



# Integrity Insights

Office of Professional Responsibility

Volume 1, Issue 6

## Meet the OPR Staff

### **Shirley Griffin, Administrative Assistant**

Shirley worked in the Employee Relations Department for 6 years. She became a member of the OPR staff in June of 2007.

### **Kristi Larkin, Administrative Assistant**

Kristi worked in the district's Administrative Investigations Department for approximately one year. Her background encompasses over 10 years of Human Resources experience. She made the transition to the Office of Professional Responsibility in June.

To contact Shirley, Kristi, or other members of the staff of the Office of Professional Responsibility call (972) 925-8850.

## Embodying Ethics

Over the last year, you have noticed that your principal, Ms. Reese, is often missing from the campus. You and other staff members have covered for her several times even though none of you knew where she had been. Yesterday was payday. Ms. Reese called and said she would not be in.

Today, Ms. Reese is at work. You've noticed that she has spent the majority of the day in her office with the door closed. The gossip around the school is starting to escalate because several staff members have tried to see her on matters they consider to be urgent, but her office manager insists Ms. Reese is not available. At the end of the day when you go into the main office, Ms. Reese's door is ajar. She is sitting at her desk crying.

You go in and comfort Ms. Reese. Once she has stopped crying, she begins to discuss her problem with you. Ms. Reese tells you that she has a gambling problem and has taken over \$57,000 from the school's activity fund over the last few years. She has used the money to gamble in Bossier City and Oklahoma. She let's you know that she is so glad to be able to tell someone about the burden she has been carrying.

Reese continues to talk and confesses that she would regularly take portions of the money collected for student field trips, school dances, and class pictures to gamble. Ms. Reese points out that she does not think she has a

gambling addiction; she only goes back to the casinos in hopes of winning the money she would need to repay the school. After listening to her for over an hour, you leave for home confused about what you should do. What should you do?

1. Find the number for Gambler's Anonymous and give it to Ms. Reese on Monday.
2. Tell the members of your instructional team that you would like for them to help you raise \$57,000 for the school. Once you have the money, give it to Ms. Reese so that she can replace what is missing.
3. Report Ms. Reese to the district's Fraud Hotline.

See the bottom of page 3 for the answer.

## Past and Present Ethical Thinking

A lie has speed, but truth has endurance

Attributed to Edgar J. Mohn

## Contact Us For Questions or Concerns About Employee Ethics or Integrity

Student Support Services Building  
2909 Buckner Blvd.  
Room 804  
Phone: (972) 925-8850  
Fax: (972) 794-3568  
[www.dallasisd.org/about/integrity](http://www.dallasisd.org/about/integrity)

## Report Fraud, Waste, or Abuse

Visit us in person or  
Call: (972) 925-8850 or 800-530-1608  
Email: [opr@dallasisd.org](mailto:opr@dallasisd.org)  
Write us at: P.O. Box 181509  
Dallas, TX 75218-8509

## Dallas ISD Policy You Need to Know

It would be impossible for a nation, state, or school district to write laws or policies that specifically direct any and all human behaviors. Consequently, the laws and policies are usually written or adjusted when the need arises or the governing entity defers judgment on the issue to the ruling of a higher governing body. For instance, when Dallas ISD policy does not specifically speak to an issue, district policy defers to state or federal law. DH (Local) details the district's stance in the instances when policy does not directly address an issue, "All District employees shall perform their duties in accordance with state and federal law, District policy, and ethical standards for professional educators. [See DH(EXHIBIT)]"

District policy does not make reference to penalties for writing insufficient funds checks. However, state law does. It is a crime for a person to issue or pass a check knowing that he or she does not have sufficient funds on deposit with the bank to cover the check and any other check that was outstanding at the time the check was issued. State law presumes that the person knew that the check was bad if the person had no account with the bank at the time of issuing the check, or the person failed to pay the check within ten (10) days after receiving notice that the check was returned for "insufficient funds."

Issuing a bad check is a crime. It is Theft by Check which is a Class C misdemeanor. So even if there is no district policy that says district employees should not write insufficient fund checks to the district or other businesses, as employees we should understand that as district employees we are obliged to follow all laws.

## Integrity in the Headlines

El Paso, TX

The El Paso Independent School District will not yet start its own investigation into the votes-for-money scheme that former trustee Carlos "Coach" Corodova pleaded guilty to in federal court on Wednesday, officials said.

By Gustavo Acosta  
The El Paso, Times

## History and Ethics

The steroid drug scandal that is presently jeopardizing the possibility of future induction into the Hall of Fame for several baseball greats is also being noted as a crisis in ethics. This issue is not the first major ethical crisis to sully the names of those who play America's game. In 1919, the Chicago White Sox team, arguably the best team to ever play the game, conspired to throw the World Series to get money many of them needed

to live and support families, while getting even with the team's owner, Charles Cominsky.

Cominsky was a tightwad. He paid two of his star players, "Shoeless" Joe Jackson and Buck Weaver \$6000 a year. This salary was \$10,000 less than players on other teams earned. When the Sox were on the road, Cominsky gave the players a \$3.00 per day allowance. Players on other teams received \$4.00. When the Chicago star pitcher, Eddie Cicotte, was on track to earn a \$10,000 bonus for achieving a 30 win season, Cominsky had him benched for the rest of the season so he couldn't meet the goal two weeks before the season ended.

The plan to fix the Chicago White Sox vs. Cincinnati Reds World Series was hatched by a Chicagoland gambler, Sport Sullivan, and a lone player, Arnold "Chick" Gandil. Chick was about to retire from the game and wanted to make some big money before leaving baseball. Gandil approached Sullivan and told him that if he could guarantee a payoff of \$80,000, he would find players who were angry enough to join him in making sure the Sox lost the Series. Sullivan agreed to find the money and Gandil started his recruiting effort.

The first teammate Gandil approached was one of the pitchers who was slated to pitch three of the nine World Series Games. Eddie Cicotte was still angry with Cominsky about the pitching bonus, had a wife and children and was behind on the mortgage payment for his farm. At first, he spurned the offer. He later agreed to join the plot if he could be paid \$10,000 up front.

The next player recruited was Gandil's close friend and team shortstop, Charles "Swede" Risberg. Another pitcher, Claude "Lefty" Williams joined the group. And after overhearing a conversation about the "fix," infielder Fred McMullin demanded a part of the action. In all, eight members of the 1919 White Sox team conspired to throw the World Series.

Cicotte was wise enough to ask for his money in advance. He received \$10,000 before the first game. He pitched miserably and was pulled in the fourth inning after the Reds hit four runs to break a 1 to 1 tie. Although no other players received their bribes for this game, the Reds won the first game 9 to 1.

Even though the other players had yet to receive money for fixing the Series, they were willing to go on with the plan believing they would receive their share of the money at the end of the following day. "Lefty" Williams pitched game 2 and the Sox lost 4 to 2.

A pitcher who was not part of the plan started game 3. No one except Cicotte had been paid and the eight conspirators had started arguing among themselves. The dissension and the addition of an uninvolved player led to a White Sox win.

Cicotte was the starting pitcher for game 4 and once again, Cincinnati won. After this game, the gambler delivered \$20,000 which was split by Risberg, Williams, and two other players.

Williams pitched game 5 and the Sox lost 5 to 0. After game 5, the players realized that the money they had been promised would not be delivered. There was no longer any reason to lose. They began to play to win and the Sox won games 6 and 7 and gamblers who bet on the individual games lost their money.



Dallas Independent School District

The gamblers who bet on the Series, however, still saw the opportunity to win big.

One of these gamblers, Arnold Rothstein from New York, knew about the players fixing the first games and realized that they were now planning to win. He sent one of his henchman to visit pitcher Williams and his wife the night before game 8. The henchman explained that Mr. Rothstein needed for Cincinnati to win and threatened Williams and his wife. The next day, Cincinnati won game eight and the Series.

Gossip about a possible fix of the Series was so high that a Cook County Grand Jury was convened. Many of the suspected players confessed when questioned. All eight were indicted for conspiring to defraud the public, conspiring to commit a confidence game and several other crimes. When the group finally went to trial, the jury returned a not guilty verdict based on a lack of evidence. Although the players were exonerated in a court of law, the Commissioner of Baseball, Judge Landis, banned all eight players from the game for life.

The 1919 White Sox, arguably the best team to ever take the field, have gone down in history as the Chicago Black Sox. The eight men who brought disgrace to their team and to America's Pastime (Shoeless Joe Jackson, 1st baseman Arnold Gandil, shortstop Charles Swede Risberg, 3rd baseman George Buck Weaver, outfielder Oscar Felsch, infielder Fred McMullin, pitchers Lefty Williams and Eddie Cicotte) will never be inducted into the Baseball Hall of Fame.

## Making Ethical Decisions



People make ethical decisions every day. However, at times, a situation presents itself that poses a decision-making dilemma. This section will feature common ethical decision-making models that may prove useful to readers when trying to address an ethical dilemma.

The Legal Test is quick ethical decision making tool. Ask yourself if you would be violating any laws, policies, or regulations by making the decision you are considering. Once you have the answer to that question, make your decision.

## A Look at Our Work

As of this month, the Office of Professional Responsibility has received 302 cases for investigation. Of these cases, full investigations have resulted in 48 cases in which the subject was cleared of the charges or no action was required.

## Training Update

*Now Offering:* Introduction to OPR for New Hires

*Upcoming Training Dates:*

Ethics Update:

- Police and Security - January 7
- NE, NW, and SE Learning Communities - January 7
- IT Employees - January 10, 17, & 24
- Campus Administrative Services - January 11
- Superintendent's Learning Community - January 11
- Bond Office Employees - January 14
- Parent Education and TMO - January 14
- Alternative Programs - January 15
- Maintenance Service - January 16
- Human Development - January 18

Ethics I for New Nurses - January 25

*Central Office department heads call (972) 925-8849 to schedule your staff for the one hour Ethics Update.*

## Frequently Asked Questions

**I was under investigation and didn't know it. Don't you think the person who is being investigated should be told they are under investigation?**

Many of our investigations are resolved with an interview of the employee at the onset of an investigation. However, it is not always the best practice to notify individuals that they are being investigated. Many factors come into play that may delay notification of an employee of an investigation. Frequently, the integrity of the investigation is best served by not disclosing it to an employee. Also, witnesses are frequently concerned about retaliation as a result of participating in an investigation. Not disclosing the investigation to the subject often eliminates any additional allegations of retaliation.

By policy Mrs. Reese must be reported. CAA (Local) includes a statement that requires anyone who suspects financial impropriety or fraud to report it. The report can be made through the district's Fraud Hotline at 800-530-1608 or by calling the Office of Professional Responsibility at (972) 925-8850.



Dallas Independent School District