



**Kenosha
Unified**
C O U N T Y



Sent via Certified Mail and District Email

January 30, 2024

Marcus Gallo



Mr. Gallo,

This letter is to inform you that you are being placed on paid administrative leave effective 1/31/2024. While on paid administrative leave, an investigation will begin looking into alleged inappropriate interactions you had with a student at The Brompton School (Brompton).

You are not to come on to district property or have contact with anyone from the district other than Ms. Gina Greil, Principal of Brompton or me.

While you are on paid administrative leave, you will be required to make yourself available during your regularly scheduled work hours and to respond to questions and/or act as a resource for your department in the event they require assistance from you as directed by Ms. Greil.

You are instructed to keep this matter confidential and are directed not to discuss the details of your paid administrative leave with anyone unless directed by Ms. Greil or me.

If you have questions about this letter or about your paid administrative leave, you may contact Ms. Greil or me.

Regards,

**Kevin Neir
Chief Human Resources Officer**

cc: Employee File

G. Greil



262-359-6300



www.kusd.edu



3600 52nd St., Kenosha, WI 53144



Hand Delivered

February 19, 2024

Marcus Gallo



Mr. Gallo,

You are being issued disciplinary action pursuant to Board Policy 4362 regarding your racial charged remarks towards a student in your [redacted] class on 1/30/2024.

During an interview with the Office of Human Resources, you admitted to telling a student of [redacted] origin that his hair looked like "moss", and that he should "go hang out with his parents on the north side of a tree". Then in order to make your point, you said in your written statement that you told the student that "You'll be reincarnated as moss to the north side of a brick wall". "To exercise even more intelligence, more clever wit", your words, you told the student "Yeah, your friends and family called, they're on the north side of a brick wall" You made these comments because you said you try to connect to your students by "roasting" them in order for you to develop trust on their level.

There is clear lack of judgment in your choice of words and how you attempted respond to a student's apparent insult at you. As the teacher and adult in the class it is expected that exercise sound judgment when engaging in banter with students that could lead to discriminatory comments. While you may not have meant your comments to be discriminatory in nature, all of the students in your class viewed your comments as race based.

Of most concern is that this is not your first incident regarding racially charged comments. On 1/20/2020, you were issued a 3-day unpaid suspension for insensitive comments you made to your class. It was alleged that you made comments to the effect that you had a personal pet peeve against overweight individuals and that you wondered why they did not simply go to the gym. It was alleged that you stated that you do a double take when you see an African American on the golf course. You admitted to telling "mom" jokes to your students in class. For these actions you received a 3-day unpaid suspension and were required to complete the following class, "Sensitivity Skills in a Diverse Workplace". You were also cautioned that any further failure to meet expectations and / or follow District policies could result in further disciplinary action up to and including a recommendation to the Board of Education for contract non-renewal and / or termination.

On 11/27/2023, you were issued a written warning for telling a student that "If you're so proud of your country then go back to that country", in response to the question "Should you be able to fly a flag from a different country", asked by a female student of [redacted] heritage. The student expressed that she was proud

to be of [REDACTED] decent, even though she was not born in [REDACTED] to which you responded, "If you are flying [REDACTED]'s flag then go back to [REDACTED]".

You are found to be in violation of the following Kenosha Unified School District Policies and Employee Handbook rules:

1. KUSD Board Policy 4111 Employee Anti-Harassment
2. KUSD Board Policy 6810 Teaching about Controversial Issues
3. KUSD Employee Handbook, Section 1: Employment, Anti-harassment
4. KUSD Employee Handbook, Section 7: Employee Conduct, Code of Ethics and Disciplinary Action, General Rules of Conduct
 - a. #7 Fighting, horseplay, or use of profane, obscene or abusive language toward any manager, employee or student.
 - b. #11 Refusing to comply with District policies and procedures and/or carry out the instructions of a supervisor.
 - c. #21 Any act of harassment, sexual, racial or other towards anyone; telling sexist or racial-type jokes, making racial or ethnic slurs.

As a staff member of the Kenosha Unified School District, you are expected to interact respectfully, safely, professionally with students. As such you are required to adhere to the District's standards of professionalism and policies as outlined in the KUSD Employee Handbook and School Board Policy.

In accordance with the discipline process outlined in the KUSD Employee Handbook, Section 7: Employee Conduct, Code of Ethics and Disciplinary Action, your employment with KUSD is being terminated effective immediately.

Regards,



Kevin Neir
Chief Human Resources Officer

cc: HR File

Statement: Classroom allegation 1-30-24

Name: [REDACTED]

I met with Mr. Gallo at approximately 11:20 a.m. Tuesday January 1st, 2024. When he came in I asked him to sit down and to close the door. I stated that I needed to talk to him about [REDACTED] and the comment he allegedly made about the student being reincarnated on the north side of the wall [REDACTED]. Mr. Gallo immediately started to describe the classroom and the craziness of the boys and I told him that I was not interested in that and that I was interested in what he said and why he said it. He then said "you have to understand the class to understand what I said" and I replied "no I don't, you're the adult in the classroom and what you say is the important piece". I explained to him that I have multiple students telling me that "you asked [REDACTED] if he was reincarnated on the north side of the wall". He said no "I told him his family was on the north side of trees". I asked him if he ever said "the brick wall" and he said no, I said "trees ask the kids". I said "I have but I want to know why?" He said because that's where moss grows. I said yes, but why would you say that to him?". He said that "he called me a bowling ball referring to my baldness, so I compared him to moss". I said why? At this point, Mr. Gallo paused after a few moments he said because his "hair is fuzzy". I then replied with, "you know that he is [REDACTED]" and he said yes. So then I asked "why would you then pull up a picture of moss and tell him that this was his family? He said "to create a culture in his class he tries to use their language and if he is going to throw an insult.....(shoulder shrug)". At this point I asked him about this being perceived as racial and that's when he got visibly agitated. He stated that "this class will make everything about race or something sexual" and asked me why am I believing a bunch of [REDACTED] graders? I told him that "I will always give a teacher the benefit of the doubt, but every kid that I have talked to has said that you said this and the perception is that you were referring to his race". Mr. Gallo was very agitated at this point and was upset that I was listening to [REDACTED] graders. He said a couple of times that they are "running the school". He asked me to ask the good kids in the class and not the ones that are making this claim. I asked him for names and then told him that I already spoke to a few of them. I read one response to him and told him that I will make sure to ask everyone in the class (I only had 10 responses at the time). He shook his head in disbelief and continued with the kids running the school. I interrupted him and said "listen, regardless of what you intended you are the adult and the professional in the classroom. This behavior of going back and forth with kids is not okay". He was adamant that he had to act like them to create a culture and I said numerous times "absolutely not, you are the adult and the professional". I ended our conversation with the following "and when you don't act in this matter we end up here just like we did with [REDACTED]. He said "I'm not going to sit and argue" and I said "you're right because I'm not going to have any teacher tell me that they do not have to act like an adult and a professional in my building. You can grab your things and head home for today. You will be on paid leave while I finish the investigation". He sat in my office for a few minutes silently before he got up and left.

[REDACTED]
1/31/24

To: Kevin Neir, Chief of Human Resources

Cc: Wendy Tindall-Elementary School Leadership Regional Coordinator; Rade Dimitrijevic-HR Coordinator; Bill Haithcock-Chief of School Leadership; Dr. Jeffery Weiss-Superintendent of Schools

From: Glna Greil-Principal Brompton School

Date:

Re: Marcus Gallo 1/30/24 Classroom Incident

Background

At approximately 10:00 a.m. Tuesday morning January 30th. Mr. Gallo sent a [REDACTED] grade student ([REDACTED] - a [REDACTED] student) to the office for being disruptive in class. He called and told the secretary to have him sit for 10 minutes before returning. [REDACTED] was in the office when [REDACTED] arrived. He began to share with her that the class was talking about religion and the topic of reincarnation came up. In that discussion another student in the class stated something about being reincarnated as a bug. So he in turn told him that, "He should be reincarnated as a bowling ball," (Mr. Gallo is bald). He stated that Mr. Gallo responded by saying "Were you reincarnated on the north or the south side of the border?" He also stated that, "Mr. Gallo says racist things a lot." At this point [REDACTED] left [REDACTED] in the main office and shared the statement with [REDACTED]. [REDACTED] was asked to write a statement and not discuss any of this with his classmates. [REDACTED] immediately reached out to her [REDACTED] to let her know that an investigation would begin to look into Mr. Gallo's comments. This is the second complaint made at The Brompton School in regards to racial statements in class. [REDACTED] reached out to HR to discuss next steps and let [REDACTED] know that she should get Mr. Gallo's statement and then send him home, with pay, while the investigation occurred.

Investigation

The investigation includes written statements and an interview with 23 students and two staff members (exhibits 1- 23). Three of the students interviewed do not have a written statement as they were busy working on classwork and did not pay attention to what was happening. Each of these 3 students acknowledged the "gasps" in the class and loudness at one point. They all mentioned a picture of moss on the board and the teacher stating "this is your family" to [REDACTED]. Two student names were redacted from their statement because their father called and asked that they are not included.

Student Interviews:

[REDACTED]: [REDACTED] states that Mr. Gallo asked him if he was reincarnated on the north or south side of the border and pulled up a picture. He said that Mr. Gallo sent him out for causing a disruption and that he finds that this unfair. He said Mr. Gallo makes racial comments all the time. He was upset that Mr. Gallo made his comments about the border but if he retaliates or says something back, he gets in trouble. [REDACTED] said he was not bothered

by the racial comments, but he doesn't think it's fair that Mr. Gallo can say things and he can't.

██████████: ██████████ heard Mr. Gallo say something about a wall or race, she wasn't sure as it was loud. She said they were talking about reincarnation and ██████████ said, "Were you reincarnated as a bowling ball?" Mr. Gallo responded by saying "Were you reincarnated as a wall jumper? or something like that," He then looked up moss and said to the class, "This is ██████████ family."

██████████: ██████████ stated that ██████████ and Mr. Gallo had a fight and ██████████ was talking back. Mr. Gallo then told ██████████ to go back to the north side of the tree and his family was on the other side of the brick wall. Then Mr. Gallo pulled up a picture of moss and said it was ██████████ family.

██████████: She said she didn't hear what was said but the entire class went crazy with what he said. He showed a picture of moss and said this is your family.

██████████: From what she remembers, Mr. Gallo said something along the lines of, "Your family is on the other side of a brick wall," to ██████████. The entire class was screaming and went crazy. A couple of minutes later Mr. Gallo put a picture of moss on the board and told ██████████ that it was either him or his family.

██████████: Mr. Gallo said something to ██████████ about a border. He also looked up a picture of moss and said it was his family and the whole class laughed.

██████████: ██████████ said that Mr. Gallo is going to get reincarnated as a bowling ball because they were talking about religion. Then Mr. Gallo said, "You can go home to your family on the north side of the border and he pulled up a picture of some moss and said, "This is your family."

██████████: Mr. Gallo told ██████████ that he should look at the north side of a tree for his family. He also said that ██████████ should look/jump on the other side of "the brick wall" and look for his family. Then Mr. Gallo searched up a picture of moss and said that ██████████ family looks like this.

██████████: ██████████ states that Mr. Gallo and ██████████ were talking to each other and when Mr. Gallo told ██████████ that his family was on the North side of the border and that he and his family had to go back to the south side of the border over the brick wall. Then ██████████ said back "that it was racist" and Mr. Gallo sent ██████████ to the office.

██████████: ██████████ states that ██████████ was being a distraction to class by blurting things out. He was talking as usual and Mr. Gallo was getting mad. Mr. Gallo was getting personal saying this like "why don't you get over the brick wall" or "your family is on the other side". He then pulled up a picture and said "you want to see what your family looks like?". It was a picture of dirt and moss which shocked the class considering he has never done anything like that.

██████████: ██████████ stated that Mr. Gallo told ██████████ that he was reincarnated on the north side of the brick wall after we discussed what reincarnation was. Afterward he searched moss on his computer and pointed at a picture and told ██████████ that was what he and his family looked like.

██████████ stated that they were talking about being reborn when ██████████ said something about being reincarnated. Mr. Gallo then said that ██████████ family was waiting on the north side of the border for him.

██████████: ██████████ stated that she was sitting at a desk across from Mr. Gallo and ██████████. They were talking back and forth and then Mr. Gallo said that his family is on the other side of a brick wall. Then Mr. Gallo put up a picture of moss and said it looks like his family.

██████████ stated that he was in class and people were being disruptive. ██████████ was being the loudest. Out of nowhere Mr. Gallo said "your family was north of the border". Then everyone couldn't believe he said that and it got loud. It quieted back down and got loud again and that's when ██████████ got sent out.

██████████ stated that it was a bit chaotic in social studies and ██████████ and ██████████ were telling jokes as usual. ██████████ made a comment and Mr. Gallo said something like "Go to the north side of a brick wall". He showed a picture of moss after that.

██████████: ██████████ stated that he heard Mr. Gallo say something and everyone gasped so I asked ██████████ what happened. She said he said to ██████████ that his family is on the other side of the border. Then he said that his family was this and showed a picture of moss.

██████████: ██████████ stated that she wasn't really paying attention and just heard screaming and laughing. Someone in the class said Mr. Gallo said ██████████ mom was on the other side of the brick wall. She doesn't remember who said it and admitted she was pretty zoned out.

██████████ states that they were in ██████████ when Mr. Gallo and ██████████ were arguing. Mr. Gallo called him a racist word but he doesn't know what he said but it had something to do with the border. He stated that he didn't directly hear it but he did see the picture of moss on the board and Mr. Gallo said it was ██████████ family.

Adult Interviews:

Mr. Gallo statement 1: Mr. Gallo stated that ██████████ makes inappropriate comments in class and is known to be relentless. He stated that "acting as an adult does not always gain trust and credibility with students." He said "as such, prior to being sent out of class I fired back with a "roasting" comment after he insulted my baldness." He then said he compared his hair to moss, telling him to go hang out with his family on the north side of some trees. I then showed a picture of moss."

Mr. Gallo statement 2: Mr. Gallo sent an email follow-up on February 1st further explaining his actions. His email states that he responded to [REDACTED] bowling ball comment with "you'll be reincarnated as some moss on the north side of a tree". He said it was a hair comment as [REDACTED] made a comment about his baldness. He didn't feel the class was getting the reference so he pulled up a picture of moss. He then stated "yeah [REDACTED] your friends and family called, they're on the north side of a brick wall". He states that he never thought about or had any international of this being turned into some "racial, migration situation" but that's just what a number of these boys have been doing daily.

[REDACTED]: [REDACTED] came into the office and sat in the chair. He started talking to me immediately saying that he was "joking around." When I asked what he was "joking around" about, [REDACTED] said that Mr. Gallo was talking about religions and the topic of reincarnation came up. [REDACTED] said that another student in the class said something about "being reincarnated as a bug because he was small." It's not clear that the student or Mr. Gallo made that statement. [REDACTED] then said that he told Mr. Gallo: "he should be reincarnated as a bowling ball." Then [REDACTED] said to me that Mr. Gallo responded by saying: "were you reincarnated on the north side or south side of the border?" I didn't immediately respond. [REDACTED] said he was frustrated that Mr. Gallo can make jokes "all the time but when I do it, I get in trouble."

Allegations

- Teacher made unprofessional and racially motivated comments to a student.
- Teacher made unprofessional comments about a student's family and their physical features.
- Teacher shared personal biases in regards to student's ethnicity.
- Teacher's general behavior when interacting with students is immature.

Evidence

- As provided in the statements by the students in 7th grade.
- The teacher admitted to "roasting" a student and making a comment about this student's hairdo.
- The teacher also admits to saying that, "His family called, they're on the north side of a brick wall."

Policy/Rule/Handbook Violations

- KUSD Board Policy 4111 Employee-Anti Harassment
- KUSD Board Policy 6810 Teaching about Controversial Issues
- KUSD Employee Handbook, Section 1: Employment, Anti-Harassment
- KUSD Employee Handbook, Section 7: Employee Conduct, Code of Ethics and Disciplinary Action

Conclusion/Recommendation



Student Statement Form

Name: 

Date: 1/30/21

What Happened? Be detailed.

Topic: Religion: re-incarnation ^{from teacher}
^{in India}

~~he said to me~~  was talking about re-incarnation about being a bug gollo asked  if he was re-incarnated as a bug i said to gollo if he was re-incarnated as a bollingball he asked me if i was re-incarnated on the north or south side of the border and fused some picture on the screen i took it off then cly fall of her chair gollo ask if she hit her had she didnt then i said that she is like the muslim Delfens quarter back then people including me started talking then he said me out for "cosing & distrection" even tho he stop the class with his comments of the border

"Doesnt really bother me racially but i dont think that it should be said. I cant say anything back or retaliate.

if I say something I get in trouble but he can say it. its not fair.


Student Signature

Student Statement Form


Name: 


Date: 1/30/2024

What Happened? Be detailed.

I heard Mr. Hullo say something about a wall or race or something.

→ Asked for clarification

We were talking about reincarnation + it got loud.  said "were you reincarnated as a bowl one ball" Mr. Hullo said "were you reincarnated into a wall jumper?" I think but it was loud.

Then he looked up Mrs + said that "this is  family"

He was saying racial jokes + kind of sexist.



Student Signature

Student Statement Form

Name: 

Date: 1/30/24

What Happened? Be detailed.

 and Mi. gallo had a fight and ~~was~~ was talking back to Mi gallo and then Mi gallo told David to go back to the north side of the tree and his family was on the other side of the "brick wall". Then Mi. gallo pulled up a picture of mass and said it was David's ~~AA~~ family.


Student Signature

4

Student Statement Form

Name: 

Date: 1-30-24

What Happened? Be detailed.

I didn't hear what he said but the whole class went crazy after what he said. He showed a picture of moth and said this is your family to one of our class mates.



Student Signature

Student Statement Form

Name: _____

Date: 1-30-24

What Happened? Be detailed.

Mr Gallo said something along the lines of "your family is on the other side of a brick wall" to _____ almost immediately after half the class was screaming and nearly everyone was going crazy. A couple minutes later he put a picture of mass on the board and told _____ it was either him or his family from what I remember.

Student Signature

Student Statement Form

Name: _____

Date: _____

What Happened? Be detailed.

Mr Gallo said something to _____ about a border. He also looked up a picture of mass on google and said it was his family and the whole class laughed.



Student Signature

Student Statement Form

Name: 

Date: _____

What Happened? Be detailed.

 said Gallo is going to get reincarnated into a bowling ball because we are talking about india and after people die they become a animal so then Gallo says to  you can go home to your family on the north side of the border and he pulled a picture of some mess and says this is your family



Student Signature

Student Statement Form

Name: _____

Date: 1/30/24

What Happened? Be detailed.

Mr. Gallo In _____ class Mr. Gallo told _____ is that he should look at the North side of a tree for his family. He also said that _____ should look/jump on the other side of the "brick wall" and look for his family. Then Mr. Gallo searched up a picture of moss and said that _____'s family looks like this. During class we were talking about Ancient India and we so we were talking a little bit about rearnation. It started with _____ saying that Mr. Gallo was a bowling ball.




Student Signature

Student Statement Form

Name: 

Date: 1/30/24

What Happened? Be detailed.

Gallo and david were talking to eachother and then Gallo told david that s family was on the North side of the border and that him and his family had to go back to the south side of the border over the brick wall. Then  said back to Gallo that it was racist and then Gallo sent  to the office for the rest of the class.



Student Signature

Student Statement Form

Name: _____

Date: 1/30/24

What Happened? Be detailed.

_____ was being a little bit in
 to class at first by _____ our staff
 while Gallo was talking as usual
 _____ and _____ each _____
 once at a time but were _____
 every 20 seconds like _____ Gallo
 definitely was _____ a man of it
 because it will happen every
 so _____ a _____
 _____ things it _____
 _____ over _____
 _____ or _____
 _____ will _____
 _____ whether _____
 _____ you _____

 _____ which shocked
 the class ever more _____

"Why don't you get over the brick wall?"

"Your family is on the other side"

"You want to see what your family looks like?"

Student Signature



Student Statement Form

Name: 

Date: 1/30/24

What Happened? Be detailed.

~~Mr. Gallo's 7th grade world history class~~

Today in class Mr Gallo told  that he was reincarnated on the north side of the brick wall after we discussed what reincarnation is in class today. Afterward, he proceeded to search mess on his computer and he ~~showed~~ pointed at a picture and told  that was what he and his family looked like.



Student Signature

Student Statement Form

Name: _____

Date: _____

What Happened? Be detailed.

we were talking about being reborn as a boy and then _____ said something about being a wife. Then Galle said _____'s family was waiting on the north side of the border for him.

Student Signature

Student Statement Form

Name: _____

Date: 30th _____

What Happened? Be detailed.

So I was sitting at a desk across from _____ and Gallo and him were talking back and forth and Gallo said that his family is _____ on the other side of a break wall. Then Gallo put up a picture of moss and said it looks like his family.

Student Signature


Student Statement Form

Name: 

Date: 1/30/04

What Happened? Be detailed.

In Agallo's class we were sitting at our desks. I was being louds though. So Agallo said "if you're fat, if you're border line every was 11. I was making a noise. I was learning."

"After we started learning for a little while,  started being loud again; that's how he got sent out"





Student Signature

Student Statement Form

Name: 

Date: 1/30/2024

What Happened? Be detailed.

it was a bit of a chaotic  like usual, David was ~~being~~  was telling jokes like usual; when  made a comment, Gallie decided to say something along the lines of "Go to the north side of a brick wall."

"He showed a picture of Moss" after.



Student Signature

Student Statement Form

Name: _____

Date: 1/30/24

What Happened? Be detailed.

I heard Gailo say something and everyone gasped so I asked what he said and they said that he said to ~~to~~ that his family is on the other side of the border. Then he said that his family was this and he showed a picture of some mess.

Student Signature


Student Statement Form

Name: 

Date: 1/30/24

What Happened? Be detailed.

Doesn't remember who said it.

I wasn't really wasn't paying attention so the n. I just heard screaming and laughing or something and someone said Gaild said  mom was on the other side of the brick wall, but I was zoned out when it happened so I didn't really hear anything ☹️






Student Signature

Student Statement Form

Name: 

Date: 1/30/24

What Happened? Be detailed.

We were in  when Mr Gallo and  were arguing and Gallo called him a racist word. I don't know what he said directly, but it had something to do w/ the border. I saw Gallo call  something where the entire class was shocked. I didn't directly hear anything, Gallo put a picture of moss/flowers on the board. he said it was his family.


 Student Signature

Student Statement Form

Name: _____

Date: 1/30/24

What Happened? Be detailed.

In _____ class Gallo was talking about the other side of the brick wall to _____ and maybe something else but idn't know then put up a picture of moss, then said this was cloud and his family.

Student Signature

Student Statement Form

Name: _____

Date: 1/30/24

What Happened? Be detailed.

In _____ we were talking about the ancient India religions ~~that~~ and after we were ~~discussing~~ talking about one of the main ones ~~to~~ we were talking about being reincarnated and _____ said that gallo was reincarnated as a bowling ball and after that comment ~~he~~ gallo was talking about _____ family tree and how it was at the Northern side of ~~the~~ a "brick wall" and then ~~the~~ gallo showed ~~us~~ a picture of moss and said that it was _____'s family.

Student Signature

~~_____~~ inappropriate comments and defiance in class of adult authority is well known and relentless.

Acting only as an "adult" in class does not always gain trust and credibility with students. As such, prior to being sent out of class for constant disruptions, for the second day in row, I fired back a "roasting" comment after he insulted my baldness. Rucking culture is well known in current pop culture. I compared his hair style to mess, telling him to hang out with his family on the north side of some frees. Then, I ~~and~~ showed pictures of some mess.

The 7th grade boys are struggling mightily with making every situation and every comment into something sexual or racial. I am trying to take a firm stand and make a complete halt to this non-classroom behavior.

- Gallo

RE [redacted] Tuesday, Jan. 30th

[redacted] was sent down to the office by Mr. Gallo during his [redacted] class. Mr. Gallo phoned the main office ahead of [redacted] coming down to let them know he was a "disruption in the class and would need to sit in the office for the last 10 minutes of class." I was in the main office when [redacted] came in.

[redacted] was also sent down from Mr. Gallo's class yesterday with a "timeout card" at which time I had a brief discussion with him about staying focused and doing what is expected in the classroom. He went back to class after our 3-minute talk and was not sent back down that day)

[redacted] came into the office and sat in the chair. He started talking to me immediately saying that he was "joking around." When I asked what he was "joking around" about, [redacted] said that Mr. Gallo was talking about religions and the topic of reincarnation came up. [redacted] said that another student in the class said something about "being reincarnated as a bug because he was small." It's not clear that the student or Mr. Gallo made that statement. [redacted] then said that he told Mr. Gallo: "he should be reincarnated as a bowling ball." Then [redacted] said to me that Mr. Gallo responded by saying: "were you reincarnated on the north side or south side of the border?" I didn't immediately respond. [redacted] said he was frustrated that Mr. Gallo can make jokes "all the time but when I do it, I get in trouble." I asked him to repeat what Mr. Gallo said and he repeated exactly what I quoted above. He then said "Mr. Gallo says racist things a lot." At that point, I walked back into Mrs. Greil's office and shared what [redacted] said to me out in the main office. At Mrs. Greil's direction, I asked [redacted] to come back to the conference room and write a statement. Once I reviewed the statement with him, I told him to not speak about the incident with his classmates or anyone else and that we would be working to make sure the situation was handled appropriately.

[redacted]
[redacted]

The Brompton School

From: Marcus Gallo
Sent: Wednesday, January 31, 2024 7:13 AM
To: Gina Greil
Subject: More Info

Hello Again,

After a really long night, thinking about how badly I put my 'foot in my mouth' or 'stepped in it,' I can provide more info to the best of my memory-

Class had just finished a quick video clip on 'Untouchables' in Indian culture and some notes on Religions in Ancient India, with about 20 minutes left in class. I had been redirecting the boys significantly the whole time, more deliberately than usual, even moving their seats around again. Getting more firm with this group has been a trend for the second semester because their behavior is so blatant and so inappropriate and so disruptive to the flow of class. So, for days I've been grinding class to a halt very awkwardly.

Anyway, [REDACTED] was the most relentless, again continuing to be disrespectful and defiant. Eventually he muttered something like "Gallo, you'll be reincarnated as a bowling ball," referencing my hairdo. By this point, the boys had been having fun with this concept of reincarnation, so I said back to [REDACTED], referencing his hairdo, "You'll be reincarnated as some moss on the north side of a tree," trying to make the analogy to moss funny and gain some access into to their fierce click.

But, at this point, I felt [REDACTED] and the class weren't getting the reference to where moss grows, so I said, "You'll be reincarnated as moss to the north side of a brick wall." Both places grow moss very well, by the way. Then, to exercise even more intelligence, more clever wit, and more 'look who's in charge here,' I said "Yeah [REDACTED], your friends and family called, they're on the north side of a brick wall" as I was implying he should join all the other moss.

I never thought about, nor had any intention of this being turned into some racial, migration situation, but that's just what a number of these boys have been doing daily, all the time, negatively influencing class, turning each and every situation into a sexual or racial or 'you name it' kind of joke.

Please, let me know if you have any further questions.



November 27, 2023

Thank you for meeting with me Monday, November 20th and Tuesday, November 21st in regards to a student complaint that occurred in class.

On Monday afternoon, November 20, 2023 [REDACTED] came to the office to report that you said that "If you're so proud of your country then go back to your country," in response to the question "Should you be able to fly a flag from a different country?" [REDACTED] stated that she got frustrated by this and she told you that she will fly her flag because she is proud to be [REDACTED] but wasn't born in [REDACTED]. To which you repeated, "If you are flying [REDACTED]'s flag then go back to [REDACTED]."

We had a detailed conversation about how your instruction as an educator violated School Board Policy 6810: Teaching about Controversial Topics and School Board Policy 4111: Employee Anti-Harassment. Policy 6810 states, "For those approved topics which may involve controversial issues, study and discussion of such issues shall be objective and impartial and within the appropriate context of a District course of study." Your comment, "If you are so proud of your flag then go back to your country," was not objective or impartial and directly insulted this student who is proud of her [REDACTED] heritage. Policy 4111 explicitly states that any "offensive, threatening or derogatory comments to any person, either directly or indirectly, based on the person's membership in any protected class is prohibited." While the intent of your comment was to teach the First Amendment, you inadvertently made a student uncomfortable because of her heritage.

After our discussion I understood what you were trying to do in class but as we discussed it is important that you remain impartial when teaching about controversial topics. As a staff member within Kenosha Unified School District, you are expected to interact respectfully, safely, professionally with students. As such, you are required to adhere to the District's standards of professionalism and policies as outlined in the KUSD Employee Handbook and School Board Policy.

If you are ever in need to talk through a lesson prior to teaching it, please seek out our instructional coach or myself to support your lesson.

This letter serves as written discipline and will be placed in your personnel file in Kenosha Unified School District's Human Resource Office.

Thank you,
[REDACTED]

EXECUTIVE SUMMARY OF INCIDENT

To: Mrs. Wendy Tindall

Cc: Mr. Bill Haithcock, Dr. Jeffrey Weiss, Mr. Kevin Neir

From: Ms. Gina Grell

Date: 11/20/2023

Re: Student reported that a teacher is making racially motivated comments in class.

Background

On Monday afternoon November 20, 2023 [REDACTED] came to the office to report that her teacher (Mr. Gallo) said that "if you're so proud of your country then go back to your country" in response to the question "should you be able to fly a flag from a different country". [REDACTED] stated that she got frustrated by this and she told him that she will fly her flag because she is proud to be [REDACTED] but wasn't born in [REDACTED]. He then repeated if you are flying [REDACTED] flag then go back to [REDACTED]. [REDACTED] got upset by his comments and left the classroom. I had [REDACTED] write a statement (exhibit A). Before I could start to investigate Mr. Gallo's comments in class he walked into my office. I explained to him that I would be starting an investigation about his comments to see what really happened. I asked if there was truth to what [REDACTED] shared and Mr. Gallo admitted that he said it. He explained that he said it because he was trying to show how the 1st amendment works (that is what he is currently teaching in class). I explained to him that regardless of the topic and it being "tough to teach" (his words) as an educator you are not allowed to impose your opinions as it relates to controversial issues (policy 6810). I also explained that while the 1st amendment is not a controversial issue, the words he spoke to the entire class was because it takes a political tone. I asked Mr. Gallo to write a statement (exhibit B). I then reached out to my supervisor ([REDACTED]) to ask if I needed to continue to investigate if the teacher admitted to the allegation and she said no.

On Tuesday November 21, 2023 I received an email (exhibit C) from [REDACTED] stating Mr. Gallo engaged the class in discussion about legal or illegal rights. His student was upset by the conversation and it has occurred in the past as well.

Investigation

The investigation was cut short due to the teacher coming to my office and admitting what he said in class.

Student witness: [REDACTED] came to the office Monday afternoon very upset. She stated that her teacher Mr. Gallo was making racial comments and that he shouldn't be allowed to say these things in class. She said that he was telling the class that he is sick of people flying their countries' flag and if they love it so much that they should go back. She ended up arguing with him and then left the classroom.

Conclusion: I had a conversation with Mr. Gallo about teaching controversial topics and using examples of controversial issues in his class. I pointed out school board policy 6810 and explained why this incident goes against this policy. Mr. Gallo had a hard time understanding why what he said was not o.k. At one point he stated "so I am not allowed to have any opinions ever?". To which I responded that he can have as many opinions as he wants however, as an educator he can not impose his beliefs on his students and cannot allow students to believe he feels one way or another. He continued to say that he was trying to meet kids at their level in explaining the 1st amendment. I responded that his statement was not necessary for teaching the 1st amendment and that his statement was imposing his beliefs on his students and was rather hurtful. I explained that he instantly created a divide in his class by sharing his opinion and that his statement was borderline bullying/harassment based on race (policy 4111). We continued the discussion and eventually landed in a good place. He knows that he was out of line and let his frustrations with this one student get the best of him.

I conferred with [REDACTED] who reviewed with [REDACTED] who said written disciplinary action is appropriate.

Recommendation

Mr. Gallo is learning to work with middle school students and has been doing a great job. We discussed ways he could teach his content and protect himself. I reiterated that he is allowed to have his own beliefs but that he needs to stick to teaching the content and not sharing his beliefs. I asked him to review the policy (6810 and 4111) and to be sure to check with me if he has a lesson planned that may create friction in the future.

Formal written disciplinary documentation given to Mr. Gallo and placed in personnel file stored in Human Resources.

Student Statement Form

Name: _____

Date: _____

11/20/23

What Happened? Be detailed.

We were ~~was~~ getting an assignment explained and he go to the question "Should you be able to fly a different country's flag" and he said if your so proud of your country than go back to your country so I ~~say~~ said I will fly my flag cause I'm proud to be ~~in~~ but I wasn't raised or born in ~~there~~ so I don't have the same connection so he just kept saying if your flying ~~the~~ or ~~the~~ flag go back and he said my naber ~~has~~ has a Dallas cowboys flag but I don't think he should go back to Texas. So then then me and Halle were arguing with him and then I was just getting more and more upset and angry so I grabbed my nose and left. I come down because a few people told me so all what happen and I just couldn't be in ~~there~~ there.

Student Signature

Marcus Gallo

To: Gina Greil
Subject: Teaching the First Amendment

Hi,

Teaching the First Amendment is not only one of the most impassioned subjects of KUSD curriculum but also one of the most important in explaining who we are as a country and as a people. It is a corner stone of our ideals. And, origins of the United States hinge upon documents such as the Bill of Rights and Constitution. They inform us daily on what directions to take.

Yesterday's lesson was a follow up to a wildly enjoyed game called 'Do I Have a Right' inspired by former Supreme Court Justice Sandra Day O'Conner and the amazing resources created by icivics.org. To continue emphasizing and defining our 'rights' I cautiously introduced more difficult subject matter, for example yelling 'fire' in a theater, burning American flags, burning crosses, calling for the overthrow of our government, student free speech in schools, and even the right of the KKK to have a rally.

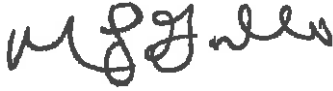
All of this is essential to proving how opinionated people are allowed to get, while the law still protects them. Understanding this is crucial to understanding what our country stands for. And, careful discussions of this nature are necessary to illuminate our freedoms, shining light on the difficult to see grey areas that confuse many of us. It is not an easy discussion but a necessary one. We must continue studying these concepts.

So, most of this process went well, and then it did not. When discussing the subject of flags, I inserted a personal opinion. I do not usually offer personal opinions but students many times expect real life experiences. Ironically, [REDACTED] on numerous occasions has pointedly asked me if I have any experience in 'the matter'. Starting slowly to explain my perspective, I mentioned how smaller flags displayed in car windows do not bother me; I obviously respect people having pride in their heritage. But, what I do not respect, as stated in class, is people flying larger flags driving down the road. Following discussions from earlier, this was my opinion, but I explained, they still have the right. I also stated that it was my opinion, maybe they were in the wrong country if they were flying such a big flag, but that they do have the right.

This comment brought gasps and whispers and emotions and an argument with [REDACTED]. In my eyes, she changed the civil nature of the discussion, demonizing me, stirring up the class, and creating a hostile environment for discussing any further ideas. In an authoritative voice, I addressed her argument and tone to no avail. She would not have any further discussions. Unfortunately, a motivation and goal in presenting this lesson was to engage students in a civil discourse. Though, I am still learning the maturity level of middle schoolers has its limits, I am

undeterred in trying to practice discussions like this in the safety of a school. It is to prepare future citizens for a vocal, opinionated society.

Please, contact me if you have any further questions.



Marcus Gallo

Social Studies/Head Coach

E: mgallo@kUSD.edu

P: 262-359-5817

Brompton

8518 22nd Ave., Kenosha, WI 53143

www.kUSD.edu



Via Hand-Delivery

January 10, 2020

Mr. Marcus Gallo
[REDACTED]

Dear Mr. Gallo:

As you know, we have been investigating reports that were made to your building administrators on or around November 26, 2019.

On the aforementioned date, several students from your [REDACTED] class expressed discomfort about some of the examples you had shared when discussing the unit on prejudice. For example, it was alleged that you made comments to the effect that you had a personal pet peeve against overweight individuals and that you wondered why they did not simply go to the gym. Additionally, in another example, it was alleged that you stated that you do a double take when you see an African American on the golf course.

In addition to the examples that you shared of your personal biases, multiple students reported that you regularly make "mom jokes." Specifically, it was alleged that you have said things like, "That's not what your mom said last night."

As part of the investigative process, your building administrators interviewed over 30 students and the above allegations were confirmed by many.

On December 9, 2019, you met with Human Resources to discuss the allegations against you. You admitted to sharing the examples of your personal biases as described above, but expressed that you believed it to be appropriate in the context of the [REDACTED] class. You acknowledged that you did not give any thought to the potential that some of the very students you were attempting to teach could find your comments offensive, thus defeating the purpose of the lesson. You also admitted that you do sometimes tell "mom jokes" but that you did not intend to attach any sexual connotation to said jokes. Finally, you stated that you sometimes find yourself behaving in a similar manner to the young teens that you instruct, which you know is inappropriate.

Based on the District's investigation, it is clear that the examples you shared of your personal biases demonstrated a lack of cultural sensitivity. Also, your general behavior when interacting with students does not demonstrate the level of maturity and professionalism required for your role. Your behavior does not meet the standards of professional responsibilities as outlined in the Educator Effectiveness Evaluation Instrument.



As a result of your actions and pursuant to District Policy 4362 – Employee Discipline, you are hereby being placed on a 3-day unpaid disciplinary suspension. Your 3-day unpaid disciplinary suspension will be counted from Wednesday, January 8 to Friday, January 10, 2020. You will return to regular work on Monday, January 13, 2020.

In an effort to support you in meeting the expected standards of performance and behavior, the District will be assigning you a mentor for the remainder 2020 calendar year. We have identified Mr. Che Kearby, Coordinator of Social Studies/Educator Effectiveness, to support you in this capacity. Please contact Mr. Kearby by Friday, January 17, 2020, to set up an initial meeting and develop a plan. You will also be paired with an instructional coach to complete a student centered coaching cycle. Both the mentorship and the partnership with the instructional coach will be overseen and monitored by your principal.

Finally, we are requiring that you complete the Sensitivity Skills in a Diverse Workplace training offered by MRA on Thursday, April 30, 2020, in Waukesha, WI. The following are the learning objectives of the course:

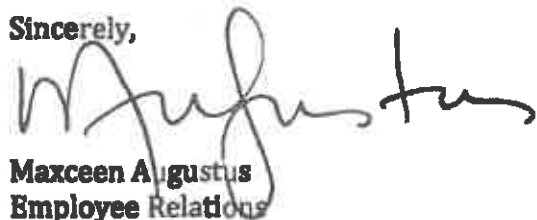
- **Recognize the impact of actions upon others, the organization, and the individual.**
- **Differentiate between behaviors that are appropriate or inappropriate and perhaps illegal.**
- **Describe what constitutes cultural competence and cultural incompetence.**
- **Use skills in communicating across cultures.**
- **Identify action steps needed to value others in the workplace.**

Details on this course can be found on the MRA website at <https://www.mranet.org/Training-Events/Training/Sensitivity-Skills-in-a-Diverse-Workplace>. KUSD will cover the cost of this training and will make arrangements for a substitute teacher to cover your absence.

Please note that any further failure to meet expectations and/or follow District policies will result in further disciplinary action up to and including a recommendation to the Board of Education for contract non-renewal and/or termination of employment.

We hope that this discipline will allow you the opportunity to reflect on your practices as a teacher and your continued employment with the District.

Sincerely,



**Maxceen Augustus
Employee Relations**

**cc: Steve Knecht – Principal, Tremper High School
Personnel File**

**KENOSHA UNIFIED SCHOOL DISTRICT
EMPLOYEE MISCONDUCT INVESTIGATION REPORT
HR INVESTIGATOR: MAXCEEN AUGUSTUS
COLLABORATOR(S): MICHELLE SANTELLI**

Background

On November 26, 2019 Assistant Principal Lauren Johnson informed Principal Steve Knecht of two student complaints regarding teacher, Mr. Marcus Gallo. The complaints accused Mr. Gallo of being inappropriate with his word choices and sharing too much of his personal life/opinions with all students in [REDACTED] class. Additionally, it was reported that Mr. Gallo makes crude jokes, at times referring to mothers, during [REDACTED] (class). In both class settings, the students are becoming more uncomfortable and tired of his comments. In their own words, both students felt Mr. Gallo has been unprofessional in many aspects of his teaching and verbal interactions with students. Additionally, the students were concerned with Mr. Gallo's lack of content rigor and non-engaging lessons.

Also, on November 26, 2019 Assistant Principal Lauren Johnson discussed the student concerns with Mr. Marcus Gallo. During their conversation it was reported that Mr. Gallo found the information to be exaggerated. His intentions were to be honest with the students, believing that individuals can learn from each other when honesty about personal prejudice are discussed. Mr. Gallo did not dispute the allegations disclosed by the students submitting the original complaints. Mr. Gallo was asked to write and submit a personal statement regarding the discussed student concerns. (See Appendix II: Staff Statements)

On November 27, 2019 Assistant Principal Lauren Johnson individually interviewed both students making the initial complaint. Both students had similar concerns including the following:

- [REDACTED]
 - Mr. Gallo shared his personal preconceptions with the class that he is:
 - prejudiced against overweight people
 - sees overweight people and doesn't understand why they don't go to the gym
 - surprised when he sees a person of color (African American) on a golf course
 - Additional concerns related to the overall course and class environment
 - Mr. Gallo spends too much time during class talking about other personal experiences and stories that are unrelated to the class topic. At times these conversations can seem unethical to have with students.
 - Mr. Gallo giving class assignments that have little value, meaning or explanation. Course seems like a waste of time.
- [REDACTED]
 - Mr. Gallo jokes with students to the point of becoming unprofessional. On several occasions, the jokes have been related to students' mothers.

On November 29th, Principal Steve Knecht sent an email to the following individuals informing them of the student complaint and a possible personnel issue.

- Maxceen Augustus, Employee Relations Coordinator
- Lindsey O'Connor, Chief Human Resource Officer
- Sue Valeri, Chief of School Leadership
- Brian Geiger, Regional Coordinator for Leadership and Learning - Secondary

- Cliff Johnson, Assistant Principal Tremper High School
- Lauren Johnson, Assistant Principal Tremper High School
- Michelle Santelli, Assistant Principal Tremper High School

It was determined at this time that Mr. Marcus Gallo would be placed on paid leave until a formal investigation was completed. Principal Steve Knecht informed Mr. Gallo of this determination via a phone conversation on Sunday, December 1, 2019 at 10:56am.

On December 2, 2019 Assistant Principal Michelle Santelli was asked to begin a formal investigation. With the advisement of Ms. Maxceen Augustus, it was determined that all students enrolled in Mr. Gallo's Ethnic Studies class and Check & Connect would be interviewed.

Investigation

From December 2 - December 5, 2019, Assistant Principal Michelle Santelli talked with 38 students. All 37 were able to provide a written statement. (All written statements can be found in Appendix I: Student Statement section of this summary.) Similar questions were asked to all students interviewed. It has been determined that there are several common threads found throughout all of the student statements, including (but not limited to):

1. Mr. Gallo is fun and friendly with all his students.
2. Mr. Gallo jokes around with everyone, especially in Check and Connect.
3. [REDACTED] aid back. There is a lot of joking going on.
4. [REDACTED] an honors level should include learning and discussions on race and ethnicity with a focus on experiences and perspectives of others.
5. Mr. Gallo allows for student voice to be heard even in class debates with strong opposing views.
6. Mr. Gallo is respectful in listening to others.
7. Mr. Gallo often brings his own experiences and personal points-of-view into class discussions.
8. Mr. Gallo is very open about his viewpoints.
9. Mr. Gallo has stated his personal, prejudice opinions regarding overweight individuals and seeing persons of color (African Americans) on the golf course.

Several students stated that the personal examples Mr. Gallo shared in the classroom were relevant to the discussions in class, even though the statements may be viewed as preconceived opinions. Likewise, some students expressed that Mr. Gallo always makes sure the class fully understand the context of the discussion, and they do not feel offended or uncomfortable during class discussions even with Mr. Gallo's personal examples being shared.

During the course of the investigation additional information was told by students (direct quotes from written statements)

- Gallo in a lesson about prejudice said, "I have a prejudice against fat people or overweight people. I have always been small or skinny, so I don't get how you can be fat." (Student statement #1)
- Since Mr. Gallo is a golf coach...he said, "If you show up to the golf course and there's a couple of African Americans you may be like wow or be a little surprised, right?" (Student statement #1)
- He made fun of my attire one day. I was wearing yellow crocs and rubber duck socks. He berated me and my attire for quite awhile, and was confused when I was also upset the next day. (Student statement #2)
- I wish he would give us something to really challenge us without the classroom getting to heated. (Student statement #5)

- There have been certain jokes made consistently that I have written off as “just Gallo being himself” because it was C&C. (Student statement #7)
- He also struggles with curriculum and lesson planning and seems to often try to plan lessons as class starts. (Student statement #7)
- He is truly one of my favorite teachers. (Student statement #9)
- He just throws random assignments at us with no explanation. Student statement #11)
- I felt like they didn't care what they were saying about certain topics and I was like the only African American person in there. He never really asked me if I felt okay with the things he was saying our talking about. (Student Statement #13)
- I feel as if Mr. Gallo has violated a lot of professionalism in the past, and that his perspectives and treatment of some matters are completely irresponsible. (Student statement #14)
- We have had many conversations in the past about prejudice, but any comments he has made were put in context to relate to the relevant topics in our class. (Student statement #18)
- This makes me feel uncomfortable because my mom is overweight and I know they have worked together before and it bothers me to think that he thinks about that when working with her. (Student statement #20)
- He stated that he gets surprised when he sees “black” people at certain places in public like a golf course. (Student statement #21)
- The class is very laid back and he seems to want to be more friends with his students rather than a teacher. (Student statement #25)
- I felt as if Gallo opened up the opportunity for my voice to be heard and listened to. (Student statement #27)
- Gallo then shared how he does not understand the way people get to be obese to the point where they die from it. I don't understand where the issue is in him stating his own personal belief. (Student statement #27)
- I have heard him make jokes pertaining to mothers. He has never said it in an insulting way or anything inappropriate. (Student statement #30)

All written statements and other collected documentation is included in this summary.

Recommendation

After speaking with Principal Steve Knecht, the recommendation is that a conversation be had between Administration at Tremper and KUSD's Human Resource Department to determine next steps. Tremper Administration, specifically Mr. Knecht, does not have the background on District past precedent nor does he have enough experience in cases such as this.

Respectfully submitted by
Michelle Santelli
12/6/19

HR INVESTIGATION – WRITTEN BY MAXCEEN AUGUSTUS

Marcus has been with the District for 10 years and is currently a [REDACTED] teacher at Tremper. He explained that this is his first year teaching [REDACTED] and that the course covers a variety of topics, including race, culture, heritage, immigration and prejudices and discrimination. Marcus was assigned to teach the course this year because of his certification to teach AP Social Studies and because the previous instructor was unable to continue teaching it. Marcus feels that the class is going really well and that he has been receiving positive feedback from students. He acknowledged that it has been challenging work to develop assignments for the class, but he finds it rewarding.

Marcus stated that he had been put on leave due to some recent student concerns. He said that prior to being placed on leave, he was given a list of quotes about comments that he had allegedly said and was asked to respond to them. The first example we discussed was the one in which it was alleged that Marcus said that he has a pet peeve about overweight people and wonders why they do not join a gym.

Marcus described it as a lingering prejudice. He explained that there are studies that show that everyone has prejudices and that prejudices are based on irrational judgements. He decided to put himself out there by starting the discussion with an example of one of his personal prejudices. He explained to the students that he does not date overweight females and is not attracted to them. When asked how many times he has shared this example, he said that it was only once. He added that when he made the comment that he had a pet peeve against overweight people, he followed up by saying that some people might ask why obese people don't go to the gym. That is because they do not understand genetics or family culture. Marcus stated that he was just reinforcing that prejudice is often irrational. Later in our conversation, Marcus acknowledged that sometime around Thanksgiving, he again made comments about his feelings concerning overweight women. He admitted that he said something to the effect that he should be more thankful for big girls because he could get more dates. I asked Marcus if he was aware of any overweight students in the class. He said he does not really pay attention. I asked if he considered how such comments could potentially be perceived as body shaming to fragile teenage girls who struggle with weight and body image concerns and he responded by saying that he did not take that into consideration when sharing his personal prejudice. I asked Marcus if he had ever worked with the mother of one of the girls in his class and he confirmed that at one point he worked with [REDACTED] mother and admitted that in his perception, the woman in question could be overweight. He stated that he did not give any thought to how [REDACTED] might feel. He just thought that by being honest about his own biases, he was making students more comfortable to share theirs.

Next, we discussed Marcus' comments about his surprise when seeing black people on the golf course. Marcus said that he was talking about his personal biases. He went on to share that the same thing happens when groups of Korean players show up on the golf course. People do a double take. Marcus said that he discusses many examples using different ethnicities and he does that in an attempt to be fair and balanced. I questioned whether Marcus thought of presenting the topics using a different approach. He said he did not think about that. There is currently one [REDACTED] American/biracial student in Marcus' class. There were [REDACTED] other students of color but they both dropped the class. One cited scheduling conflicts and the other said she was uncomfortable with the class and that she was also struggling with the honors load of work. Marcus said that he makes the remaining student of color feel included in the class, but could not specifically explain how he

achieves that goal, except to say that he uses examples from all aspects of life and does not include bias examples.

I asked Marcus about a report that he had told students not to bring kool aid to class for an activity because he was told by some students that it is racist toward black people to bring kool aid to an event. He told students that he would do some further research on the matter. Marcus did not say whether or not he followed up with the results of his research, but stated that the students did not end up bringing the beverage.

I mentioned to Marcus that there was a common theme in the student statement indicating that a lot of joking goes on in Marcus' classroom. Marcus admitted that he likes to use humor. He explained that he does take his lessons and tasks seriously, but that he teaches mostly [REDACTED] graders and there is a lot of "roasting" or "gunning" or banter back and forth. I questioned Marcus specifically about the "mom jokes." He explained that he makes jokes about dating students' moms. For example, when a student asked him whom he was bringing to homecoming, Marcus said, "your mom." He added that the mom jokes are mostly about "dating stuff." He thinks the jokes are funny and only slightly inappropriate. He denies saying, "That's not what your mom said last night." I asked Marcus to explain why he considered these jokes to be acceptable. After some thought, he agreed that the jokes were in bad taste but said that it was part of the roasting culture. Marcus said he is very aware of certain boundaries but maybe not entirely. He stated that because he spends so much time with [REDACTED] students, he finds himself behaving like them at times.

Marcus said that he treats male and female students equally and engages with everyone based on their willingness to participate in the lesson. He thinks that the girls in [REDACTED] are overall more vocal and more engaged in the conversations. According to Marcus, he prepares daily lesson plans and stores them in Google classroom and denies any allegation from students that he does not come prepared to class. He admitted that the remaining chapters of the course syllabus have been divided up among the students and that each group will teach about a topic. His role will be to facilitate things and add clarification or missing information. He said that he believed this approach would be more engaging for senior students instead of having him being the one lead the class the entire time. He denied that he has assigned the work to the students because he does not want to do it himself. This was in light of an earlier comment that Marcus made, saying that preparing assignments for the course has been challenging.

According to a student statement, a group once completed a project and Marcus commented that he was surprised that they had gotten it done considering that they were going in different directions in their personal lives. He explained that there were some students with family problems and attendance issues and what he meant was that he was proud that everyone had pulled together. He did not consider this comment to be insensitive or unnecessary. In his mind, he was giving the group a compliment.

Toward the end of the meeting, we again discussed the mom jokes. I told Marcus that I found the practice concerning. He apologized and said that that was the only thing he acknowledged that was wrong. He said that sometimes if he considers a joke to be PG enough, he will tell it even if it crosses the line a little bit. I explained to Marcus that the District has a policy (4111) that prohibits sexual jokes or jokes with sexual connotation. He did not agree that there was any sexual connotation to his "mom jokes." I further explained that I was concerned that by sharing personal examples of his biases, he had not given any thought to the possible

emotional impact to students in the room. Marcus explained that he uses personal examples a lot and tries not to use the same ones over and over. He does this because he believes that personal examples have an impact on students because they are fascinated with the lives of their teachers.

We concluded by discussing next steps. Marcus expressed concern about not knowing who his accusers were and requested that we talk to some of his colleagues to get a balanced picture of who he is as a professional. He followed with an email containing names of fellow Tremper employees that he wanted us to interview.

Summaries of my conversations with the following individuals are attached (See Appendix III):

- Clifford Johnson
- Therese Hujik
- Lou Rideaux
- Tessa Thompson
- Laura Zajicek-Bagenski

RECOMMENDATION/CONCLUSION

Mr. Gallo admits to the examples provided by the students regarding his own biases, however he does not accept ownership of his inappropriate use of “mom jokes”. Mr. Gallo appears to lack a level of maturity necessary to be a teacher, evidenced by his statement that he teaches a lot of [REDACTED] and sometimes he starts acting like them and his behavior documented in the statements. As one student observed, it appears he wants to be more of a friend than a teacher.

The District’s Code of Conduct is clear and strictly prohibits “any act of harassment, sexual, racial or other towards anyone; telling sexist or racial-type jokes, making racial or ethnic slurs.” The District’s mission is to provide excellent, challenging learning opportunities and experience that each student for success. Given the significant examples documented in the witness statements which establish a pattern of behavior and Mr. Gallo’s lack of ownership of his behavior, HR recommends a 3-day unpaid disciplinary suspension, cultural sensitivity training to be completed by April 30, 2020, and assignment of a mentor for the ethnic studies coursework he is teaching for the 2019-2020 school year.

Appendix I

Student Statements

Student Statement 1

①

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME  ID # _____ DATE 12/2/14 BLOCK 

TEACHER'S NAME MR. GALLO SUB TEACHER'S NAME _____

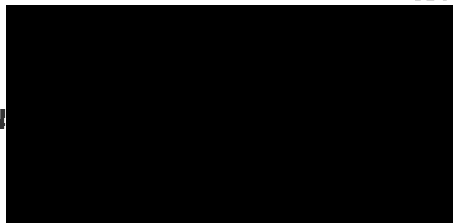
PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

I was asked to talk about some topics that have come up in Mr. Gallo's ethnic studies class. Obviously in such a class, some tense topics have come up and even though it is very easy to become biased or form an opinion on a personal level, Mr. Gallo has done an exceptional job at keeping the discussion cool and civil. I even went up to him after class one day where we had a discussion about affirmative action and I told him how well he did at making me feel respected and how he didn't

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGN



DATE

12/2/14

Invaluable my thoughts on arguments. In a traditional teacher to student relationship, it is easy for the teacher to somewhat erase their power and swallow opposing thoughts or arguments but Mr Gallo really does give the other respects one deserves in an argument/debate. He maintains the middle and refrains from letting facts enter a discussion. He allows students to be comfortable speaking about their thoughts & opinions. Although he may disagree, he never steps over students and makes them feel stupid. This is really important in this sense of our lives as being adults because we have to be on the line of exploring new ideas and being vocal and explaining our thoughts. Being vocal about things can be difficult but Mr Gallo allows for students to be heard. In reference to the "mem jokes, fat jokes and black jokes", I felt as though they were absolutely present in the conversation/learning target. They weren't jokes as much as examples. Gallo in a lesson about prejudice said "An example I know how guys don't care but I have a prejudice against fat people & overweight people. I've always been small and skinny so I don't get how you can be fat. I just wouldn't want to date an overweight woman it's just not who I like". In context, this is a valid example of prejudice and served its purpose. Although unconventional, it was effective in the way it got the point across. The reference to black people was in a discussion about stereotypes. Since Mr Gallo is a golf coach he's seen his share of golfers. He said "If you show up to a golf course and there's a couple African Americans how many be like wuh or be a little surprised right? Generally African Americans don't golf". Again, out of context this sounds bad but in class, as an example of a stereotype, this was 100% an acceptable example. At no point this semester has Mr Gallo offended me, made me uncomfortable or stepped over ANY lines or gone too far in class.

Student Statement 2

TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT

STUDENT NAME [REDACTED] ID # [REDACTED] DATE 12-3-19 BLOCK [REDACTED]
TEACHER'S NAME M. Gallo SUBTEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Gallo has a tendency to say some off-putting things out of context. The examples with black people on golf courses or his prejudice against overweight people were relevant to the discussions in class — it's "shocking" to me to see a lack of diversity on a college campus, whereas the culture of golf is usually pretty pretty being (stereotypically). The overweight prejudice discussion was relevant, but still a talk strange. He went into detail about why he has prejudice, and it just wasn't as simple as he was putting it. A classmate and I were speaking about his comments and about our fathers and general family in relation to their struggle →

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

[REDACTED]

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED [REDACTED] DATE 12-3-19
(STUDENT SIGNATURE)

with weight, and he was offended that we were speaking about his controversial statement and asked us to share. We refused, as the issues were quite personal. Since then, things have been pretty tame. My complaints that remain are that I need this class to graduate and it feels like the assignments are pointless, prompting me to feel like I don't need to do them to understand the class. In a class full of seniors that just want to get out, that's a bit of an issue. One other thing that came up is that he made fun of my attire one day. I was wearing yellow crocs and rubber duck socks and we were speaking about "Normalization" and the concept of conforming to the masses. He berated me and my attire for quite a while, and was confused when I was also upset the next day. He barely apologized when I asked for one. I think that the class seems hard to teach, as there's not a concrete curriculum, and none of us really know what we're doing. Gallo tries, and the projects that we've been working on for quite awhile have been enjoyable.

~~_____~~

Student Statement 3

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME  ID  DATE 12/3/19 BLOCK 
TEACHER'S NAME Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Gallo has covered the curriculum adequately and efficiently. He has not offended me with anything he has said so far this year and has gone out of his way to listen to other peoples opinions and connect with his students. He has been very open about his viewpoints and will respectfully listen to others if they do not agree. He has been an excellent teacher thus far this year and is doing well with the very little curriculum provided to him.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED  DATE 12/3/19

(1/2) Student Statement 4

TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT

STUDENT NAME [REDACTED] ID # [REDACTED] DATE 12/03/19 BLOCK [REDACTED]

TEACHER'S NAME M. Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Mr Gallo's class is enjoyable with open and respectful students. He is a good and leniant teacher that values his students and their opinions wether debating or ~~in~~ when assigning due dates. When debating he will throw in his own thoughts and comparisons that are somewhat personal but he always malces sure the class fully understands what he is talking about and makes sure nobody is uncomfortable. He lets his students have their own space when they need it and he is a very understanding teacher. His assignments are simple and quick but they could be more challenging. He is leniant with due dates and lets us have work days with some longer work though which everyone appreciates

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

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SIGNED [REDACTED] DATE 12/03/19
(STUDENT SIGNATURE)

(2/2)

As for debates, he never lets things get out of hand and like I said before, my classmates are respectful and do not get out of hand although some specific students get more frustrated than others I will admit. Mr. Gallo's thoughts are not offensive to me and I think they are important to the class. He acknowledges when he is wrong too when sharing his thoughts and is honest with his students and himself. I thoroughly believe that Mr. Gallo's class and lessons are fun yet insightful and enjoy the class and everyone there.

STUDENT STATEMENT

[REDACTED]

comfortableness vs. uncomfortableness
bias

Student Statement 5

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME [REDACTED] ID # _____ DATE 12/4/19 BLOCK [REDACTED]

TEACHER'S NAME Mr. Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Overall, Mr. Gallo's discussions felt filtered. It seemed that ~~that~~ he had a clear bias. I do respect Mr. Gallo as a person who has an opinion to share. However, he should include discussions and articles without ~~expecting~~ having his bias ^{and} expecting the outcome ^{of the conversation}. For instance, Mr. Gallo gave us articles mainly on how immigrants should be supported but did not include much of the other side. This led me to believe that immigration is solely good. I don't feel pressured to say my opinion, so I don't feel uncomfortable. I wish he would give us something to really challenge us without the classroom getting too heated. Maybe an ^{assignment} where we don't have to share our opinion to the class would help. He should grade it on how we consider both views and how we provide ~~evidence~~ ^{our} opinions.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

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SIGNED [Signature] [REDACTED] DATE 12/4/19
(STUDENT SIGNATURE)





Mr. Gallo ~~has a slight bias~~ he had a slight discrimination against overweight people. I found this interesting, ~~so~~ it made me consider possible slight discriminations that ~~we~~ may not be aware of. I believe that including personal experiences is vital towards making connections to ~~the~~ students. ~~As~~ As long as he works on structure, and that he doesn't expect his personal opinion to be like ours, then ~~he~~ he has a ~~potentially~~ great classroom.



Student Statement

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME [REDACTED] ID # _____ DATE 12-3-19 BLOCK [REDACTED]

TEACHER'S NAME M. Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

We talked about what we've been doing in class and some class discussions I was talking about our class project and how we got to learn about a lot of different groups and try foods we also talked about the environment of the classroom and I was telling her how I feel that its a very safe and comfortable environment and how we all give our opinions during class

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED [REDACTED] DATE 12-3-19
(STUDENT SIGNATURE)

Student Statement 7

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME [REDACTED] ID # [REDACTED] DATE 12/2/19 BLOCK [REDACTED]

TEACHER'S NAME Mr. Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Throughout the course of my 4 years with Mr. Gallo there have been certain jokes made consistently that I have written off as "just Gallo being himself" because it was 6/4C, but this year I noticed he brings this same immature behavior to the classroom. He consistently makes crude jokes about students mothers "that's not what your mom said last night" style. In addition to this when teaching an ethnic studies lesson on prejudice he spent time talking about his feelings toward overweight people and how they make him "uncomfortable" which I tried to write off as maybe just a bad example, but he continued to use

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

[REDACTED]

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED [REDACTED] DATE 12/2/19

it throughout the year, including bringing it up in L&C, despite the fact only 2 of us are in ethnic studies with him. He said "maybe if I appreciated big girls more I would get more dates."

He also struggles with curriculum and lesson planning and seems to often try to plan lessons as class starts, such as writing essays in front of us or letting us plan lessons & write quizzes. He often uses personal examples that feel more like him just wanting to talk about himself, like the day he spent most of a period talking about the cabin costume party he was going to. Many of these behaviors have no place in a classroom setting and are being repeated consistently and it is frustrating for students who want to learn.

In addition to the mom jokes, he would often make unprovoked jokes about sleeping with the moms of students in both classes.

Student Statement 8

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME

[REDACTED]

DATE 12/4/2019 BLOCK _____

TEACHER'S NAME

Mr. Gallo

SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Mr. Gallo had made a few comments that weren't very appropriate for the classroom. He mentioned a prejudice against overweight people and also found it odd when he finds African Americans on a golf course. He also talked about drugs when it didn't fit in the topic. He has also not taught us much over the semester which makes me fairly nervous for the final.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED

[REDACTED]

(STUDENT SIGNATURE)

DATE

12/4/19

Student Statement 9

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME



DATE 12/4/19 BLOCK



TEACHER'S NAME

Mr. Gallo

SUB TEACHER'S NAME _____

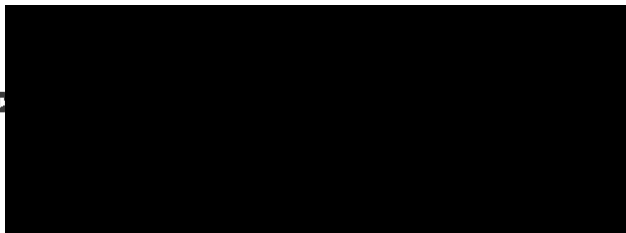
PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Mr. Gallo has been my CAC teacher for my 4 years at Tremper and he is truly one of my favorite teachers. This year was my first year having him for a class which is . The class is very interesting and Mr Gallo does a great job of explaining/talking about sensitive subjects (racism, discrimination, etc) in a very comfortable and appropriate way. He keeps conversation open and neutral so that students can feel comfortable sharing their thoughts and/or experiences on the topics. Class with Mr. Gallo is engaging and upbeat. He is an awesome teacher who truly has passion and respect for his profession and his students education

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED



DATE

12/04/19

Student Statement 10

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME [REDACTED] ID# [REDACTED] DATE 12/4/19 BLOCK [REDACTED]

TEACHER'S NAME M Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

The [REDACTED] class debates hard topics to talk about and sometimes it did feel one-sided but Balla directed the class in order for us to get on track and debate. I feel comfortable in the class for the most part. Some things were said about race such as "it is not typical for you to see a black person on a AP/IB course." I remember this being said because it did shock me and I didn't fully agree with this statement. With that being said, I know some topics are hard to talk about without bringing in personal opinions. But I feel that some things could've been handled better.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

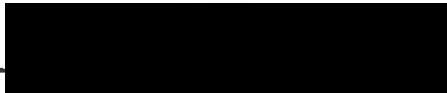

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED [REDACTED]

DATE 12/4/19

Student Statement 11

TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT

STUDENT NAME  DATE 12/4/19 BLOCK 

TEACHER'S NAME M. Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

He just throws random assignments at us with no explanation and as far as my grade as a senior I've kinda gave up just due to the lack of explanation of assignments and the lack of information given before a test is given. I do notice alot that he does bring his personal opinion in alot as far as how he feels toward stereotyping and things along those lines. Just overall there is a lack of information given for test and things like that. I also see that he only focuses on some of the class, one day I was raising my hand he looked at me didn't say anything (continued to talk about random things) and did not come by me.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

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SIGNED  DATE 12/04/19

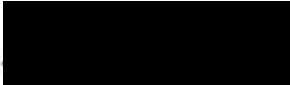
just really frustrating and my classmate said something to him about it and he then asked me what I needed and I said nevermind. I am normally one who cares alot about her grades but at this point I do not know what to do anymore. I took the class as a fill in class for senior year thinking I would love it and its the opposite.

For our research presentation I was assigned a topic that ~~was~~ was out of the book and when I mentioned that it wasn't fair that everyone else got to work out of the book he kind of made me feel uncomfortable about it and when it came to ~~the~~ naming our teams I couldn't think of a name so he named my group "book it" cause I mentioned that I wanted to work out of the book.

Student Statement 12

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME



ID #



DATE

12-4-19

BLOCK



TEACHER'S NAME

Mr. Gallo

SUB TEACHER'S NAME

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Mr. Gallo is a respectful and open teacher. In class discussions, he focuses on the topic at hand. He tries to use as little of his opinions as possible. He takes the time to base our work and discussions on the textbook. I feel comfortable in his class. Mr. Gallo attempts to stay politically correct and even takes the time to make sure everyone is comfortable in his class. He provides a unbiased perspective in the class. His goal is to teach us about ethnicities. He doesn't do this by asserting his own views.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED



(STUDENT SIGNATURE)

DATE

12-4-19

Student Statement 13

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME  DATE 12/4/19 BLOCK _____

TEACHER'S NAME mr. gallo SUB TEACHER'S NAME _____

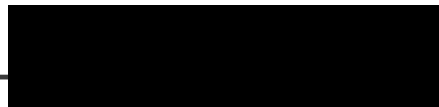
PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

In the class itself I just didnt feel comfortable
in because I felt like they didnt care what they
were saying about certain topics and I was like
the only african american person in there besides maybe
one person. He never really asked me if I felt ok
with the things he was saying or talking about.
The other kids didnt think about what they were
saying either or cared how other people felt
about the topic they were talking about. I just felt
like i didnt belong or wasnt included.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

**I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND
CONSISTENT TO THE BEST OF MY KNOWLEDGE.**

SIGNED



DATE 12/4/19

Student Statement 14

①

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME [REDACTED] PERIOD 12/4/19 BLOCK [REDACTED]

TEACHER'S NAME Marcus Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

I feel as if Mr. Gallo has violated a lot of professionalism in the past, and that his perspectives and treatment of some matters are completely irresponsible and that he has definitely crossed a lot of lines in the time I have spent in his class, as well as demonstrating a repeating occurrence of unfair treatments that have resulted in me and many of my fellow peers feeling a mutual discomfort in his presence. I do not have →

continued on
back

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

[REDACTED]

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED [REDACTED]

DATE 12/4/19

~~any~~ any personal hard feelings, or ²
grudges that I hold against Mr. Gallo
I just have been in school long enough to
know how a class should be taught
and handled, and I do not believe
that any class I have had with Gallo
has been handled as such. Although I
harbor nothing personal against Mr. Gallo,
I feel as though he does for me, as his
treatment of me has never been anything
short of dismissive, uncaring, and frankly
disrespectful, as he has in his personal time
said some very harsh things to me that
were uncalled for. An example of this would
be an instance in which I stopped by his
class ~~after~~ school to ask him some questions,
and ~~he~~ he directly insulted
me by saying that I was a very rude
and judgemental person who did not have
any regard for others, and basically told
me that I treated people poorly and that it
was the source of my unhappiness. That
instance was completely uncalled for and
made me feel incredibly upset, especially
since it was unprovoked. He has also said
many borderline racy comments in my [REDACTED]
[REDACTED] class in the past that completely

TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT

STUDENT NAME _____ ID # _____ DATE _____ BLOCK _____

TEACHER'S NAME _____ SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

break the boundaries of learning about
ethnicity, ~~to~~ and completely disrespect
it. He has told our class on many
different occasions that he goes out
of his way to give minority students
of his special treatment, that he
treats them better on purpose, and
essentially more so cares about them
over his other students. He also told
our class that sometimes when he
is out golfing on a golf course
that he gets particularly surprised →
on back

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

**I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND
CONSISTENT TO THE BEST OF MY KNOWLEDGE.**

SIGNED _____ DATE _____
(STUDENT SIGNATURE)

Whenever he sees a person of color, (4)
or more specifically an African American,
and he said he gets surprised because
he ~~said~~ ^{we} do not usually see black people
golfing because it is a more upperclass
-activity, and that black people aren't
usually upperclass or able to afford a hobby
like golfing. It genuinely surprised me to
hear a teacher say anything like that.
Along with that, he also told me and my
African American classmate that it would
be racist if we brought Kool Aid to school
for our project on African Americans. He
has also displayed some distaste for
those who are overweight in the past,
and made some inappropriate jokes, and
comments. Many of the things Mr Gallo has
said in the past, such as these comments,
has made me very uncomfortable, and
definitely took me aback. Overall, I think
he is way too friendly with some students,
and that it has led to him thinking that
making these jokes is appropriate because
he believes that they are his friends, or
something like that. Last but not least,

TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT

STUDENT NAME _____ ID # _____ DATE _____ BLOCK _____

TEACHER'S NAME _____ SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

When we had spirit week, on hippie day, he wore an afro and sunglasses, and during our class made multiple references and jokes relating to marijuana and drug use. When a student asked him if he was high, he responded by saying "Why do you think I'm wearing these sunglasses?" To which everyone thought was funny, but seemed incredibly unprofessional to me. I don't know if he was high, but he should not be joking about it, especially with his students.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

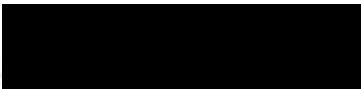
I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED _____ DATE _____
(STUDENT SIGNATURE)

Student statement 15

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME



ID #



DATE

12/5

BLOCK



TEACHER'S NAME Mr. Gallo

SUB TEACHER'S NAME _____

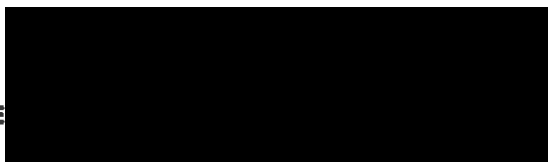
PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

During our prejudice and discrimination unit
Mr. Gallo made some comments that could
have been taken offensively, however I believe
they were meant to initiate a class discussion
and had no intent of making any students
uncomfortable. These comments included topics
such as being overweight, and seeing various
ethnicities on golf courses. I personally have never
felt uncomfortable or offended in his class.
I believe he didn't realize the way his
comments were being taken and genuinely thought
he was adding to the unit.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND
CONSISTENT TO THE BEST OF MY KNOWLEDGE.

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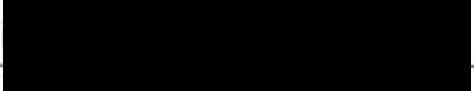
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12/5

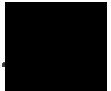
Student Statement 16

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME



DATE 12-5-19 BLOCK

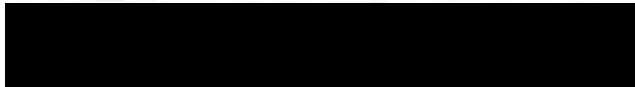


TEACHER'S NAME Marcus Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

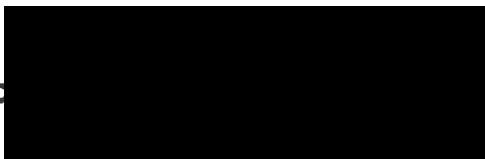
Gallo brings in a lot of his own prejudice into the conversations a lot. For example he shared with the class that he has a prejudice against overweight people. He also said he was not used to seeing a black man on the golf course. I feel he got sick of teaching the class, so he divided up the rest of the chapters, and now the students have to teach them. Which worries me about how he is going to conduct a final. From just listening in his class I've heard things that definitely aren't true, I feel like he is just putting his personal opinion in sometimes.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:



I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED



DATE 12-5-19

Student Statement 17

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME [REDACTED] ID# [REDACTED] DATE 12/4/19 BLOCK [REDACTED]

TEACHER'S NAME Mr. Gallo SUB TEACHER'S NAME —

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

I was called down to speak with Mrs. Santelli about my [REDACTED] class. She asked if I felt comfortable in class, if I enjoyed it, if all was going well, all to which I answered yes. Although the class involves talking about difficult and controversial issues, I feel like it is a beneficial class for students to take. Everyone is free to voice their opinions. Mr. Gallo is invested in his job and in his students, and I never feel offended or uncomfortable with anything he says or does.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

—

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED [REDACTED] DATE 12/4/19

Student Statement 18

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME

ID #

DATE

12/4/19

BLOCK

TEACHER'S NAME

M. Gallo

SUB TEACHER'S NAME

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Mr. Gallo has a very enjoyable class that is one of the most open classes that can be taken here at Tremper. We have had many conversations in the past about prejudice, but any comments he has made were put in context to relate to the relevant topics in our class. There is no sense of discomfort at all in his class. There is a sense that most of the class is really engaged with Gallo's class and enjoy it a lot. Gallo has created a great atmosphere in his classroom and I look forward to attending his class everyday.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED

DATE

12/4/19

Student Statement 19

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME [REDACTED] ID # [REDACTED] DATE 12/02/19 BLOCK [REDACTED]

TEACHER'S NAME Mr. Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

I first brought up Mr. Gallo's inappropriate behavior with
Ms. Hulsik. Since then I have talked to Ms. Johnson and Ms.
Santell. With the semester coming to an end I felt I
should let another administrator know that this course
was not providing ~~more~~ substantial knowledge that pertained
to the class. Mr. Gallo often goes on tangents about his
personal life, sometimes spending days off task. He also makes
inappropriate jokes about student's mothers. In addition he
shares his prejudices with the class, which he acknowledges
are terrible, but then still goes on to talk about. Some
comments he has made have been "I do a double take when
I see a black person at a golf course" and "I have a prejudice
against overweight people, like why don't they just exercise!"

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

[REDACTED] _____
[REDACTED] _____
[REDACTED] _____

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND
CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED

[REDACTED]

DATE 12/02/2019

Student Statement 20

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME [REDACTED] ID [REDACTED] DATE 12/21/19 BLOCK [REDACTED]

TEACHER'S NAME Marcus Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Gallo has made discriminatory statements about his personal prejudices toward black people and over-weight people. Some of these instances include him describing seeing African Americans at golf courses and feeling startled, and being prejudice against over-weight people because he believes they should be able to change their appearance. This makes me uncomfortable because my mom is overweight and I know they have worked together before and it bothers me to think that he thinks about that when working with her. He has also made some inappropriate "your mom" jokes with students.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

[REDACTED]

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED

[REDACTED]
(STUDENT SIGNATURE)

DATE 12/2/19

Student Statement 21

TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT

STUDENT NAME [REDACTED] ID # _____ DATE 12-4-2019 BLOCK [REDACTED]

TEACHER'S NAME M. Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

On multiple occasions I've witnessed Mr. Gallo bring his own personal views into class discussions, some views that ~~could be very~~ could be very offensive to some students - if not all. One specific example of when Mr. Gallo nonchalantly voiced his very offensive personal ~~opinion~~ opinion ^{in class} was when he stated that he gets surprised when he sees "Black" people at certain places in public like a golf course. ~~He also says~~ He also says rude things in a somewhat sarcastic way to students which makes him come off as a jerk, one specific occasion where he made a rude & inconsiderate comment to a student was when he ~~called~~ called her out for her crazy socks →

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED [REDACTED] DATE 12-4-19

in front of the whole class and she nearly had to force an apology out of him. I have also been a victim of his rude comments, when I presented my project ~~with~~ with my group members he ~~said~~ said he was "proud" of how he "kept it together" with people in the group going in ~~different~~ different directions in life". ~~He~~ He made those comments like he was surprised that ~~we~~ ~~me~~ me & my group members completed our project, in a tone that made me feel as if he ~~was~~ was doubting us. ~~He~~ I think that Gallo ~~has~~ has potential to be a good teacher, but he just has to be way more considerate of students' feelings before he makes certain comments to them or about certain topics.

Student Statement 22

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME [REDACTED] ID # [REDACTED] DATE 12/3/19 BLOCK [REDACTED]

TEACHER'S NAME M. Grallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

The course is interesting but it could be taught in more in depth. Everything is taught very quickly and with the presentations we are doing right now its nice he gave the students something new but we were not all that prepared for it. We all have the chance to share out what we believe and its nice Grallo is involved with us but I could see how some of his comments could be better off unsaid or make others uncomfortable. There may have been a few times when I questioned what he had brought up. He also calls out certain individuals. Jason Burlport is a big one and that's makes me more uncomfortable than anything else. Pin-pointed him and kept going back to him in conversation.

For example the golf course comment.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

[REDACTED] _____
[REDACTED] _____
[REDACTED] _____

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED [REDACTED] DATE 12/3/19

Student Statement 23

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME [REDACTED] # _____ DATE Dec. 5 2019 BLOCK [REDACTED]

TEACHER'S NAME M. Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

In Mr Gallo's class I feel that he is very fair and understanding. He is always professional and never states his own opinion when talking about different races and religions. He teaches what needs to be taught and doesn't ever make me feel "uncomfortable". He is fair and knows the material he is teaching. I've learned a lot in his class so far this year.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGN [REDACTED]

DATE 12-5-2019

Student Statement 24

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME



ID#

DATE 12-8-19

4

BLOCK



TEACHER'S NAME M. Gallo

SUB TEACHER'S NAME _____

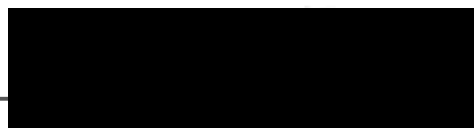
PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

The class is good we talk on
topic, for example we were
talking about majority & minority
groups and Gallo brought in his
experience living in a all mormon
town. He also brought up how
he was surprised to see black
people golfing. I feel comfortable in
the class and the topics we talk
about.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

**I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND
CONSISTENT TO THE BEST OF MY KNOWLEDGE.**

SIGNED



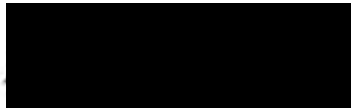
DATE

12-4-19

Student Statement 25

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME



ID #

DATE 12/5/19

BLOCK



TEACHER'S NAME

Mr. Gallo

SUB TEACHER'S NAME

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

There were comments made by Mr. Gallo about fat people in the beginning of the year when we were learning about discrimination. That day was about our pet peeves and most people shared joking ones. But, I was very surprised when Mr. Gallo made a statement about fat people. He said he had a "pet peeve" against people who are overweight, and it really hit home and I didn't think it was something people even thought anymore. Another thing he has mentioned was about black people. He was not afraid to share how he felt uncomfortable when seeing black people while joking in other

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED



DATE

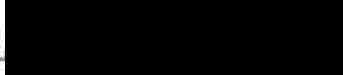
12/5/19

Circumstances. The class is very laid back and he seems to want to be more friends with his students rather than a teacher. Most work is seen as not being a big deal & most of us have bad grades. He told us that he does no work on the weekends and that is concerning because of our missing work. Overall, the class isn't being taken seriously & is just a filler class.

Student Statement 26

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME



ID #

DATE Dec 5 2019 BLOCK



TEACHER'S NAME Mr. Gallo

SUB TEACHER'S NAME _____

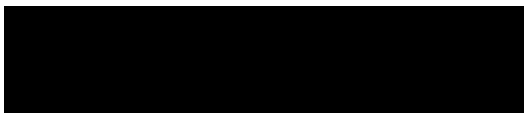
PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Mr. Gallo teaches [redacted]. In [redacted] we talk about lots of topics including race and discrimination. Mr. Gallo tries his best to get the class to start talking in a class where many students may be uncomfortable. Mr. Gallo tries to stay unbiased in his teaching of the class most of the time. This is a class that is very opinionated. I have never heard Mr. Gallo purposefully try to offend anyone in the class.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED



(STUDENT SIGNATURE)

DATE

5-12-19

Student Statement 27

①

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME [REDACTED] ID # [REDACTED] DATE 12-5-19 BLOCK _____
TEACHER'S NAME 12/10 SUB TEACHER'S NAME Vince

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Around the middle of first quarter our main topic in [REDACTED] was prejudice & discrimination. An already sensitive topic due to our country's past. I felt ~~uncomfortable~~ ^{like I was in a} comfortable environment. I felt as if Gallo opened up the opportunity for my voice to be heard and listened to. Also based on the people and conversation around me I feel as if they (my classmates) were all comfortably speaking and sharing their own experiences and thoughts. Gallo does an amazing job at keeping things mellow. I have also noticed how he goes out of his way to help and listen to the story of kids who are typically ignored or shut down and it is greatly appreciated →

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED _____ DATE _____
(STUDENT SIGNATURE)

→ When we were talking about our prejudice ~~part~~ ^{topic} (2)
He mentioned a personal prejudice, which based on the way
he shared wasn't a true prejudice more or so he just did
not understand. Before sharing this opinion he shared that
he walks nearly everywhere he desires to go and is super
adamant about physical & mental exercise. Gallo then shared
how he does not understand the way people ~~get like this~~ ^{get to be}
obsessive to the point where they die from it. Which is valid
I see it as a long term suicide and should be treated as
a mental illness in my opinion. I don't understand where the
issue is in him stating his own personal belief. He did not
enforce religion or politics on us so I see nothing wrong
if the student were to say this it would be merely
overlooked. When this topic of discussion was brought up
a significant amount of people agreed and then shared
their own experiences. People who sign up for this class
should be informed to have an open mind and not a
sensitive personality. Gallo is a very unbiased person, he
sees color, he sees age he sees gender but our physical
qualities ~~are~~ do not dictate the way he teaches or treats
us.

Gallo then goes to mention how the US has progressed
over the years. By him trying to teach us the unit on
stereotypes, which is a huge part of our book he
managed to use real world examples of things he's →

→ personally witnessed. He told us how he's been golfing (3) for years and when he was younger would never see a black person at a golf course, he goes to show how 2019 is completely different and he goes to golf courses and sees black people there and is amazed & glorified on how cultures can change. The class even began to share examples, ~~as~~ like how ~~they~~ their grand parents are compared to how we are and think now.

Our class is very diverse, Gallo notices it, and brings it to our attention. He teaches us to acknowledge the changing environment around us and how to give praise to those around us. He has taught us to see color, see gender, look for differences and live and learn how other cultures live & think. He personally has taught me things I did not know I needed to know. He's taught the class to listen to each others stories, embrace them & see those stories in everyone we encounter. He is one of the most impactful teachers I've had and I've only have known him for a few months.

Student Statement 28

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME [REDACTED] ID# [REDACTED] DATE 12-5-19 BLOCK [REDACTED]

TEACHER'S NAME M. Gallo SUB TEACHER'S NAME X

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

I am a student in Mr. Gallo's [REDACTED] 4th period. Mr. Gallo is a very inclusive teacher and many students who don't typically participate in other classes are very engaged in conversation in his class. He did make remarks about African American people on a golf course but he clarified before and after that he did not want to put down African Americans. The ~~comments~~ comments in the context of the conversation ~~were~~ In my opinion were not hateful at all. Mr. Gallo has also spoke on Making ~~an~~ effort to connect with Minority Students because of their lack of representation In the staff.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED

[REDACTED SIGNATURE]

DATE

12-5-19.

Mr. Gallo also made statements about not understanding ~~these~~ obese people. ~~the~~

~~Gallop's statements are~~

In the context of the conversation these comments were not out of place or offensive. I have never felt uncomfortable in Mr. Gallo's class. Mr. Gallo goes out of his way to make sure that students who typically don't fit in or get along with teachers feel welcomed in his class. I feel comfortable saying that Mr. Gallo has a more positive impact on students' learning and their view of school than the vast majority of teachers at this school.

Student Statement 29

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME [REDACTED] ID # _____ DATE Dec 9 2019 BLOCK [REDACTED]

TEACHER'S NAME Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Mr. Gallo has made jokes before in class
that may have seemed controversial to some
but you can clearly tell when he does do
this on occasion that it is just that of
a joke and that he does not intend to offend
anyone.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND
CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED

[REDACTED]

DATE December 5th 2019

Student Statement 30

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME [REDACTED] ID # _____ DATE 12/4/19 BLOCK [REDACTED]

TEACHER'S NAME Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

I have heard him make jokes pertaining to mothers. He has never said it in an insulting way or anything inappropriate about it. He tries to make other kids seem fun and enjoyable and easy when in a "reading" session between kids. He does it in a joking way to build that teacher student relationship but always puts his foot down if it gets out of hand.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

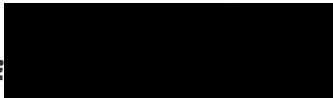
I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGN [REDACTED] (RE) _____ DATE 12-4-19

Student Statement 31

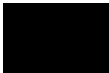
TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME



ID #

DATE 12-5-19 BLOCK



TEACHER'S NAME

M. Gallo

SUB TEACHER'S NAME

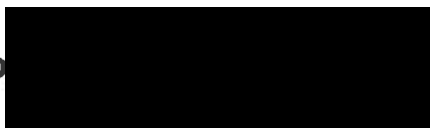
PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

We talked about cancel and how the class is fun
and we joke around in class. The jokes we make
are not meant to be rude. ~~we are not~~

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

**I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND
CONSISTENT TO THE BEST OF MY KNOWLEDGE.**

SIGNED



DATE

12-5-19

Student Statement 32

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME  DATE 12/5 BLOCK 

TEACHER'S NAME Mr. Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

In C and C, a few of the students like to joke around
with Mr. Gallo. Yes there were jokes about moms, but it
seemed to me like everyone involved knew that it was a joke
and nothing more. These students joke around regularly, and
everyone knows that they don't actually mean anything.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

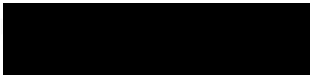
I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED  DATE 12/5/19

Student Statement 33

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME



ID #

DATE 12/5/19

BLOCK



TEACHER'S NAME

Mr. Gallo

SUB TEACHER'S NAME

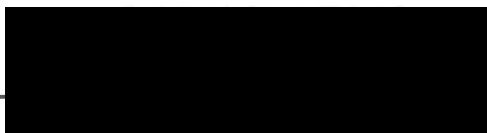
PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Mr. Gallo C&C is calm and a light environment though he has joked around once before about a war virus joke. Nothing serious and it didn't seem to cause a disturbance or offend anyone. Gallo is a ^{pretty} good teacher and clearly does ~~not~~ ^{not} necessarily seem to offend anyone ~~purposely~~.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED



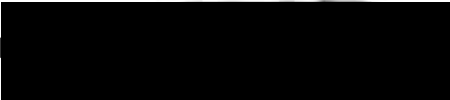
DATE

12/5/19

Student Statement 34

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME



DATE 12/5/14 BLOCK



TEACHER'S NAME Mr. Gallo

SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

He does like to joke with us about certain topic but he is a good teacher. I don't think he says these things to try and hurt peoples feelings. I think he tries to relate more to us, the students so he tries to act like us. I'm never really apart of the conversations but most times when he jokes with us everyone laughs. Honestly I don't think he ever means to offend people whatsoever.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED



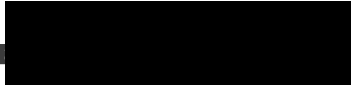
DATE

12/5/14

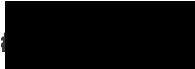
Student Statement 35

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME



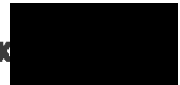
ID



DATE

12/5/19

BLOCK



TEACHER'S NAME

Mr. Gallo

SUB TEACHER'S NAME

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

Mr. Gallo has been a ~~big~~ helpful teacher in my last four years and he does his best to make sure we succeed in a positive way. Mr. Gallo has showed lots of respect to me and a lot of other students around the school and tries his best to make school a great environment.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED



DATE

12/5/19

Student Statement 36

TREMPER HIGH SCHOOL OFFICE OF STUDENT LEADERSHIP STUDENT STATEMENT

STUDENT NAME  ID# _____ DATE 12-5-19 BLOCK 

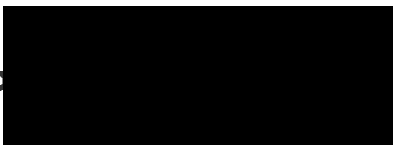
TEACHER'S NAME Crabo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

A lot of joking in the C & C holding harmful
always playing a lot of back and forth, making
fun + so not believe Crabo meant any harm from
what he ever said every thing he has said always
come out in a joking way. Never went over
board. Never was out of line with the students
from what I have seen it was all fun and games

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED  (RE)

DATE 12-5-2019

Student Statement 37

TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT

STUDENT NAME  ID  DATE 12/5/19 BLOCK 

TEACHER'S NAME Mr. Gallo SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

I have had Mr. Gallo for all four years and he is an amazing C: C teacher. From my point of view we all from my knowledge look forward to C: C due to the relationship we have developed with Gallo. We are able to express our frustrations in our personal life, receive honest advice and we joke around. The jokes have never gotten inappropriate, ~~from~~ ~~and~~ ~~are~~ ~~not~~ uncomfortable. Mr. Gallo makes sure we are comfortable in life & school by checking up on us and checking in little he is supposed to do, but he does that do it because it is his job Mr. Gallo truly cares. Honestly, just Mr. Gallo's positive attitude everyday has encouraged me to move forward to my senior year in high school.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGN  DATE 12/5/19

Student Statement 38

**TREMPER HIGH SCHOOL
OFFICE OF STUDENT LEADERSHIP
STUDENT STATEMENT**

STUDENT NAME [REDACTED] ID # [REDACTED] DATE 12-05-19 BLOCK [REDACTED]
TEACHER'S NAME _____ SUB TEACHER'S NAME _____

PLEASE DESCRIBE IN DETAIL WHAT HAPPENED:

yes I goes to C&C I dont really participate
dont really have a clue about whats
going on.

ANY WITNESS TO WHAT HAPPENED PLEASE PRINT NAME OR NAMES BELOW:

I HAVE WRITTEN AND/OR READ THE ABOVE STATEMENT AND BELIEVE IT TO BE TRUE AND CONSISTENT TO THE BEST OF MY KNOWLEDGE.

SIGNED [REDACTED] DATE 12-05-19

Appendix II
Staff Statements

12/06/2019

On the morning of 11/26/2019 I received statements from two students concerning comments that Mr. Gallo had made. Both students mentioned the prejudice lesson and statements pertaining to Mr. Gallo's own prejudice against overweight and black people, and the use of "your mom jokes". They also mentioned concerns about his lack of lesson planning, organization, and use of instructional time verses talking about his own personal life. I let both students know that we would be looking into this, as we would not want something like this happening in our school. At that time, I informed [REDACTED] and we proceeded with further investigation.

That afternoon I spoke with Mr. Gallo about these concerns. After speaking to him about the statements brought forward he spoke about the fact that although he did feel those comments were a bit exaggerated his intentions are to be honest with students as they can learn from it. He did question why the students were bringing this up now as the lesson was taught a few months ago.

After further questioning, I knew the investigation would need to go much further and asked Mr. Gallo to please write a statement about these accusations and what we talked about. I let him know that this would ensure that what I understood from the conversation was correct and that I would then share his statement with [REDACTED]

After informing [REDACTED] of the information I received, we decided to do a follow up with the two students the next day to see why they were reporting it now. That evening I received Mr. Gallo's statement.

On 11/27/2019, I spoke with both students separately. I asked each of them when the lesson was taught and they both said a few months ago. When asked why this was coming up now, one stated because he has continued to talk about these things in [REDACTED]. The other stated that she was reflecting on her semester and felt as though she did not get anything out of this class. I reassured both students that we were investigating this situation and we appreciated them coming forward. At that time, I compiled Mr. Gallo and the two student's statements into a folder and gave them to [REDACTED] and he contacted Human Resources. [REDACTED] then led the rest of the investigation.

[REDACTED]

12/06/2019

Teacher Statement

To Whom It May Concern-

In teaching the [REDACTED] class, very, very difficult material must be covered. When examining prejudice or discrimination, I believe it is vital that we have real, deep down, honest discussions of what prejudice can be and where it comes from. This benefits students. As such, it is up to the teacher to put themselves out there to break the silence for this honest discussion.

Students may take words out of context, and I believe this is what has happened; missing the point and misinterpreting the tone and conclusions of our discussion. These accusations are exaggerated and now being presented two months after the daily lesson that's referenced. I question the motives. This accusation has also not been presented with other viewpoints from that day.

In discussing 'attractiveness' and 'relationships,' and 'prejudice,' I brought forth my difficulties with women who are more overweight. This, as I explained, is a prejudice.

In discussing prejudice toward African-Americans, I explained that in the golfing community, people still do a double-take on the golf course if black folks are present. This, as I explained, is a prejudice.

As for "mom jokes," the accusations again been exaggerated as 'quoted', though I admit making one or two, I am sorry. They are more about 'dating your mom' as 'my girlfriend' than the harsh sexual references as 'quoted'. Sexual references of that nature are entirely unprofessional and wrong. That I would not do.

-Mr. Gallo