



Department of Human Resources
 Florida Signette, Supervisor
 813/794-2154 Fax: 813/794-2171
 727/794-2154 TDD: 813/794-2448
 307/526-2154

January 28, 2008

James Piculag
 1456 River Oaks Drive
 Tarpon Springs, Florida 34689

Dear Mr. Piculag,

This letter is a follow up to our conference on January 24, 2008. During the conference performance issues were discussed with you, specifically your classroom management and professional judgment.

During your substitute assignment at Charles R. Besh Middle School on January 16, 2008, it was reported that you did not follow the lesson plans, allowed students on the computer, told the fifth period peer that she was in charge, and showed magic tricks to the students.

During the conversation you stated that you followed the lesson plans but admitted that you allowed students on the computer although another teacher had specifically asked you not to. You stated that students had wandered over to the computers and worked on vocabulary and spelling activities. You said you told the peer student during fifth period that she was in charge and asked her repeated questions concerning discipline and classroom management situations. You said that you thought the student was a teacher in training and was unsure of her role but you did not ask for assistance in clarification of her role. You thought that demonstrating magic tricks was helpful during transition time.

You were reminded that substitutes are expected to use professional judgment, maintain a classroom conducive to learning, comply with staff directives, and to clarify questions with school administration.

Your performance is inconsistent with the standards of the District School Board of Pasco County. We will no longer be using your services. If you have questions, please contact me.

Sincerely,

Patricia A. Sinclair

Patricia A. Sinclair
 Supervisor of Human Resources