SEX:	D.O.B:	RACE:	CMSD ID OR SSAN:
--	-------	------	--------	-------	------------------

ADDRESS & ZIP CODE:	TELEPHONE #:	GUARDIAN IF JUVENILE:
---------------------	--------------	-----------------------

Victim _____ Suspect _____ Other _____	NAME:	SEX:	D.O.B:	RACE:	CMSD ID OR SSAN:
--	-------	------	--------	-------	------------------

ADDRESS & ZIP CODE:	TELEPHONE #:	GUARDIAN IF JUVENILE:
---------------------	--------------	-----------------------

CPD CALLED: YES _____ NO _____, RESPONDED: YES _____ NO _____, CAR# _____ BADGE #S _____, _____, _____

ARREST MADE: YES _____ NO _____, ARRESTING OFFICER'S NAME _____ BADGE _____

CONFISCATION MADE: YES _____ NO _____, ITEM _____, CONFISCATING OFFICER _____ BADGE IF CPD _____

CPD CALLED: YES _____ NO _____, RESPONDED: YES _____ NO _____, UNIT #S _____, _____, _____

BUILDING EVACUATED: YES _____ NO _____, TIME STARTED _____ TIME RETURNED TO BUILDING _____

DAMAGE TO BUILDING: YES _____ NO _____, IF DAMAGE ESTIMATE VALUE \$ _____

EMS CALLED: YES _____ NO _____, RESPONDED: YES _____ NO _____, UNIT #S INCLUDING ANY DFD: _____, _____, _____

INJURIES: YES _____ NO _____, NUMBER MINOR _____ SERIOUS _____, SEVERE _____, FATAL _____

TRANSPORTS: YES _____ NO _____, NUMBER TRANSPORTED _____, TRANSPORTED TO _____

OTHER AGENCY CALLED: _____ RESPONDED: YES _____ NO _____

PERSONAL CONTACTED: _____

PERSON SUBMITTING THIS REPORT: (Print Name) _____

SIGNATURE A. Castro DATE IF REPORT: _____

PERSON TAKING CALL: _____

SUPERVISOR'S RECOMMENDATION

FOLLOW UP: _____ CLOSE: _____ REFERRED TO: _____

FINAL ACTION: _____

SIGNATURE: _____ DATE: _____

WENT TO SCRANTON COM SEWING AFTER
McKINLEY 9:30 AM TO GET A SCHEDULE
OF PRE-SCHOOL KIDS DAYS OFF. TEACHERS
WERE NOT AVAILABLE. I LEFT MY BUS
PARKED IN FRONT OF THE SCHOOL AND
WALKED HOME TWO BLOCKS AWAY.
I RETURNED A WHILE LATER GOT ON
BUS WENT TO 49th PUNCHED CLOCK
TO DO P.M. ROUTE LINCOLN WEST
MY MIDDAY WAS CANCELED FOR THAT DAY.
IS REASON FOR LEAVING BUS THERE.
BUS WAS SECURED & OFF, I WENT HOME TO
REST, I'VE BEEN HELPING DEPOT WITH
MANY ROUTES THAT NEEDED COVERAGE.
I FELT TIRED " DAY. SCRANTON IS
MY SCHOOL SO I DIDN'T THINK ANYTHING
WRONG WITH PARKING THERE.
I DO APPOLOGIZE.

THANKS

KINDLY

X A. CASTRO

WENT TO SCANTON - PA
McKinley 9:30 AM to get a schedule
of pre-school kids days off. Teachers
were not available. I left my bus
parked in front of the school and
walked home two blocks away.
I returned a while later got on
bus went to 49th punched clock
to do p.m. Route Lincoln West
My midday was cancelled for that day.
is reason for leaving bus there.
bus was secured & off, I went home to
rest. I've been helping Depot with
many routes that needed coverage.
I felt tired " day. SCRANTON IS
my school so I didn't think anything
wrong with parking there.
I do apologize.

THANKS

Kindly

X. A. CASTRO

bus 978

Troy Beadling

to:

Winford Terrentine

09/20/2012 11:02 AM

Cc:

Ivette Colon, Ann Carlson

Show Details

This email is to inform you that bus 978 sat vacant outside my school building from approximately 9:30 am until 1:30 pm. I made announcements and checked all restrooms in my building to see if the driver was here and received no response. The bus door was unlocked and partially opened so I entered the bus to see if the driver was on the bus and he/she was not. The bus was parked in the lane that would be used by the fire dept if we had an emergency. Cars were able to get through, but I am not sure if large emergency vehicles would have been able to make it. Sergeant Fortson was at Scranton yesterday to see this and shared the same concerns we had at Scranton. Please let me know if there is anything more I need to do with this situation and please keep me informed. Thanks!

Troy Beadling

Principal

Scranton

216.621.2165



MEETING NOTICE

TO: **BONNIE NEWELL**

FROM: CHARLES JENKINS, DEPOT MANAGER

DATE: May 24, 2012

SUBJECT: DISCIPLINARY MEETING

CHARGES: Class I, #23 DISREGARD FOR THE SAFETY OF PASSENGERS

DATE: TBD *Oct 4, 2012* TIME: 10:00am

Be advised that on the above date you are to appear before the Director of Transportation on the above charges.

Results of this meeting can and may result in discipline up to Termination.

I acknowledge that the above has been discussed with me and understand my signature does not imply agreement or disagreement.

Revised to Sign.

Employee Signature

9-7-12

Date



CLEVELAND
METROPOLITAN
SCHOOL DISTRICT
Vision to Victory

Human Resources Department

1380 East Sixth Street, Cleveland, OH 44114 • 216.348-4564 • Fax 216.574.8072 • www.cmsdnet.net

Eric S. Gordon
Chief Executive Officer

Board of Education
Denise W. Link
Board Chair

Louise P. Dempsey
Vice Chair

Patricia Crutchfield
Robert M. Heard, Sr.
Willetta A. Milam
Shaletha T. Mitchell
Iris M. Rodriguez
Dr. Lisa Thomas
Eric L. Wobser

Ex-Officio Members
Dr. Ronald M. Berkman
Dr. Jerry Sue Thornton

November 6, 2012

ARIEL CASTRO
2207 SEYMOUR
CLEVELAND, OH 44113

Dear MS. CASTRO:

As a result of your hearing held October 4, 2012 a recommendation for termination was made to the Board of Education. At its meeting October 23, 2012 the Board concurred with this recommendation and, therefore, your termination will be effective Tuesday, November 6, 2012.

Please contact Robin Andrews at 547-8252 if you have any questions regarding your benefits.

Sincerely,

Serena Houston-Edwards
Interim Deputy Chief of Human Resources

cc: Eric Gordon, Chief Executive Officer
Patrick Zohn, Chief of Operations
Wayne Belock, Deputy Chief of Legal Services
Nicholas Jackson, Deputy Chief of Transportation & Facilities
Ann Carlson, Director of Transportation
Kevin Marino, Depot Manager, East 49th Street Depot
Minford Terrentine, Depot Manager, East 49th Street Depot
Nick Haschka, Vice President, Local 407
Personnel File

Title: AUTHORIZING THE TERMINATION OF A NON-TEACHING EMPLOYEE

The Chief Executive Officer of the Cleveland Municipal School District presents the following resolution for adoption:

WHEREAS, the Board of Education of the Cleveland Municipal School District is authorized by Ohio Revised Code 3319.081 to terminate the contracts of employment of non-teaching employees for:

- a. Violation of written rules and regulations set forth by the board of education; or,
- b. Incompetency, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, or any other acts of misfeasance, malfeasance, or nonfeasance;

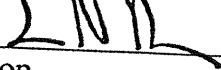
WHEREAS, it has been determined through the collective bargaining disciplinary process that **ARIEL CASTRO** has committed violations of District policies, procedures and rules which warrant termination of employment, specifically, unauthorized use of division equipment; now, be it

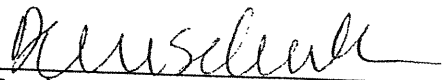
RESOLVED, that upon the recommendation of the Chief Executive Officer that **ARIEL CASTRO** be terminated due for:

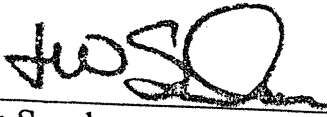
Unauthorized use of division equipment; now, therefore be it

RESOLVED, that the Board of Education hereby authorizes and/or ratifies the action of the Chief Executive Officer and/or designee to terminate the employment of **ARIEL CASTRO** and to take other appropriate action to implement this resolution.

CLEVELAND MUNICIPAL SCHOOL DISTRICT BOARD OF EDUCATION

By: 
Eric S. Gordon
Chief Executive Officer


Denise W. Link
Board Chair


John Scanlan
Chief Financial and Administrative Officer

Date: 10-23-12



1380 East Sixth Street, Cleveland, OH 44114 • 216.574.8147 • Fax 216.574.8120 • www.cmsdnet.net

Chief Executive Officer
Eric S. Gordon

Board of Education
Denise W. Link
Chair

Louise P. Dempsey
Vice Chair

Patricia Crutchfield
Robert M. Heard, Sr.
Willetta A. Milam
Shailetha T. Mitchell
Iris M. Rodriguez
Lisa Thomas
Eric L. Wobser

Ex Officio Members
Dr. Ronald M. Berkman
Dr. Jerry Sue Thornton

MEMORANDUM

TO: Serena Houston-Edwards, Deputy Chief
Human Resources

FROM: Nicholas P. Jackson, Deputy Chief
Business Operations

DATE: October 10, 2012

SUBJECT: Support of Termination
~~Ariel Castro~~
Professional Driver, East 49th St. Depot

Attached please find a letter from Ann Carlson, Director of Transportation recommending termination for Ariel Castro, Professional Driver, East 49th St. Depot.

After review of the information contained in the letter, I support her recommendation. Therefore, please move forward with the termination of Ariel Castro.

If you have any questions or need further information, please contact me.

NPJ: san

Attachment

cc: Patrick Zohn, Chief Operating Officer
Ann Carlson, Director, Transportation



3832 Ridge Road, Cleveland, OH 44144 • Office: 216.634.7021 • Fax 216.634-7025 • www.cmsdnet.net

Chief Executive Officer
Eric S. Gordon

Board of Education
Denise W. Link
Board Chair

Louise P. Dempsey
Vice Chair

Patricia Crutchfield
Robert M. Heard, Sr.
Shaletta T. Mitchell
Willetta A. Milam
Iris M. Rodriguez
Dr. Lisa Thomas
Eric L. Wobser

Ex Officio Members
Dr. Ronald M. Berkman
Dr. Jerry Sue Thornton

Memorandum

To: Nick Jackson
Deputy Chief, Transportation & Facilities

From: Ann Carlson *Ann Carlson*
Director, Transportation

Date: October 9, 2012

Re: Ariel Castro,
Professional Driver, East 49 St. Depot
Charges: Class I, #11 – Unauthorized Use of Division Equipment

Mr. Castro is receiving this charge as a result of leaving his bus at Scranton School from 9:30 a.m. until 1:30 p.m. on September 20, 2012. Mr. Castro's explanation was that his preschool route was cancelled that day and since he only lives two blocks away, he went home.

Mr. Castro said that he did not know about the cancellation; however that notice was made over the radio and posted within the depot several days before September 20th. He did not notify the depot nor dispatch that he was leaving the unit unattended.

This is Mr. Castro's fourth demonstration of lack of judgment. He has previously been suspended sixty days for leaving a child on a bus; sixty days for making an illegal u-turn in rush hour traffic with a bus load of students, and, last school year for using the bus to do his grocery shopping.

I am recommending his termination.

/ac

Xc: Kevin Marino, Winford Terrentine, Depot Manager, E. 49 St. Depot
Nick Hascka, Vice President, Local 407
Ariel Castro, Professional Driver, E. 49 St. Depot



9/21/12

DATE

MEETING NOTICE

TO: ARIEL CASTRO

FROM: Kevin Marino

SUBJECT: DISCIPLINARY HEARING

CHARGES: #11 - UNAUTHORIZED USE OF DIVISION EQUIPMENT
(PRINCIPAL CALLED AND HAD CONCERNS ABOUT A BUS LEFT AT THE SCHOOL UNATTENDED. CALL WAS MADE TO RIDGE RD. DEPOT)

DATE: T.B.A TIME: T.B.A

LOCATION: RIDGE RD. DEPOT

Be advised that on the above date you are to appear before the Director on the above charges.

Results of this meeting can and may result in suspension or termination.

I acknowledge that the above has been discussed with me and understand my signature does not imply agreement or disagreement.

A. Castro
EMPLOYEE SIGNATURE

9-21-12
DATE

The primary goal of the Cleveland Metropolitan School District is to become a premier school district in the United States of America.

CLEVELAND METROPOLITAN SCHOOL DISTRICT
 DIVISION OF SAFETY AND SECURITY
 1380 East Sixth Street
 Cleveland, Ohio 44114
 (216)574-8552

BUS # 978
 SCHOOL SCRANTON

INCIDENT REPORT

YES <input type="checkbox"/>	NO <input type="checkbox"/>	ON SCHOOL PROPERTY	REGION:	Incident Report #	Event #
<input type="checkbox"/>	<input type="checkbox"/>	GANG RELATED			

INCIDENT LOCATION ADDRESS OR SCHOOL NAME: <u>Scranton School</u>	SCHOOL NUMBER
---	---------------

INCIDENT TITLE (S):	DAY OF WEEK: <u>WED.</u>	DATE: <u>9-19-12</u>	TIME: <u>9:30</u>
---------------------	-----------------------------	-------------------------	----------------------

If time of incident is unknown use these blocks to give the start and stop of the time span during which the incident occurred.

Victim <input type="checkbox"/>	NAME:	SEX:	D.O.B.:	RACE:	CMSD ID OR SSAN:
Suspect <input type="checkbox"/>					
Other <input type="checkbox"/>					

ADDRESS & ZIP CODE:	TELEPHONE #:	GUARDIAN IF JUVENILE:
---------------------	--------------	-----------------------

Victim <input type="checkbox"/>	NAME:	SEX:	D.O.B.:	RACE:	CMSD ID OR SSAN:
Suspect <input type="checkbox"/>					
Other <input type="checkbox"/>					

ADDRESS & ZIP CODE:	TELEPHONE #:	GUARDIAN IF JUVENILE:
---------------------	--------------	-----------------------

Victim <input type="checkbox"/>	NAME:	SEX:	D.O.B.:	RACE:	CMSD ID OR SSAN:
Suspect <input type="checkbox"/>					
Other <input type="checkbox"/>					

ADDRESS & ZIP CODE:	TELEPHONE #:	GUARDIAN IF JUVENILE:
---------------------	--------------	-----------------------

CPD CALLED: YES NO , RESPONDED: YES NO , CAR# _____ BADGE #S _____
 ARREST MADE: YES NO , ARRESTING OFFICER'S NAME _____ BADGE _____
 CONFISCATION MADE: YES NO , ITEM _____ , CONFISCATING OFFICER _____ BADGE IF CPD _____

CPD CALLED: YES NO , RESPONDED: YES NO , UNIT #S _____
 BUILDING EVACUATED: YES NO , TIME STARTED _____ TIME RETURNED TO BUILDING _____
 DAMAGE TO BUILDING: YES NO , IF DAMAGE ESTIMATE VALUE \$ _____

EMS CALLED: YES NO , RESPONDED: YES NO , UNIT #S INCLUDING ANY DFD: _____
 INJURIES: YES NO , NUMBER MINOR _____ SERIOUS _____ SEVERE _____ FATAL _____
 TRANSPORTS: YES NO , NUMBER TRANSPORTED _____ , TRANSPORTED TO _____

OTHER AGENCY CALLED: _____ RESPONDED: YES NO

PERSONAL CONTACTED: _____
 PERSON SUBMITTING THIS REPORT: (Print Name) _____
 SIGNATURE A. Castro DATE IF REPORT: _____

PERSON TAKING CALL: _____

SUPERVISOR'S RECOMMENDATION

FOLLOW UP: _____ CLOSE: _____ REFERRED TO: _____
 FINAL ACTION: _____

SIGNATURE: _____ DATE: _____

went to SCRANTON school / AFTER
McKINLEY 9:30 AM to get a schedule
of pre-school kids days off. Teachers
were not available. I left my bus
parked in front of the school and
walked home two blocks away.
I returned a while later got on
bus went to 49th punched clock
to do p.m. Route LINCOLN WEST
My midday was canceled for that day
is reason for leaving bus there.
bus was secured & off, I went home to
rest, I've been helping Depot with
many routes that needed coverage.
I felt tired " day. SCRANTON IS
my school so I didn't think anything
wrong with parking there.
I do apologize.

Thanks

Kindly

X. A. CASTRO

bus 978

Troy Beadling

to:

Winford Terrentine

09/20/2012 11:02 AM

Cc:

Ivette Colon, Ann Carlson

Show Details

This email is to inform you that bus 978 sat vacant outside my school building from approximately 9:30 am until 1:30 pm. I made announcements and checked all restrooms in my building to see if the driver was here and received no response. The bus door was unlocked and partially opened so I entered the bus to see if the driver was on the bus and he/she was not. The bus was parked in the lane that would be used by the fire dept if we had an emergency. Cars were able to get through, but I am not sure if large emergency vehicles would have been able to make it. Sergeant Fortson was at Scranton yesterday to see this and shared the same concerns we had at Scranton. Please let me know if there is anything more I need to do with this situation and please keep me informed. Thanks!


Troy Beadling

Principal

Scranton

216.621.2165

To: Ariel Castro
Professional Driver

From: Mickey Brown, Director
Transportation 

Date: March 18, 2004

Subject: Suspension

As a result of a disciplinary meeting held on March 15, 2004 for "Disregard for the Safety of Passengers" (child left unattended on the bus), a recommendation of a sixty (60) day suspension without pay was made.

Per the agreement between the Cleveland Municipal School District and the Teamsters Local 407, it is the employee's option that suspension may be imposed by a reduction of vacation days up to the maximum accumulated vacation, or by serving the actual days of suspension.

Please be advised that the serving of actual days of suspension could effect your attendance incentive and depending upon the number of suspension days, it could effect your scheduled pay.

I agree to the following:

- Suspension reduced from vacation days
- Suspension by serving actual days
Feb. 3 thru March 3, 2004—March 16 thru April 13, 2004 A.M. only

Employee Signature

cc: Operations
Personnel

TO: ARIEL CASTRO
FROM: ANN CARLSON
WIN TERRENTINE
SUBJECT: DISCIPLINARY HEARING

Be advised that you will be scheduled for a disciplinary hearing to be held with the Director of Transportation on charges of :

CLASS I VIOLATION:

#22. UNAUTHORIZED STOP

#29. FAILURE TO FOLLOW PROPER RADIO PROCEDURES

CLASS II VIOLATION:

35. FAILURE TO EFFECTIVELY CARRY OUT JOB DESCRIPTION ACTIVITIES

The hearing will be held in the in the office of the Director located at the RIDGE ROAD facility on Monday March 15, 2004 at 9:30am.

Cc Mickey Brown
Theresa Brown
Beverly Manning
Pamela Ogbonna

A. Castro

11:10A

3/15/04

- ① RAN 1st Route
- ② RAN 2nd RT
- ③ STOP TO IAT @ Wendy
- ④ Return Child to School
- ⑤ Told by Student to take back Home

Suspended for 60 Days
Left Child on bus

ARIEL CASTRO'S
SUSPENSION
FEB 3RD THRU MARCH 3RD

EQUALS 30 1/2 DAYS.

MARCH 16, THRU ~~APRIL~~ APRIL 13TH
AM ONLY 29 1/2 DAYS.

James
Brown



Carlotta Pascale Ariel's

dates: The time he served
before the hearing was
counted toward the suspension

Am

CLEVELAND POLICE DEPARTMENT
OFFENSE/INCIDENT REPORT

Date: 03/04/2004

Page: 1

Case Description:
Child Endangering

Case Number: 2004-00033260

Primary Victim: [REDACTED]

Date/Time Reported: 01/26/04 19:05 Hrs. Dispatch Incident Type:
Date/Time Occurred: 01/26/04 0:00 Hrs. *SEX OFF 1
Date/Time Between : 01/26/04 0:00 Hrs.
Location Occurred : 11100 EUCLID AV
Area: District 5 Section: Zone 514 Grid: Ward9

Reporting Officer : E1000 EREG, CHRISTOPHER, P,
Primary Unit Assigned to Investigate: Sex Crimes
Support
01/27/04 2112 ROSS, DANIEL, M,
Primary Investigating Officer
01/27/04 E1000 EREG, CHRISTOPHER, P,

Case Status: Unfounded Disposition: UNFOUNDED Disp. Date: 02/26/04

No. of Offenses: 2 No. of Offenders: 1 No. of Victims: 1

Offense Number: 1
Crime Code: 19220 ENDANGERING CHILDREN
Statute . : 2919.22 Attempted/Committed : Completed
Stat Desc : ENDANGERING CHILDREN
Location Type . : Parkng Lot Criminal Activity . : No Gang
Type of Weapon : Unknown Weapon Feature . . :
Adults Present: 1 # Juveniles Present : 1
Alcohol Related : No Drug Related . . . : No
Domestic Crime : Not Domestic Hate Crime : No Bias NA
Computer Theft : No Just. Homicide Code :
Statute ORI/Group . : S Agg Aslt/Homc Crmst:
Counts : 001 Larceny/Theft Offnse:
NCIC Code : Family Scene/Location Type2:
Offense Date : 01/26/2004 Victim Drug Related : No
Victim Alchl Related: No Victim Comp Related : No
Abandoned Structure : NO Property Damage . .
Gang Related : N Additional Subcode :

Offense Number: 2
Crime Code: 05020 ABDUCTION
Statute . : 2905.02 Attempted/Committed : Completed
Stat Desc : ABDUCTION
Location Type . : Parkng Lot Criminal Activity . : No Gang
Type of Weapon : Unknown Weapon Feature . . . :
Adults Present: 1 # Juveniles Present : 1
Alcohol Related : No Drug Related : No
Domestic Crime : Not Domestic Hate Crime : No Bias NA
Computer Theft : No Just. Homicide Code :
Statute ORI/Group . : S Agg Aslt/Homc Crmst:
Counts : 001 Larceny/Theft Offnse:
NCIC Code : Kidnapping Scene/Location Type2:

CLEVELAND POLICE DEPARTMENT
OFFENSE/INCIDENT REPORT

Date: 03/04/2004

Page: 2

Case Description:
Child Endangering

Case Number: 2004-00033260

Offense Date . . . : 01/26/2004
Victim Alchl Related: No
Abandoned Structure : NO
Gang Related . . . : N
Victim Drug Related : No
Victim Comp Related : No
Property Damage . .
Additional Subcode :

SUBJECTS:

Reporting. : Present Information
Primary

Phone: [REDACTED]

Race : [REDACTED] Sex: [REDACTED] D.O.B: [REDACTED] Age: [REDACTED]
Hgt : [REDACTED] Wgt: [REDACTED] Hair: [REDACTED] Eyes . . . : [REDACTED]
Dr Lic #: [REDACTED] St: [REDACTED]

Residence Type : Other/Unk
Statement Type : Verbal
Residence Status : Resident
Related Offenses : 1 2

Suspect . : Present Information

Primary CASTRO, ARIEL,,
Not Susp 2207 SEYMOUR AV
CLEVELAND

Phone: 216-323-3527

OH 44113

Race : Hisp (wht) Sex: MALE D.O.B: 07/10/60 Age: 43
Hgt : 5'08" Wgt: 180 Hair: Black Eyes . . . : Brown
Build: Complexion: Ethnicity: PuertoRico
Dr Lic #: RR988791 St: OH

Business: CLEVELAND PUBLIC SCH
1380 E 6 ST
CLEVELAND

Phone: 216-578-8552

OH 44104

Residence Type : Other/Unk
Statement Type : Written
Residence Status : Resident
Related Offenses : 1 2

Witness . : Present Information

Primary [REDACTED]

Phone: [REDACTED]

Race : [REDACTED] Sex: [REDACTED] D.O.B: [REDACTED] Age: [REDACTED]
Hgt : [REDACTED] Wgt: [REDACTED] Hair: Unknown Eyes . . . : Unknown
Dr Lic #: [REDACTED] St: [REDACTED]

Business: CITY OF CLEVELAND

Phone: 216-000-0000

44114

Residence Type : Other/Unk
Statement Type : Verbal
Residence Status : Resident
Related Offenses : 1 2

ORIGINAL NARRATIVE (CASE)
04-33260 (ABDUCTION/ENDANGERING CHILDREN/NS).

(RP) FRANKLIN DID STATE THAT SHE WAS NOTIFIED ON ABOVE DATE AT

CLEVELAND POLICE DEPARTMENT
OFFENSE/INCIDENT REPORT

Date: 03/04/2004

Page: 3

Case Description:
Child Endangering

Case Number: 2004-00033260

APPROXIMATELY 1415 HOURS, BY VICTIM TEACHER THAT (V/██████) HAD NOT ATTENDED SCHOOL ON ABOVE DATE.

VICTIM TEACHER TH AT V/1 WAS SUPPOSED TO ATTEND THE (ADHD PROGRAM AT WADE PARK ELEMENTARY, BETWEEN THE HOURS OF 1215 HOURS AND 1415 HOURS.

RP QUESTIONED (V) ABOUT WHY HE HAD NOT ATTENDED SCHOOL ON ABOVE DATE.

(V) DID STATE THAT HE WAS PICKED UP BY THE BUS FROM THE HOME CARE PROVIDER AT ABOVE LOCATION.

WHEN HE ARRIVED AT WADE PARK ELEMENTARY THE OTHER CHILD WAS ESCORTED BY (S), THE BUS DRIVER TO SCHOOL.

(V) WAS NOT ESCORTED TO SCHOOL, BUT STAYED ONTO THE BUS.

(S) CAME BACK TO THE BUS AND THE NDROVE TO A "WENDYS" RESTAURANT.

(S) TOLD (V) "LAY DOWN BITCH."

(S) THEN WENT INSIDE "WENDYS" AND ATE LEAVING (VICTIM) ON THE BUS ALONE.

(S) RETURNED TO THE BUS AND DROVE AROUND FOR A WHILE.

(S) PARKED THE BUS AT A BUS PARKING LOT FOR A PERIOD OF TIME.

(S) THEN DROPPED (V) OFF AT ABOVE LOCATION AT APPROXIMATELY 1400 HRS.

(W) DID STATE THAT THE (S) WAS NOT THE NORMAL DRIVER).

(S) PICKED UP (V) LATE AND DROPPED HIM OF LATE.

(W) CAN IDENTIFY (S).

CONFERRED WITH B.O.E. POLICE.

CONFERRED WITH 552 ON SCENE (V) TREATED/RELEASED AT U.H BY DR. SO., NO SIGN OF SEXUAL ASSAULT OR OTHER ASSAULT.

THROUGH INVEST/IN COOPERATION W/B.OE. OFFICER OLIVER #109 IT WAS DETERMINED THAT (S) WAS IDENTIFIED AS ABOVE MALE.

A/T/L (S) AT HIS HOME ADDRESS W/NEGATIVE RESULTS.

F.I.R. (V) WAS CONSISTENT W/HIS STORY, WHEN HE TOLD THE U.H. DOCTOR, MEMBERS OF ZC 513 AS WELL AS THE U.H. SOCIAL WORKER (AMELIA BIEDA).

TYPED AS FAXED BY D. KING.

TRANSMISSION VERIFICATION REPORT

TIME : 03/04/2004 10:45
NAME :
FAX :
TEL :

DATE, TIME	03/04 10:43
FAX NO. /NAME	97814074
DURATION	00:01:35
PAGE(S)	04
RESULT	OK
MODE	STANDARD ECM

ne ARIEL CASTRO
Print Only

te 1-26-04

	Route Bus #	Actual In	Actual Out
MORNING	504	6:40 ^{AM}	
Mid-day	ON CLOCK		
AFTERNOON	ALL DAY		5:05 ^{PM}

Driver / Att Signature A. Castro

Reason: COVER MID-DAY BUS
#065 OUT OF LAKE CENTER

Supervisor _____

WARNING: Any Alterations to time sheet will result in forfeiture of time entered.

White - Payroll • Yellow - Supervisor • Pink - Employee

Operations

Count	Head Count	Accumulated Miles
	0	0.00
7600 WADE PARK AVE	0	0.97
AM	0	1.22
(07)	0	2.19
(07)	0	4.18
AM	0	7.14
LACE		

TUNCH IN 10:00 AM.

01/07/04
EFF.

1-26-04
ONLY

A. CASTRO

S. McHAIR
5/1

M. DAVIS
1776

J. McQUEEN

MIDAY!

004 12:04

Transportation Operations

556.540

Site ID: L065

Description: WADE PARK MID OUT

Service ID Stop Time	Description	Miles	Assigned Count	Head Count	Accumulated Miles
556.000005 10:30 AM	SCHOOL: WADE PARK ELEMENTARY - 7600 WADE PARK AVE	0.00	0	0	0.00
556.033002 10:45 AM	[REDACTED] 07 AM	0.97	1	0	0.97
556.071002 10:47 AM	[REDACTED] (07)	0.25	1	0	1.22
556.070002 10:53 AM	[REDACTED] (07)	1.27	1	0	2.49
556.03J003 11:00 AM	[REDACTED] (07) AM	1.69	1	0	4.18
556.066002 11:11 AM	[REDACTED]	2.96	1	0	7.14

Punch in 10:00 AM.

01/07/04
EFF.

1-26-04
ONLY

A. CASTRO

J. M. J. E. E. W.

[REDACTED] 511

[REDACTED] 776

55

WADE PARK MID IN

MS M...
Told Driver Couldn't
Drop Takad off because
school was Dismissing Only
12:50

This is the
one home

Page 04

Time	Assigned Count	Accumulated Run Assigned	Head Count	Accum Run Head Count	Miles	Accum Miles
.065002	1	1	0	0	0.00	0.00
1:44 AM	[REDACTED]	[REDACTED]	(07)	0		1.60
56.038001	1	2	0	0	1.60	1.60
11:50 AM	[REDACTED]	[REDACTED]	0	0	0.56	2.15
556.055001	1	3	0	0		3.61
11:53 AM	[REDACTED]	[REDACTED]	(07)	0	1.46	3.61
556.060001	1	4	0	0		4.26
12:01 PM	[REDACTED]	[REDACTED]	0	0	0.65	4.26
556.059002	1	5	0	0		5.44
12:03 PM	[REDACTED]	[REDACTED]	(07)	0	1.18	5.44
556.064002	1	6	0	0		6.59
12:09 PM	[REDACTED]	[REDACTED]	(07)	0	1.15	6.59
556.071001	1	7	0	0		7.68
12:15 PM	[REDACTED]	[REDACTED]	PM	0	1.09	7.68
556.000006	0	0	0	0		
12:20 PM	SCHOOL: WADE PARK ELEMENTARY - 7600 WADE PARK AVE					

556.038001
Back Home

PM BUS
Parent

Principle

12-10-03 ✓

JAN 26 AM 7:52

AC, ARIEL		290692	RIDGE 1	REGULAR				
ID IN	Dept	ACTIVITY	OUT	ID IN	Depr	ACTIVITY	OUT	TOTALS
925 200 515	= 6.00							
01/17	Unscheduled							
01/18	Unscheduled							
01/19	ABSENT							
01/20	617a*E							
01/20	1023a*V		942a*L				(5.92)	
01/21	616a*E		455p*E				3.42	3.42
01/21	130p*E		1005a*V				6.53	9.95
01/22	617a*E		459p*E				3.82	13.77
01/22	117p*V		930a				3.48	17.25
01/23	619a*E		506p				3.22	20.47
01/24	Unscheduled		*?				3.82	24.28
01/25	Unscheduled						0.00	24.28
01/26	616a*E							
01/26	1010a*V		930a					
Acct:RIDGE 1							3.23	27.52
							0.00	27.52
Totals:	REGULAR:	20.32	UNAPRD:	7.20				
	REGULAR:	20.32	UNAPRD:	7.20				

NARRATIVE:

Received route LATE & looking for small unit made me 10/85. Picked up - went to all stops. WHEN ARRIVED AT school ABOUT 1:45 PM. DROPEd OFF ONE student AT school. After leaving school / proceeded to base but then noticed a student talking. I parked and noticed [REDACTED] still in his seat. The teacher gave me her room telephone #, so I called to let her know that I was bringing the student back to school, but she said to take him back home because it was LATE. I took the student back to the address on the route sheet, his guardian took him in. Bad weather all through the route.

INCIDENT REPORT

3	NO	ON SCHOOL PROPERTY GANG RELATED	REGION: _____	Incident Report # _____	Event # _____
INCIDENT LOCATION ADDRESS OR SCHOOL NAME: _____				SCHOOL NUMBER _____	
INCIDENT TITLE (S): _____			DAY OF WEEK: _____	DATE: _____	TIME: _____
If time of incident is unknown use these blocks to give the start and stop of the time span during which the incident occurred.					
Victim _____	NAME: _____		SEX: _____	D.O.B: _____	RACE: _____
Suspect _____					CMSD ID OR SSAN: _____
Other _____					
ADDRESS & ZIP CODE: _____			TELEPHONE #: _____	GUARDIAN IF JUVENILE: _____	
Victim _____	NAME: _____		SEX: _____	D.O.B: _____	RACE: _____
Suspect _____					CMSD ID OR SSAN: _____
Other _____					
ADDRESS & ZIP CODE: _____			TELEPHONE #: _____	GUARDIAN IF JUVENILE: _____	
Victim _____	NAME: _____		SEX: _____	D.O.B: _____	RACE: _____
Suspect _____					CMSD ID OR SSAN: _____
Other _____					
ADDRESS & ZIP CODE: _____			TELEPHONE #: _____	GUARDIAN IF JUVENILE: _____	
911 CALLED: YES _____ NO _____, RESPONDED: YES _____ NO _____, CAR# _____ BADGE #S _____					
TEST MADE: YES _____ NO _____, ARRESTING OFFICER'S NAME _____ BADGE _____					
CONFISCATION MADE: YES _____ NO _____, ITEM _____, CONFISCATING OFFICER _____ BADGE IF CPD _____					
911 CALLED: YES _____ NO _____, RESPONDED: YES _____ NO _____, UNIT #S _____					
BUILDING EVACUATED: YES _____ NO _____, TIME STARTED _____ TIME RETURNED TO BUILDING _____					
DAMAGE TO BUILDING: YES _____ NO _____, IF DAMAGE ESTIMATE VALUE \$ _____					
911 CALLED: YES _____ NO _____, RESPONDED: YES _____ NO _____, UNIT #S INCLUDING ANY DFD: _____					
INJURIES: YES _____ NO _____, NUMBER MINOR _____ SERIOUS _____, SEVERE _____, FATAL _____					
SPORTS: YES _____ NO _____, NUMBER TRANSPORTED _____, TRANSPORTED TO _____					
FIRE AGENCY CALLED: _____ RESPONDED: YES _____ NO _____					
PERSONAL CONTACTED: _____					
PERSON SUBMITTING THIS REPORT: (Print Name) <u>ARIEL CASTRO</u>					
SIGNATURE <u>Ariel Castro</u>			DATE OF REPORT: <u>1/26/2004</u>		
ON TAKING CALL: _____					
SUPERVISOR'S RECOMMENDATION					
HOW UP: _____ CLOSE: _____ REFERRED TO: _____					
ACTION: _____					
REMARKS: _____					
DATE: _____					

NARRATIVE: I began the drive to the school in the morning
and my husband because he was not available
to drive with me. Route was out of L. Center. No Gu-
ano was announced. I arrived at the school
at about 11:15. I went into the school
to find out if all students on second
grade were active. The teacher said
about 5 were. I proceeded to the steps
Rt. 10-85 down to snow covered
streets. I picked up two students and
proceeded to the school. When I arrived
at the school, I called the teacher be-
cause she gave me her telephone # in
case of any problems. I asked her
to come to the door to receive the
two children, but I forgot. The man
that was either asleep or very quiet
in his seat. I proceeded back to base
and did not enter the highway, due to
heavy rain and sleet (bad weather).
I had to wait at the location I pulled over to
wait and read the paper. A while later I
heard the student talking to him self and
so I got out having on the bus. I went to see
if I could pick up the student. I remembered that I
had to look for seat belts. I decided to take him
to school. When we got to the school, I called
the teacher and again to receive the student. The teacher
was not in. I had to wait because she was not in. The
student was very quiet and I had to wait for her to
come to the door.

To Whom It May Concern :

On Monday, January 26, 2004, my student, [REDACTED] was dropped off at 12:30. Bus 65 had a substitute bus driver and the substitute said no one else showed. At 1:50, the substitute called my classroom and said he had [REDACTED] to drop off. I told him that I was going to be bringing the children out shortly to go home. When I brought [REDACTED] to the bus, bus 65 was not there. I called [REDACTED] mom, by my principal's orders, and [REDACTED] was safely back at his babysitters. I told her [REDACTED] was not in school today.

Thank you,

Ann Mitchell
[REDACTED]

Env to Anita Crawford [REDACTED]

INCIDENT REPORT NUMBER _____

NARRATIVE: This morning 1/27/04. My SCRANTON RUN RAKI
SMOOTH. When I got to street weather & SCRANTON
I made a left turn on to SCRANTON from right
LANE. It did not state that you can't. I didn't
BRAKE HARD OR ANY thing. A DRIVER ON left
LANE got ANGRY at the school, because of this.
I did not CAUSE NO NEAR ACCIDENT OR ANY thing.

x Orin Castro



COMMISSIONERS
Jimmy Dimora
Peter Lawson Jones
Tim McCormack

Children and Family Services

3955 Euclid Avenue, Cleveland, Ohio 44115

(216) 431-4500

[24-Hour KIDS Hotline: 696-5437]

ATTN Barbara Byrd-Bennett, CEO
Cleveland Municipal School District
1380 E. 6th St.
Cleveland, Ohio 44114

Date: 3/9/04

Dear: Ms. Byrd-Bennett,

The Cuyahoga County Department of Children & Family Services received a complaint on 1/27/04 alleging child #1202206368 was never dropped off at school and then left alone on a Cleveland Municipal School Bus while the driver Ariel Castro ate lunch inside a restaurant.

Section 2151.421 of the Ohio Revised Code requires us to investigate all complaints of child abuse and neglect. We are required to report the findings of our investigation using three categories: Unsubstantiated (no evidence), Indicated (circumstantial or other isolated indicators of child abuse and neglect), or Substantiated (confirmed evidence).

Our investigation was completed on 3/9/04. Our conclusion was that the complaint is **Unsubstantiated**.

We have shared our findings with the Police Department, the Ohio Department of Jobs and Family Services Central Registry for Child Abuse and Neglect and the Parent/Guardian.

If you have questions or concerns about the allegation, our investigation, or findings, you can arrange for an Administrative Review Conference at our office. Call Therese Wallace, Special Investigations Unit Supervisor at (216)-881-4879, within five (5) calendar days of receiving this letter. If you ask for a Review Conference and a Corrective Action Plan is required, the Plan will be finalized at this time.

Sincerely,

Vincent C. Sztul
Special Investigations Unit Worker

Therese Wallace
Special Investigations Unit Supervisor

CC: Office of Professional Conduct- Adrian E. Allison, Esq.
Ariel Castro, (AP)
Tatiana Franklin, (Parent)

CLEVELAND MUNICIPAL SCHOOL DISTRICT
 TENDANCE RECORD

Year 2003-2004

Employee Name Estey, Ariel Employee ID No. _____ Site Ridge Hire Date _____

Month	M T W T F							M T W T F							M T W T F							M T W T F							ABSENCE CODE	
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28		29
July																														
August																														
September																														
October																														
November																														
December																														
January																														
February																														
March																														
April																														
May																														
June																														

TRANSPORTATION DIVISION - OPERATIONS MAINTENANCE

Special Remarks 3-4 returned in P.M.A. attendant
53 5-72 5572



CLEVELAND
METROPOLITAN
SCHOOL DISTRICT
Vision to Victory

Ann Carlson
Interim Transportation Director

333 Ridge Road, Cleveland, Ohio 44115-1399 Phone: 216.779.3000

Eugene T.W. Sanders, Ph.D.
Chief Executive Officer

Board of Education
Robert M. Heard, Sr.
Chair
Grady P. Burrows
Vice Chair

Rashidah Abdulhadiq
Louise P. Dempsey
Harvey A. Hopkins, Jr.
Denise W. Link
Willetta A. Milam
Natalie L. Peterson
Iris M. Rodriguez

Ex Officio Members
Dr. Michael Schwartz

TO: NICK JACKSON
DEPUTY CHIEF OF OPERATIONS

FROM: ANN CARLSON *AC*
INTERIM DIRECTOR
TRANSPORTATION

DATE: April 30, 2009

RE: Ariel Castro
Professional Driver
E 49th Depot

Mr. Castro had a disciplinary hearing on April 15, 2009 on the following charges:

- Class I Item 23: Disregard for the safety of passengers
- Class II Item 2: Negligence or carelessness in the performance of work that adversely affects quality, equipment or personal safety.

The charges stem from witness statements documenting that Mr. Castro made a u-turn in front of RG Jones elementary school on W 150th at 4:00pm with students aboard. This action was not only dangerous to the students and other motorists it was totally unnecessary. Mr. Castro knew there was a street on which to make a left turn less than a quarter block from the pick up area in front of the school, and acknowledged both that he had enough time on his route to safely make that turn and that traffic on that street at that time is heavy.

I recommend a sixty day suspension.

Cc. Eric Taylor, Winn Terrentine Depot Managers, E 49th

4/3/09

DATE

MEETING NOTICE

TO: Ariel Castro

FROM: Eric Taylor

SUBJECT: Disciplinary Meeting

CHARGES: Class I Item 23: Disregard for the safety of passengers.

Class II Item 2: Negligence or carelessness in the performance of

Work that adversely affects quality, equipment or personal safety.

DATE: TBA / 4/15/09⁰⁸ TIME: TBA / 10:00 AM

LOCATION: Ridge Road

Be advised that on the above date you are to appear before the Director on the above charges.

Results of this meeting can and may result in suspension or termination.

I acknowledge that the above has been discussed with me and understand my signature does not imply agreement or disagreement.

A. Castro
EMPLOYEE SIGNATURE

4-3-09
DATE

The primary goal of the Cleveland Metropolitan School District is to become a premier school district in the United States of America.

APR-02-2009 16:15

RG_Jones CS099

CLEVELAND MUNICIPAL SCHOOL DISTRICT
WITNESS STATEMENT

Investigator

Incident Number

SCHOOL R.G. Jones

INCIDENT DATE 4/2/09 INCIDENT TIME 4:10 am/pm am REPORT DATE 4/2/09

Mark One: STUDENT EMPLOYEE OTHER Mark One: WITNESS SUSPECT VICTIM RACE _____

SS # or Student ID 5631 BIRTHDATE _____ SEX (circle one) M F

LAST NAME [REDACTED] FIRST NAME [REDACTED] MI M

ADDRESS _____ CITY _____ ZIP _____

PHONE _____ PARENT/GUARDIAN _____

STATEMENT: I was looking out the conference room window when a school bus did a U-Turn from the parking for buses to Wisqth North. The driver had to stop perpendicular to the street, back up and finish the U-Turn.

(CONTINUE ON REVERSE SIDE IF MORE SPACE IS NEEDED)

I DECLARE THIS STATEMENT TO BE ACCURATE AND THAT IT HAS BEEN TAKEN SEPARARATELY WITH NO OTHER WITNESSES PRESENT

WITNESS SIGNATURE: [REDACTED]

DATE: 4/7/10

STATEMENT DICTATED BY _____

APR-02-2009 16:15

RG_Jones CS099

Investigator

CLEVELAND MUNICIPAL SCHOOL DISTRICT WITNESS STATEMENT

Incident Number

SCHOOL RG Jones

INCIDENT DATE 4/3/09 INCIDENT TIME 4:10 am/pm REPORT DATE

Mark One: STUDENT EMPLOYEE OTHER Mark One WITNESS SUSPECT VICTIM RACE

SS # or Student ID BIRTHDATE SEX (circle one) M F

LAST NAME FIRST NAME

ADDRESS CITY ZIP

PHONE PARENT / GUARDIAN

STATEMENT: Bus 465 driving South on 150th. I looked behind him and suddenly did a complete U turn on 150th backing up 2x to then face the bus in the north direction. A semi was starting to go from the light going north bound on 150th. Definitely not safe.

(CONTINUE ON REVERSE SIDE IF MORE SPACE IS NEEDED)

I DECLARE THIS STATEMENT TO BE ACCURATE AND THAT IT HAS BEEN TAKEN SEPARARATELY WITH NO OTHER WITNESSES PRESENT WITNESS SIGNATURE:

APR-02-2009 16:15

RG_Jones CS099

P.003

Investigator

CLEVELAND MUNICIPAL SCHOOL DISTRICT
WITNESS STATEMENT

Incident Nur

SCHOOL Robinson G. Jones

INCIDENT DATE 4/2/09 INCIDENT TIME 4:10 am pm REPORT DATE 4/2/09

Mark One: STUDENT EMPLOYEE OTHER Mark One WITNESS SUSPECT VICTIM RACE _____

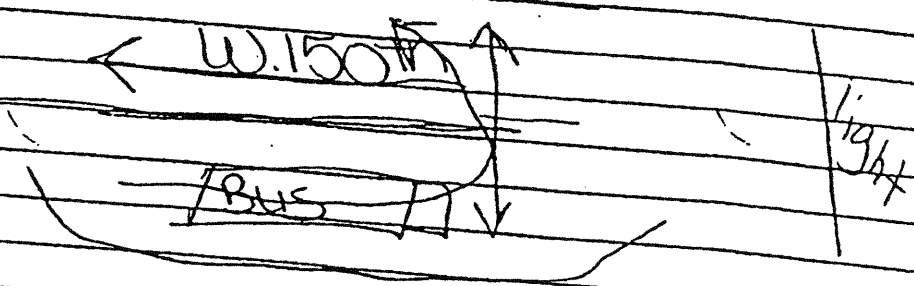
SS # or Student ID _____ BIRTHDATE _____ SEX (circle one) M F

LAST NAME [REDACTED] FIRST NAME [REDACTED] MI _____

ADDRESS [REDACTED] CITY [REDACTED] ZIP [REDACTED]

PHONE [REDACTED] PARENT / GUARDIAN _____

STATEMENT: Myself and three other adults
witnessed bus 405 do a u turn in the
middle of W.150th. went forward, backed
up went forward then turned.



(CONTINUE ON REVERSE SIDE IF MORE SPACE IS NEEDED)

I DECLARE THIS STATEMENT TO BE ACCURATE AND THAT IT HAS BEEN TAKEN SEPARARATELY WITH NO OTHER WITNESSES PRESENT

WITNESS SIGNATURE: [REDACTED]

APR-02-2009 16:15

RG_Jones CS099

[Redacted Box]

Investigator

CLEVELAND MUNICIPAL SCHOOL DISTRICT
WITNESS STATEMENT

[Redacted Box]

Incident Number

SCHOOL R. G. Jones

INCIDENT DATE 4.2.09 INCIDENT TIME 4:10 am/pm (pm) REPORT DATE 4.2.09

Mark One: STUDENT EMPLOYEE (OTHER) Mark One: (WITNESS) SUSPECT VICTIM RACE _____

SS # or Student ID _____ BIRTHDATE _____ SEX (circle one) M F

LAST NAME: [Redacted] FIRST NAME [Redacted] MI _____

ADDRESS [Redacted] CITY _____ ZIP _____

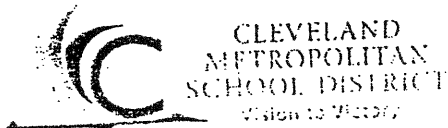
PHONE _____ PARENT / GUARDIAN _____

STATEMENT: Bus 465 was traveling south on W. 150th in the bus drop off/pick up area. Once loaded the driver made a U-turn heading north on W. 150th. Mr. Castro had back up to complete the turn. There were several other witnesses inside and outside the school.

(CONTINUE ON REVERSE SIDE IF MORE SPACE IS NEEDED)

I DECLARE THIS STATEMENT TO BE ACCURATE AND THAT IT HAS BEEN TAKEN SEPARARATELY WITH NO OTHER WITNESSES PRESENT

WITNESS SIGNATURE: [Redacted]



Joshua J. Gunvalsen
Principal

4538 West 108th Street, Cleveland, OH 44122 • 216.850.4071 • Fax 216.433.7249 • www.cmsd.net

Eugene T.W. Sanders, Ph.D.
Chief Executive Officer

Board of Education
Robert M. Heard, Sr.
Chair

Grady P. Burrows
Vice Chair

Rashidah Abdulhaqq
Louise P. Dempsey
Harvey A. Hopson, Jr.
Denise W. Link
Willetta A. Milam
Natalie L. Peterson
Iris M. Rodriguez

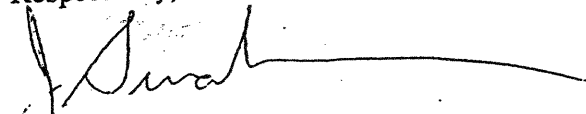
Ex Officio Members
Dr. Michael Schwartz
Dr. Jerry Sue Thornton

April 8, 2009

To Whom It May Concern:

Good morning. I am writing in regards to one of our bus drivers, Mr. Castro. I understand that Mr. Castro is being called in for a hearing regarding a "u-turn" incident. I was not in the building at the time, so I did not witness what occurred. I can not speak to the specific incident involving Mr. Castro, but I do want to say that I have known Mr. Castro to be an effective bus driver. I have witnessed him trying to work with students, families and myself to handle student issues. If you have questions about the kind of service that Mr. Castro has provided to my school, please contact me at the school.

Respectfully,



Mr. J. Gunvalsen

Employee Name CASTRO ARIEL Employee ID No _____ Site EAST 49 Hire Date 2/19/91

Month	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
July																															
August																															
September																															
October																															
November																															
December																															
January																															
February																															
March																															
April																															
May																															
June																															

TRANSPORTATION DIVISION - OPERATIONS MAINTENANCE

Special Remarks

Suspension 9-14-09 / 12-8-09

(16)

ABSENCE CODE

- A - Personal (Sick Day)
- AE - Absent Doctor Excuse
- B - Personal Business (Special Privilege)
- C - Personal Business w/o pay
- D - Family Illness
- E - Death in Family
- G - Leave or absence with pay (Snow Day)
- H - Leave or absence w/o pay
- J - School business (ABSH - Union Business)
- K - Vacation
- L - Jury Duty
- M - Transfer to or from school
- O - Holiday
- LE - Left early
- LL - Long Lunch
- T - Tardy
- WOP - Without Pay
- NWD - Non Work Day

BUS DRIVER PERFORMANCE EVALUATION

Employee: Ariel Castro

Date: _____

Job Title: Bus Driver

Check Ride: Yes _____ No _____

Evaluation Period: August 27th - June 9th

Check Ride Score _____

	NOV.					FEB.					MAR.					JUN.				
	SEPT.	GOOD	SATISFACTORY	IMPROVEMENT NEEDED	UNSATISFACTORY	EXCELLENT	GOOD	SATISFACTORY	IMPROVEMENT NEEDED	UNSATISFACTORY	EXCELLENT	GOOD	SATISFACTORY	IMPROVEMENT NEEDED	EXCELLENT	GOOD	SATISFACTORY	IMPROVEMENT NEEDED		
KNOWLEDGE OF JOB:																				
Comply with Ohio pupil Transportation Laws & Regulations, as established by the Ohio Department of Education and Ohio Department of Highway Safety.	✓					✓					✓				✓					
Operates the assigned bus over the established, approved routes and stops.	✓					✓					✓				✓					
Runs routes and makes pick-ups, drop-offs and arrives at school in a timely manner.	✓					✓					✓				✓					
Resourceful in meeting problem situations.	✓					✓					✓				✓					
QUALITY OF WORK:																				
Makes daily safety inspection of bus and records on proper documentation and maintains a clean vehicle.	✓					✓					✓				✓					
Practices good pupil-management skills at all times and reports improper behavior to school administrator.	✓					✓					✓				✓					
Conducts at least two emergency bus evacuations year.	✓					✓					✓				✓					
Reports mechanical defects and vandalism and all other damages in a timely manner.	✓					✓					✓				✓					
Assist in the promotion of good public relations.	✓					✓					✓				✓					
	5	4	3	2	1	5	4	3	2	1	5	4	3	2	5	4	3	2		

TOTALS: _____

CLEVELAND MUNICIPAL SCHOOL DISTRICT
ATTENDANCE RECORD

Year 2008-2009

Employee Name

Castro Ariel

Employee ID No

Site *East 49*

Hire Date *2-19-91*

Month	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31
July																															
August																															
September																															
October																															
November																															
December																															
January																															
February																															
March																															
April																															
May																															
June																															

TRANSPORTATION DIVISION - OPERATIONS MAINTENANCE

Special Remarks

15

ABSENCE CODE

- A - Personal (Sick Day)
- AE - Absent Doctor Excuse
- B - Personal Business (Special Privilege)
- C - Personal Business w/o pay
- D - Family Illness
- E - Death In Family
- G - Leave or absence with pay (Snow Day)
- H - Leave or absence w/o pay
- J - School business (ABSH - Union Business)
- K - Vacation
- L - Jury Duty
- M - Transfer to or from school
- O - Holiday
- LE - Left early
- LL - Long Lunch
- T - Tardy
- WOP - Without Pay
- NWD - Non Work Day

BUS DRIVER PERFORMANCE EVALUATION

Employee: Mel Castro

Job Title: Bus Driver

Evaluation Period: August 25th - June 10th

Date: 6/14/09

Check Ride: Yes No

Check Ride Score

	SEPT.					NOV.					DEC.					FEB.					MAR.					JUN.				
	EXCELLENT	GOOD	SATISFACTORY	IMPROVEMENT NEEDED	UNSATISFACTORY	EXCELLENT	GOOD	SATISFACTORY	IMPROVEMENT NEEDED	UNSATISFACTORY	EXCELLENT	GOOD	SATISFACTORY	IMPROVEMENT NEEDED	UNSATISFACTORY	EXCELLENT	GOOD	SATISFACTORY	IMPROVEMENT NEEDED	UNSATISFACTORY	EXCELLENT	GOOD	SATISFACTORY	IMPROVEMENT NEEDED	UNSATISFACTORY					
KNOWLEDGE OF JOB:																														
Comply with Ohio pupil Transportation Laws & Regulations, as established by the Ohio Department of Education and Ohio Department of Highway Safety.	✓										✓																			
Operates the assigned bus over the established, approved routes and stops.	✓															✓														
Runs routes and makes pick-ups, drop-offs and arrives at school in a timely manner.	✓										✓																			
Resourceful in meeting problem situations.	✓										✓																			
QUALITY OF WORK:																														
Makes daily safety inspection of bus and records on proper documentation and maintains a clean vehicle.	✓										✓																			
Practices good pupil-management skills at all times and reports improper behavior to school administrator.	✓										✓																			
Conducts at least two emergency bus evacuations year.	✓										✓																			
Reports mechanical defects and vandalism and all other damages in a timely manner.	✓										✓																			
Assist in the promotion of good public relations.	✓										✓																			

TOTALS: 103/105

97/105

97/105

CLEVELAND METROPOLITAN SCHOOL DISTRICT
 ATTENDANCE RECORD
 Employee Name Castro Ariel Year 2011-2012
 Employee ID No _____ Site E 49th
 Hire Date 2/19/91

Month	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29
July																													
August																													
September																													
October																													
November																													
December																													
January																													
February																													
March																													
April																													
May																													
June																													

Special Remarks _____
 TRANSPORTATION DIVISION - OPERATIONS MAINTENANCE 5 5

ABSENCE CODE

- A - Personal (Sick Day)
- AE - Absent Doctor Excuse
- B - Personal Business (Special Privilege)
- C - Personal Business w/o pay
- D - Family Illness
- E - Death in Family
- G - Leave or absence with pay (Snow Day)
- H - Leave or absence w/o pay
- J - School business (ABSH - Union Business)
- K - Vacation
- L - Jury Duty
- M - Transfer to or from school
- O - Holiday
- LE - Left early
- LL - Long Lunch
- I - Tardy
- WOP - Without Pay
- NWD - Non Work Day

BUS DRIVER PERFORMANCE EVALUATION

ATTITUDE:																				
Courteous to drivers of other vehicles and fellow employees of the district.	✓																			
Accepts and implements suggestions and written rules.	✓																			
Represents the school district in a positive manner when dealing with the students, public, parents, and school staff.	✓																			
INITIATIVE:																				
Participates in all training programs, meetings and conferences as required.	✓																			
Shows willingness to give assistance to others.	✓																			
Checks mail box before and after each run.	✓																			
APPEARANCE:																				
Complies with Regulation #14 "dress code" in the Employee Handbook	✓																			
DEPENDABILITY:																				
Maintains consistent and reliable attendance	✓																			
Punctuality.	✓																			
Complies with Board of Education Policies and Transportation Procedures.	✓																			
Performs such other duties as assigned by the Transportation Division.	✓																			
Driving/Defensive Driving performance during this evaluation period.	✓																			

Comments:

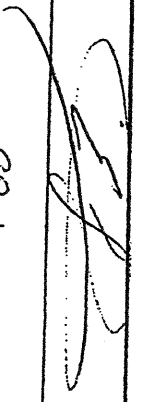
Suspension - written to be 2002 Stop

Employee Signature _____

93

Manager Signature _____

93



92



1380 East Sixth Street, Cleveland, OH 44114 · 216.574.8147 · Fax 216.574.8120 · www.cmsdnet.net

Chief Executive Officer
Eric S. Gordon

Board of Education
Denise W. Link
Chair

Louise P. Derrpsey
Vice Chair

Patricia Crutchfield
Robert M. Heard, Sr.
Willetta A. Milam
Shalettha T. Mitchell
Iris M. Rodriguez
Lisa Thomas
Eric L. Wobser

Ex Officio Members
Dr. Ronald M. Berkman
Dr. Jerry Sue Thornton

MEMORANDUM

TO: Serena Houston-Edwards, Deputy Chief
Human Resources

FROM: Nicholas P. Jackson, Deputy Chief
Business Operations

DATE: October 10, 2012

SUBJECT: Support of Termination
Ariel Castro
Professional Driver, East 49th St. Depot

RECEIVED
2012 OCT 11 AM 10:00
BUSINESS OPERATIONS

Attached please find a letter from Ann Carlson, Director of Transportation recommending termination for Ariel Castro, Professional Driver, East 49th St. Depot.

After review of the information contained in the letter, I support her recommendation. Therefore, please move forward with the termination of Ariel Castro.

If you have any questions or need further information, please contact me.

NPJ: san

Attachment

cc: Patrick Zohn, Chief Operating Officer
Ann Carlson, Director, Transportation



3832 Ridge Road, Cleveland, OH 44144 · Office: 216.634.7021 · Fax 216.634-7025 · www.cmsdnet.net

Chief Executive Officer
Eric S. Gordon

Board of Education
Denise W. Link
Board Chair

Louise P. Dempsey
Vice Chair

Patricia Crutchfield
Robert M. Heard, Sr.
Shailetha T. Mitchell
Willetta A. Milam
Iris M. Rodriguez
Dr. Lisa Thomas
Eric L. Wobser

Ex Officio Members
Dr. Ronald M. Berkman
Dr. Jerry Sue Thornton

Memorandum

To: Nick Jackson
Deputy Chief, Transportation & Facilities

From: Ann Carlson *Ann Carlson*
Director, Transportation

Date: October 9, 2012

Re: Ariel Castro,
Professional Driver, East 49 St. Depot
Charges: Class I, #11 – Unauthorized Use of Division Equipment

Mr. Castro is receiving this charge as a result of leaving his bus at Scranton School from 9:30 a.m. until 1:30 p.m. on September 20, 2012. Mr. Castro's explanation was that his preschool route was cancelled that day and since he only lives two blocks away, he went home.

Mr. Castro said that he did not know about the cancellation; however that notice was made over the radio and posted within the depot several days before September 20th. He did not notify the depot nor dispatch that he was leaving the unit unattended.

This is Mr. Castro's fourth demonstration of lack of judgment. He has previously been suspended sixty days for leaving a child on a bus; sixty days for making an illegal u-turn in rush hour traffic with a bus load of students, and, last school year for using the bus to do his grocery shopping.

I am recommending his termination.

/ac

Xc: Kevin Marino, Winford Terrentine, Depot Manager, E. 49 St. Depot
Nick Hascka, Vice President, Local 407
Ariel Castro, Professional Driver, E. 49 St. Depot

9/21/12
DATE

MEETING NOTICE

TO: ARIEL CASTRO

FROM: Kevin Marino

SUBJECT: DISCIPLINARY HEARING

CHARGES: #11 - UNAUTHORIZED USE OF DIVISION EQUIPMENT

(PRINCIPAL CALLED AND HAD CONCERNS ABOUT A BUS LEFT AT THE SCHOOL UNATTENDED. CALL WAS MADE TO RIDGE RD. DEPOT)

DATE: T.B.A TIME: T.B.A

LOCATION: RIDGE RD. DEPOT

Be advised that on the above date you are to appear before the Director on the above charges.

Results of this meeting can and may result in suspension or termination.

I acknowledge that the above has been discussed with me and understand my signature does not imply agreement or disagreement.

A. Castro
EMPLOYEE SIGNATURE

9-21-12
DATE

The primary goal of the Cleveland Metropolitan School District is to become a premier school district in the United States of America.

CLEVELAND METROPOLITAN SCHOOL DISTRICT
 DIVISION OF SAFETY AND SECURITY
 1380 East Sixth Street
 Cleveland, Ohio 44114
 (216)574-8552

BUS # 978
 SCHOOL SCRANTON

INCIDENT REPORT

YES <input type="checkbox"/>	NO <input type="checkbox"/>	ON SCHOOL PROPERTY	REGION:	Incident Report #	Event #
		GANG RELATED			

INCIDENT LOCATION ADDRESS OR SCHOOL NAME: <u>Scranton School</u>	SCHOOL NUMBER
---	---------------

INCIDENT TITLE (S):	DAY OF WEEK: <u>WED.</u>	DATE: <u>9-19-12</u>	TIME: <u>9:30</u>
---------------------	-----------------------------	-------------------------	----------------------

If time of incident is unknown use these blocks to give the start and stop of the time span during which the incident occurred.

Victim <input type="checkbox"/>	NAME:	SEX:	D.O.B.:	RACE:	CMSD ID OR SSAN:
Suspect <input type="checkbox"/>					
Other <input type="checkbox"/>					

ADDRESS & ZIP CODE:	TELEPHONE #:	GUARDIAN IF JUVENILE:
---------------------	--------------	-----------------------

Victim <input type="checkbox"/>	NAME:	SEX:	D.O.B.:	RACE:	CMSD ID OR SSAN:
Suspect <input type="checkbox"/>					
Other <input type="checkbox"/>					

ADDRESS & ZIP CODE:	TELEPHONE #:	GUARDIAN IF JUVENILE:
---------------------	--------------	-----------------------

Victim <input type="checkbox"/>	NAME:	SEX:	D.O.B.:	RACE:	CMSD ID OR SSAN:
Suspect <input type="checkbox"/>					
Other <input type="checkbox"/>					

ADDRESS & ZIP CODE:	TELEPHONE #:	GUARDIAN IF JUVENILE:
---------------------	--------------	-----------------------

CPD CALLED: YES NO , RESPONDED: YES NO , CAR# _____ BADGE #S _____

ARREST MADE: YES NO , ARRESTING OFFICER'S NAME _____ BADGE _____

CONFISCATION MADE: YES NO , ITEM _____, CONFISCATING OFFICER _____ BADGE IF CPD _____

CPD CALLED: YES NO , RESPONDED: YES NO , UNIT #S _____

BUILDING EVACUATED: YES NO , TIME STARTED _____ TIME RETURNED TO BUILDING _____

DAMAGE TO BUILDING: YES NO , IF DAMAGE ESTIMATE VALUE \$ _____

EMS CALLED: YES NO , RESPONDED: YES NO , UNIT #S INCLUDING ANY DFD: _____

INJURIES: YES NO , NUMBER MINOR _____ SERIOUS _____ SEVERE _____ FATAL _____

TRANSPORTS: YES NO , NUMBER TRANSPORTED _____, TRANSPORTED TO _____

OTHER AGENCY CALLED: _____ RESPONDED: YES NO

PERSONAL CONTACTED: _____

PERSON SUBMITTING THIS REPORT: (Print Name) _____

SIGNATURE [Signature] DATE OF REPORT: _____

PERSON TAKING CALL: _____

SUPERVISOR'S RECOMMENDATION

FOLLOW UP: _____ CLOSE: _____ REFERRED TO: _____

FINAL ACTION: _____

SIGNATURE: _____ DATE: _____

WENT TO SCRANTON SCHOOL AFTER
MCKINLEY 9:30 AM TO GET A SCHEDULE
OF PRE-SCHOOL KIDS DAYS OFF. TEACHERS
WERE NOT AVAILABLE. I LEFT MY BUS
PARKED IN FRONT OF THE SCHOOL AND
WALKED HOME TWO BLOCKS AWAY.
I RETURNED A WHILE LATER GOT ON
BUS WENT TO 49th PUNCHED CLOCK
TO DO P.M. ROUTE LINCOLN WEST
MY MIDDAY WAS CANCELLED FOR THAT DAY.
IS REASON FOR LEAVING BUS THERE.
BUS WAS SECURED & OFF, I WENT HOME TO
REST, I'VE BEEN HELPING DEPOT WITH
MANY ROUTES THAT NEEDED COVERAGE.
I FELT TIRED " DAY. SCRANTON IS
MY SCHOOL SO I DIDN'T THINK ANYTHING
WRONG WITH PARKING THERE.
I DO APPOLOGIZE.

THANKS

KINDLY

X A. CASTRO

went to SCRANTON school / AFTER
McKINLEY 9:30 AM to get a schedule
of pre-school kids days off. Teachers
WERE NOT AVAILABLE. I left my bus
PARKED IN FRONT OF THE SCHOOL AND
WALKED HOME TWO BLOCKS AWAY.
I RETURNED A WHILE LATER GOT ON
BUS WENT TO 49th PUNCHED CLOCK
TO DO P.M. ROUTE LINCOLN WEST
MY MIDDAY WAS CANCELLED FOR THAT DAY.
IS REASON FOR LEAVING BUS THERE.
BUS WAS SECURED & OFF, I WENT HOME TO
REST, I'VE BEEN HELPING DEPOT WITH
MANY ROUTES THAT NEEDED COVERAGE.
I FELT TIRED " DAY. SCRANTON IS
MY SCHOOL SO I DIDN'T THINK ANYTHING
WRONG WITH PARKING THERE.
I DO APPOLGIZE.

THANKS

KINDLY

X A. CASTRO

bus 978

Troy Beadling

to:

Winford Terrentine

09/20/2012 11:02 AM

Cc:

Ivette Colon, Ann Carlson

Show Details

This email is to inform you that bus 978 sat vacant outside my school building from approximately 9:30 am until 1:30 pm. I made announcements and checked all restrooms in my building to see if the driver was here and received no response. The bus door was unlocked and partially opened so I entered the bus to see if the driver was on the bus and he/she was not. The bus was parked in the lane that would be used by the fire dept if we had an emergency. Cars were able to get through, but I am not sure if large emergency vehicles would have been able to make it. Sergeant Fortson was at Scranton yesterday to see this and shared the same concerns we had at Scranton. Please let me know if there is anything more I need to do with this situation and please keep me informed. Thanks!

Troy Beadling

Principal

Scranton

216.621.2165



MEETING NOTICE

TO: **BONNIE NEWELL**
FROM: CHARLES JENKINS, DEPOT MANAGER
DATE: May 24, 2012
SUBJECT: DISCIPLINARY MEETING
CHARGES: Class I, #23 DISREGARD FOR THE SAFETY OF PASSENGERS

DATE: TBD *Oct 4, 2012* TIME: 10:00am

Be advised that on the above date you are to appear before the Director of Transportation on the above charges.

Results of this meeting can and may result in discipline up to Termination.

I acknowledge that the above has been discussed with me and understand my signature does not imply agreement or disagreement.

Revised to Sign.

Employee Signature

9-7-12

Date



3832 Ridge Road, Cleveland, OH 44144 · Office: 216.634.7021 · Fax 216.634-7025 · www.cmsdnet.net

Chief Executive Officer
Eric S. Gordon

Board of Education
Denise W. Link
Board Chair

Louise P. Dempsey
Vice Chair

Patricia Crutchfield
Robert M. Heard, Sr.
Shaletha T. Mitchell
Willetta A. Milam
Iris M. Rodriguez
Dr. Lisa Thomas
Eric L. Wobser

Ex Officio Members
Dr. Ronald M. Berkman
Dr. Jerry Sue Thornton

Memorandum

To: Nick Jackson
Deputy Chief, Transportation & Facilities

From: Ann Carlson
Director, Transportation

Date: October 9, 2012

Re: Ariel Castro,
Professional Driver, East 49 St. Depot
Charges: Class I, #11 – Unauthorized Use of Division Equipment

Mr. Castro is receiving this charge as a result of leaving his bus at Scranton School from 9:30 a.m. until 1:30 p.m. on September 20, 2012. Mr. Castro's explanation was that his preschool route was cancelled that day and since he only lives two blocks away, he went home.

Mr. Castro said that he did not know about the cancellation; however that notice was made over the radio and posted within the depot several days before September 20th. He did not notify the depot nor dispatch that he was leaving the unit unattended.

This is Mr. Castro's fourth demonstration of lack of judgment. He has previously been suspended sixty days for leaving a child on a bus; sixty days for making an illegal u-turn in rush hour traffic with a bus load of students, and, last school year for using the bus to do his grocery shopping.

I am recommending his termination.

/ac

Xc: Kevin Marino, Winford Terrentine, Depot Manager, E. 49 St. Depot
Nick Hascka, Vice President, Local 407
Ariel Castro, Professional Driver, E. 49 St. Depot

1380 East Sixth Street, Cleveland, OH 44114 · 216.574.8147 · Fax 216.574.8120 · www.cmsdnet.net

Chief Executive Officer
Eric S. Gordon

Board of Education
Denise W. Link
Chair

Louise P. Dempsey
Vice Chair

Patricia Crutchfield
Robert M. Heard, Sr.
Willetta A. Milam
Shailetha T. Mitchell
Iris M. Rodriguez
Lisa Thomas
Eric L. Wobser

Ex Officio Members
Dr. Ronald M. Berkman
Dr. Jerry Sue Thornton

November 19, 2012

Nick Haschka, Vice President
Truck Driver's Union – Local 407
3320 Superior Avenue
Cleveland, Ohio 44144-4123

SUBJECT: *Step 2 Grievance Hearing - Denied*
Ariel Castro, Professional Driver, East 49th Depot


Dear Mr. Haschka:

On November 16, 2012, a Step 2 Grievance hearing was held, at which time the Cleveland Metropolitan School District reviewed the information presented.

After careful review of the information presented at the hearing, the grievance is denied. My recommendation is termination.

If you have any questions or need additional information please contact me.

Sincerely,


Nicholas P. Jackson

cc: Ann Carlson, Director of Transportation
Frank Brudell, President, Local 407
Payroll
Personnel

RECEIVED

NOV 27 2012

**TRUCK DRIVERS UNION
LOCAL 407 CLEVELAND**



9/21/12

DATE

MEETING NOTICE

TO: ARIEL CASTRO

FROM: Kevin Marino

SUBJECT: DISCIPLINARY HEARING

CHARGES: #11 - UNAUTHORIZED USE OF DIVISION EQUIPMENT

(PRINCIPAL CALLED AND HAD CONCERNS ABOUT A BUS LEFT AT THE SCHOOL UNATTENDED. CALL WAS MADE TO RIDGE RD. DEPOT)

DATE: T.B.A TIME: T.B.A

LOCATION: RIDGE RD. DEPOT

Be advised that on the above date you are to appear before the Director on the above charges.

Results of this meeting can and may result in suspension or termination.

I acknowledge that the above has been discussed with me and understand my signature does not imply agreement or disagreement.

A. Castro
EMPLOYEE SIGNATURE

9-21-12
DATE

The primary goal of the Cleveland Metropolitan School District is to become a premier school district in the United States of America.

East 49th Fax

		Date: 9/21/12	# of pages ⁴ INCL. COVER
To: Nick H.	From: Kevin Marino		
Department:	Cleveland Metropolitan School District		
Phone:	Phone # (216) 441-8226		
Fax # 361-9568	Fax # (216) 441- 8234		
Special Notes/Comments:	<p>ARIAL CASTRO</p> <p>LEFT BUS UNATTENDED @ SCRANTON SCHOOL. WENT HOME. SCHOOL CALLED RIDGE RD. TO COMPLAIN</p> <p>IL</p>		
<input type="checkbox"/> URGENT <input type="checkbox"/> FOR REVIEW <input type="checkbox"/> PLEASE COMMENT <input type="checkbox"/> PLEASE REPLY <input type="checkbox"/> PLEASE RECYCLE			

CLEVELAND METROPOLITAN SCHOOL DISTRICT
DIVISION OF SAFETY AND SECURITY
1380 East Sixth Street
Cleveland, Ohio 44114
(216)574-8552

BUS # 978
SCHOOL SCRANTON

INCIDENT REPORT

YES <input type="checkbox"/>	NO <input type="checkbox"/>	ON SCHOOL PROPERTY	REGION: <input type="text"/>	Incident Report #	Event #
		GANG RELATED			

INCIDENT LOCATION ADDRESS OR SCHOOL NAME: <u>SCRANTON School</u>	SCHOOL NUMBER
---	---------------

INCIDENT TITLE (S):	DAY OF WEEK: <u>WED.</u>	DATE: <u>9-19-12</u>	TIME: <u>9:30</u>
---------------------	-----------------------------	-------------------------	----------------------

If time of incident is unknown use these blocks to give the start and stop of the time span during which the incident occurred.

Victim <input type="checkbox"/>	Suspect <input type="checkbox"/>	Other <input type="checkbox"/>	NAME:	SEX:	D.O.B:	RACE:	CMSD ID OR SSAN:
---------------------------------	----------------------------------	--------------------------------	-------	------	--------	-------	------------------

ADDRESS & ZIP CODE:	TELEPHONE #:	GUARDIAN IF JUVENILE:
---------------------	--------------	-----------------------

Victim <input type="checkbox"/>	Suspect <input type="checkbox"/>	Other <input type="checkbox"/>	NAME:	SEX:	D.O.B:	RACE:	CMSD ID OR SSAN:
---------------------------------	----------------------------------	--------------------------------	-------	------	--------	-------	------------------

ADDRESS & ZIP CODE:	TELEPHONE #:	GUARDIAN IF JUVENILE:
---------------------	--------------	-----------------------

Victim <input type="checkbox"/>	Suspect <input type="checkbox"/>	Other <input type="checkbox"/>	NAME:	SEX:	D.O.B:	RACE:	CMSD ID OR SSAN:
---------------------------------	----------------------------------	--------------------------------	-------	------	--------	-------	------------------

ADDRESS & ZIP CODE:	TELEPHONE #:	GUARDIAN IF JUVENILE:
---------------------	--------------	-----------------------

CPD CALLED: YES <input type="checkbox"/> NO <input type="checkbox"/>	RESPONDED: YES <input type="checkbox"/> NO <input type="checkbox"/>	CAR#	BADGE #S
--	---	------	----------

ARREST MADE: YES <input type="checkbox"/> NO <input type="checkbox"/>	ARRESTING OFFICER'S NAME	BADGE
---	--------------------------	-------

CONFISCATION MADE: YES <input type="checkbox"/> NO <input type="checkbox"/>	ITEM	CONFISCATING OFFICER	BADGE IF CPD
---	------	----------------------	--------------

CPD CALLED: YES <input type="checkbox"/> NO <input type="checkbox"/>	RESPONDED: YES <input type="checkbox"/> NO <input type="checkbox"/>	UNIT #S
--	---	---------

BUILDING EVACUATED: YES <input type="checkbox"/> NO <input type="checkbox"/>	TIME STARTED	TIME RETURNED TO BUILDING
--	--------------	---------------------------

DAMAGE TO BUILDING: YES <input type="checkbox"/> NO <input type="checkbox"/>	IF DAMAGE ESTIMATE VALUE \$
--	-----------------------------

EMS CALLED: YES <input type="checkbox"/> NO <input type="checkbox"/>	RESPONDED: YES <input type="checkbox"/> NO <input type="checkbox"/>	UNIT #S INCLUDING ANY DFD:
--	---	----------------------------

WURRIES: YES <input type="checkbox"/> NO <input type="checkbox"/>	NUMBER MINOR	SERIOUS	SEVERE	FATAL
---	--------------	---------	--------	-------

TRANSPORTS: YES <input type="checkbox"/> NO <input type="checkbox"/>	NUMBER TRANSPORTED	TRANSPORTED TO
--	--------------------	----------------

OTHER AGENCY CALLED:	RESPONDED: YES <input type="checkbox"/> NO <input type="checkbox"/>
----------------------	---

PERSONAL CONTACTED:

PERSON SUBMITTING THIS REPORT: (Print Name)

SIGNATURE <u>[Signature]</u>	DATE OF REPORT:
------------------------------	-----------------

PERSON TAKING CALL:

SUPERVISOR'S RECOMMENDATION

FOLLOW UP: <input type="checkbox"/>	CLOSE: <input type="checkbox"/>	REFERRED TO: <input type="text"/>
-------------------------------------	---------------------------------	-----------------------------------

FINAL ACTION:

SIGNATURE:	DATE:
------------	-------

went to SCRANTON school / AFTER
McKinley 9:30 AM to get a schedule
of pre-school kids days off. Teachers
WERE NOT AVAILABLE. I left my bus
PARKED IN FRONT of the school AND
WALKED HOME two blocks AWAY.
I RETURNED A WHILE LATER got on
bus went to 49th punched clock
to do p.m. Route LINCOLN WEST
My midday was CANCELED for that day.
is reason for leaving bus there.
bus was SECURED & off. I went home to
rest. I've BEEN helping Depot with
MANY ROUTES that NEEDED COVERAGE.
I felt TIRED " day. SCRANTON IS
my school so I didn't think ANYTHING
WRONG with PARKING there.
I do APPOLOGIZE.

THANKS

kindly

X. A. CASTRO

7/20/09

U TURN on main street

Ariel Castro - length of suspension
60 days

6/22 → denied; excessive suspension days
NJ - reviewed file

- suspended 60 days for leaving Ⓢ on bus
- significant 2nd offense

Castro - problems on bus

- says he didn't make a U Turn
"I know this is wrong."

"I did this w/ my own discretion."

1st 60-day suspension - left Ⓢ on bus to go in to Wendy's

- District allows 407 employees to work one week a month during a suspension so they keep their health insurance

60-Day Suspension Stands

No resolution - NJ will review

CASTRO - apologized for being wrong

#1296 / #1298

Leveckis

19 calls - took calls from members during Spring Break regarding OPT-OUT

#1344

She guaranteed for next contract

Union will get us copies

Issues

Rhea Hudson

Charmayne Cleveland

Union 407



RECEIVED

Nicholas Jackson

Deputy Chief of Business Operations

1380 East Sixth Street, Cleveland, OH 44114-3216 • Fax 216.574.8416 • www.cmsd.net

Eugene T. W. Sanders, Ph.D.
Chief Executive Officer

Board of Education
Denise W. Link
Board Chair

Louise P. Dempsey
Vice Chair

Rashidah Abdulhaqq
Robert M. Heard, Sr.
Harvey A. Hopson, Jr.
Willetta A. Milam
Natalie L. Peterson
Iris M. Rodriguez

Ex Officio Members
Dr. Ronald M. Berkman
Dr. Jerry Sue Thornton

August 4, 2009

Nick Haschka, Vice President
Teamsters Local 407
3320 Superior Avenue
Cleveland, Ohio 44114-4123

Subject: Ariel Castro

Dear Mr. Haschka:

In response to your request to reconsider the extent of the consequences for Mr. Castro's unsafe and irresponsible U-turn in front of RG Jones Elementary school with a bus load of students, I have reconsidered the number of the days off that he is to serve.

At your request and on a non-precedent setting basis I will reduce his suspension from 60 to 55 work days.

If you have any questions or need additional information please contact me.

Sincerely,

Nicholas Jackson

cc: Ann Carlson, Interim Director of Transportation
Frank Brudell, President, Local 407
Payroll
Personnel File
Ariel Castro
2207 Seymour Ave
Cleveland, Ohio 44113

**FEDERAL MEDIATION & CONCILIATION SERVICE
UNITED STATES GOVERNMENT**

MEDIATION AGREEMENT

The undersigned hereby request the assistance of the FMCS in the attempted resolution of the dispute between them today. They understand that mediation is a voluntary process that may be terminated at any time. Further, the undersigned agree to maintain the confidentiality of all information disclosed in the course of the mediation:

1. The undersigned agree that all statements by the parties, participants or the mediator during the mediation process, and any documents created for or during these proceedings, are inadmissible and not discoverable for any purpose whatsoever, in any pending or subsequent judicial or other proceeding, absent consent of all of the parties, the mediator and the FMCS.
2. The undersigned agree not to subpoena the mediator or anyone else employed by FMCS to testify for any reason, nor to subpoena documents created for or during the mediation.
3. It is understood by the undersigned that evidence that is otherwise admissible or discoverable shall not be rendered inadmissible or non-discoverable as a result of its use in the mediation proceedings.
4. The undersigned shall not rely on, nor introduce as evidence in any proceedings any views, comments or suggestions made by any party or participant with respect to a possible settlement of the dispute, any admissions made by another party or participant in the course of the mediation proceedings, or any proposals, opinions, or comments of the mediator. It is understood that FMCS policy is such that the



TEAMSTERS TRUCK DRIVERS UNION LOCAL 407

Affiliated with the International Brotherhood of Teamsters

3320 Superior Avenue
Cleveland, Ohio 44114-4123
Phone: (216) 688-0833
Fax: (216) 361-9568
www.LU407.com

June 30, 2009

**PRESIDENT
BUSINESS REPRESENTATIVE
FRANK BURDELL**

**VICE PRESIDENT
BUSINESS REPRESENTATIVE
NICK HASCHKA**

**SECRETARY-TREASURER
BUSINESS REPRESENTATIVE
PAUL WOJNAR**

**RECORDING SECRETARY
BUSINESS REPRESENTATIVE
MICHAEL HIENTON**

**TRUSTEE
BUSINESS REPRESENTATIVE
DENNIS ROBERTS**

**TRUSTEE
BUSINESS REPRESENTATIVE
J. K. TANSKI**

**TRUSTEE
BUSINESS REPRESENTATIVE
KEVIN J. PATTON**

**BUSINESS REPRESENTATIVE
JESS W. WOODY**

**BUSINESS REPRESENTATIVE
J. D. SMITH**

Ms. Ann Carlson
Cleveland Board of Ed
3832 Ridge Rd.
Cleveland, Oh 44144

Dear Ms. Carlson:

In an attempt to resolve the following grievances before taking them to arbitration, we are attempting to set-up a meeting with Carolyn Brommer of FMCS Services. The dates available are July 17, 2009, July 20, 2009, July 29, 2009, July 30, 2009, and July 31, 2009. If any of these dates will work, please contact the undersigned.

The following grievances are the ones to be heard:

- Grievance # 1296 - [REDACTED]
- Grievance # 1290 and 1291 - [REDACTED]
- Grievance # 1298 - [REDACTED]
- Ariel Castro - Protesting Suspension
- Grievance # 1344 - [REDACTED]
- Grievance # 939 - [REDACTED]
- Grievance # 1283 - [REDACTED]

Thank you in advance for your cooperation.

Regards

Nick Haschka

Nick Haschka,
Vice President &
Business Representative
Teamsters Truck Drivers Union, Local 407

NH/bk

Cc: [REDACTED]

Greg Taylor
Michael Hienton



TEAMSTERS
TRUCK DRIVERS UNION
LOCAL 407

Affiliated with the International Brotherhood of Teamsters

Shirley Hunter
858-1250
703-1412
Shirley

3320 Superior Avenue
Cleveland, Ohio 44114-4123
Phone: (216) 688-0833
Fax: (216) 361-9568
www.LU407.com

PRESIDENT
BUSINESS REPRESENTATIVE
FRANK BURDELL

July 7, 2009

VICE PRESIDENT
BUSINESS REPRESENTATIVE
NICK HASCHKA

Mr. Nick Jackson
Cleveland Board of Ed
1380 E. Sixth St.
Cleveland, Oh 44114

SECRETARY-TREASURER
BUSINESS REPRESENTATIVE
PAUL WOJNAR

RECORDING SECRETARY
BUSINESS REPRESENTATIVE
MICHAEL HIENTON

Dear Mr. Jackson:

TRUSTEE
BUSINESS REPRESENTATIVE
DENNIS ROBERTS

This letter will confirm our mediation meeting on Monday, July 20, 2009 at 10:00A.M. at the FMCS Building on 6161 Oak Tree Blvd., Suite 100, Independence, Oh.

TRUSTEE
BUSINESS REPRESENTATIVE
J. K. TANSKI

Thank you in advance for your cooperation.

TRUSTEE
BUSINESS REPRESENTATIVE
KEVIN J. PATTON

Regards,

BUSINESS REPRESENTATIVE
JESS W. WOODY

TEAMSTERS TRUCK DRIVERS UNION, LOCAL 407

BUSINESS REPRESENTATIVE
J. D. SMITH

Nick Haschka
Vice President &
Business Representative

NH/bk

Cc: Frank Burdell, President 407
Shirley Hunter
Greg Taylor
Linda Roy
Theresa Brown



TEAMSTERS TRUCK DRIVERS UNION LOCAL 407

Affiliated with the International Brotherhood of Teamsters

3320 Superior Avenue
Cleveland, Ohio 44114-4123
Phone: (216) 888-0833
Fax: (216) 361-9568
www.LU407.com

June 30, 2009

**PRESIDENT
BUSINESS REPRESENTATIVE
FRANK BURDELL**

**VICE PRESIDENT
BUSINESS REPRESENTATIVE
NICK HASCHKA**

**SECRETARY-TREASURER
BUSINESS REPRESENTATIVE
PAUL WOJNAR**

**RECORDING SECRETARY
BUSINESS REPRESENTATIVE
MICHAEL HIENTON**

**TRUSTEE
BUSINESS REPRESENTATIVE
DENNIS ROBERTS**

**TRUSTEE
BUSINESS REPRESENTATIVE
J. K. TANSKI**

**TRUSTEE
BUSINESS REPRESENTATIVE
KEVIN J. PATTON**

**BUSINESS REPRESENTATIVE
JESS W. WOODY**

**BUSINESS REPRESENTATIVE
J. D. SMITH**

Mr. Nicholas Jackson
Cleveland Board of Ed
1380 Eas. 6th St.
Cleveland, Oh 44114

Dear Mr. Jackson:

In an attempt to resolve the following grievances before taking them to arbitration, we are attempting to set-up a meeting with Carolyn Brommer of FMCS Services. The dates available are July 17, 2009, July 20, 2009, July 29, 2009, July 30, 2009, and July 31, 2009. If any of these dates will work, please contact the undersigned.

The following grievances are the ones to be heard:

- Grievance # 1296 - [REDACTED]
- Grievance # 1290 and 1291 - [REDACTED]
- Grievance # 1298 - [REDACTED]
- Ariel Castro - Protesting Suspension
- Grievance # 1344 - On behalf of all Drivers
- Grievance # 939 - [REDACTED]
- Grievance # 1283 - Class Action

Thank you in advance for your cooperation.

Regards

Nick Haschka

Nick Haschka,
Vice President &
Business Representative
Teamsters Truck Drivers Union, Local 407

NH/bk

Cc:



Greg Taylor
Michael Hinton ✓