

UFF-LSSC

**United Faculty of Florida
Lake-Sumter State College**

February 10, 2022

District Board of Trustees:

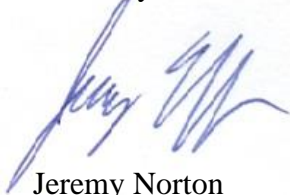
We were disappointed to hear that the current recommendation from the hearing officer, Bret Jones, is to uphold the president's decision regarding the termination of Dr. David Walton. I trust that you also reviewed the Petitioner's Exceptions filed by Dr. Walton's attorney Tobe Lev as well. You now have an important decision to make.

As demonstrated through the deposition and hearing process, the decision Dr. Sidor and Dr. Vitale made does not honor the terms of the earned continuing contract, established protocols of evaluation, or the direction of supervisors. There is no evidence of any process that involved information seeking or any attempt at problem solving (even for a newly envisioned scheduling "problem" like this one). It was simply a callous act that only involved two people at the top of the organization making a decision in secret, effective immediately, that resulted in a major career setback for a talented faculty member, and most importantly, depriving students of a great teacher.

Where does that put us? Why would the next group of faculty do the work required for a continuing contract if this agreement is simply tossed aside? Why even have evaluations or direct supervisors if they are simply ignored by decision makers? The upholding of this decision discounts the proper channels of operation for this college, the direct pleas of our students, the morale of our employees, and the needs of our community here at LSSC. Who do the Trustees represent, after all? I always felt that our efforts and expertise mattered here, and the Trustees would hear us. I hope I am not wrong.

It is our belief that you can serve as a backstop for such bad decisions by reversing the unjust termination of Dr. David Walton.

Sincerely,



Jeremy Norton
President
Lake-Sumter State College Chapter
United Faculty of Florida
<http://www.uff-lssc.org/>