

Resign

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One worker, who said he needed his earnings for rent and for his children in the Philippines, told district officials he had to borrow to pay the \$500 expected from him, according to the documents.

"You have taken advantage of four limited-English-speaking employees who were in need of permanent employment," Roberta Silverstein, the assistant superintendent for human resources, wrote in a report given to Glenn in November.

Silverstein cited "a pattern of dishonest, unethical, abusive and flagrant unprofessional conduct on your part." She also noted that in addition to the custodians, "You also pressured two Sodexho (the district's food service company) consultants who received a bonus from their company and then accepted \$250 from each of them."

The documents included a transcribed interview with one of the consultants. She told school officials she had spoken to a custodian who told her: "He would give money to Mary. And, when I asked why would he do that, he responded that it's the only way to get a permanent position here in the district."

School district officials have declined to comment. A copy of district documents obtained by the Times was confiscated from a reporter Thursday by Silverstein in district offices.

"She resigned and that's all I can say ... this is a personnel matter," Silverstein said Thursday.

According to the documents, the district learned of and received written statements documenting misconduct as far back as 2000. Glenn had worked for the district since 1990.

The district notified Glenn in November of its intent to recommend her dismissal. She signed in December.

Reached by phone at home in Hayward on Thursday, Glenn said she knows nothing of any investigation or any allegations.

She said she parted amicably with the district.

District officials indicated they

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do not plan any legal action.

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Attorney's Office or law enforcement — just like everybody else," said Terry Koehne, the district spokesman.

Silverstein said the investigation was not passed on to law enforcement. "It stopped at the district," she said.

Glenn received a salary of

\$88,669 by the time she resigned. Her position included hiring custodians and overseeing their work. She also oversaw the food service employees the district contracts out through Sodexho.

In interviews with workers, school district officials were told by some workers that the money

was a gift of gratitude for their jobs.

"Even with a liberal interpretation of gift-giving practices for birthdays and holidays, the instances cited in these charges go beyond standard gift-giving and are clearly cases of intentional misconduct,"

Silverstein wrote in her report.

"If the district had received signed statements of each of these incidents at the time they occurred, each of the incidents alone would have been grounds for dismissal," she wrote.

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