



Integrity Insights

Office of Professional Responsibility

Volume 2, Issue 2

September, 2008

A Note from Don Smith

Editor's note: The next *Note from Don Smith* will appear in the September issue of this newsletter.

Meet the OPR Staff

The Office of Professional Responsibility recently hired two staff members to fill positions created by resignations.

David Barrientos, Investigative Assistant

David worked for the Internal Revenue Service for 24 years. Specifically he worked 2 years in the Collection Division as a Tax Examining Assistant and 22 years in the Criminal Investigation Division as a Special Agent. As a special agent David wore many hats. He traveled throughout the country assisting other districts in covert operations for 16 years. During the last five years of his career, he was in charge of the Dallas Criminal Investigations Division's (CID) Technical Operations Laboratory. David received a BBA in Accounting from the University of Texas at Arlington.

Sharion Marshall, Investigative Assistant

Sharion worked 7 years as a social studies teacher and substitute teacher with Dallas ISD and 2 years with North Forest ISD, in Houston, Texas. Sharion is a certified EEO investigator with contractual experience with the United States Postal Service. She has conducted EEO investigations throughout the southeast region of the United States. Sharion's work experience includes working as a mediator and co-mediator with Dispute Mediation Service. She has 2 Alternative Dispute Resolution (ADR) mediation certificates (Basic Mediation and Transformative Mediation). Sharion is a graduate of Texas Southern University, with a Bachelor of Art degree in Political Science and History. Additionally, in 2003, she earned a MBA in Management with emphasis in Human Resources from Amberton University, in Garland, Texas.

Embodying Ethics

Maurice Liggins is livid! He had always prided himself in keeping his personal and professional lives separate. But two months ago, his two lives became a muddled soap opera.

Deciding to end his 5-year relationship with Cheryl had been difficult. Initially, he thought she'd taken it well. Then the drama started.

One week after the break-up, Sophie, his supervisor called him in. She couldn't understand why Maurice had sent her an e-mail with clearly romantic overtones. Although she initially thought about filing a harassment complaint, she changed her mind after considering the exemplary working relationship they'd had over the years. Since he'd never behaved unprofessionally, she decided to talk to him to find out what had changed. Maurice, of course, didn't know what she was talking about. After

listening to his denial, she showed him the e-mail. It had clearly been sent from his Groupwise account. After continuing to deny sending the e-mail, he promised to investigate and find out how this happened. He left the office embarrassed and confused.

Payday rolled around and Maurice's funds did not go to his checking account. He found out when he opened his overstuffed mailbox and all those returned check notices fell out. There were thirty-one notices in all and the last one indicated he owned the bank \$1100 in fees. There had to be a mistake. He had direct deposit.

Maurice spent 3 days ironing everything out with the bank and Payroll. Someone had changed his checking account number in Oracle. The funds had gone to someone else's account. In the end, the bank agreed to forgive the \$1100 in fees and Payroll cut him a check.

The new check presented another problem for him. His take home pay was \$350 more than he was due. The Payroll representative who had been helping him insisted the amount was correct for the number of exemptions he was now claiming. Payroll's records showed Maurice had increased his exemptions from 0 to 10 a month ago. Maurice hadn't made the change. He asked the representative to help him return the number of exemptions he was claiming to 0. The change was made, but Maurice had to wait while a new check was processed.

Then yesterday, Maurice received confirmation of his request to change his beneficiaries from the district's Benefits Department. His newly named beneficiaries were listed as Mickee and Minnee Mouskowitz. Once again, Maurice had never made that request. It was another thing to clean up.

That night Maurice stopped long enough to try to figure this fiasco out. He realized that access to his district computer program accounts was the common denominator in all that was happening. He believed he had been hacked. Since Cheryl worked in IT, he suspected it was her. He knew, however, that he would never be able to prove it.

What should Maurice do?

- A. Call Cheryl and confront her.
- B. Call the police.
- C. Contact the Office of Professional Responsibility .
- D. Call Cheryl's boss in IT.

See the bottom of the second column of page 2 for the answer.

Ethics, Integrity and You

As a district employee, have you ever wondered what your relationship with your child's teachers would be like if instead of taking off your professional hat when acting as a parent you simply treated them the way you would want them to treat you if the roles were reversed?

Dallas ISD Policy You Need to Know

Many employees believe it's fine to bring their own children to work on staff development days. However, it might be wise to look to policy for guidance. DH (Local) has a section titled *Employees Caring for Nonenrolled Children* which states, "Employees shall not bring their own children or other persons' children to school for the purpose of child care or babysitting. Personnel are employed to perform District functions while on duty and shall not bring a child who is not enrolled in the school to the building to remain during working hours of the regular school day or summer school."

DH (Local) can be accessed at <http://www.tasb.org/policy/pol/private/057905/>

A Look at Our Work

As of this month, OPR has closed 676 cases. Investigations of these incidents have resulted in 234 cases in which the individual was cleared of the charges or for which no further action was required.

Integrity in the Headlines

Beijing, China

In its eagerness to present a flawless Olympics, China's Communist Party had a cute little pig-tailed girl lip-synch the words to a national song because the seven-year-old girl, who was the real singer, was deemed not cute enough to stand on the world stage and sing.

From the Associated Press

Carson City, NV

Nevada's Ethics Commission has set a date to hear a complaint from the Nevada Democratic Party. The group contends the Republican governor Jim Gibbons abused his position by getting a large tax break on 40 acres of land he owns in the eastern part of the state.

From MercuryNews.com

Past and Present Ethical Thinking

"The Roots of Violence:
Wealth without work,
Pleasure without conscience,
Knowledge without character,
Commerce without morality,
Science without humanity,
Worship without sacrifice,
Politics without principles."

Attributed to Mohandas Ghandi

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.

A 'T' Chart may be used to make ethical decisions.

List the pros and cons of a particular decision on either side of the stem of a 'T'. If the list of pros is longer than the cons, do whatever you are considering. If the list of cons is longer, don't do it.

Another variation would be to assign each consequence a number depending on its importance. The numbers in both columns are added and you go with the highest.

A decision making pros/cons table might look like this:

PLUS		MINUS	
Addresses the historical period being studied	+4	Racy Language	-3
Film shot at site of event	+3	Gratuitous violence	-3
Academy award winner	+1	Rated PG-13	-4
Total	+8	Total	-10

From decision-making-confidence.com

Report Fraud, Waste, or Abuse

There are several ways to report fraud, waste, or abuse:

To file a report in person, visit 2909 N. Buckner Boulevard, Room 804.

You may also:

Call: (972) 925-8850 or 800-530-1608

Fax: (972) 794-3568

Email: opr@dallasisd.org

Write us at P.O. Box 181509, Dallas, TX 75218-8509

Visit: <http://www.dallasisd.org/about/integrity>.

The correct answer is C. Maurice should contact OPR for assistance. Members of the Office of Professional Responsibility staff have the expertise needed to investigate computer related misconduct.



Dallas Independent School District