
From: Gina Hodge </o=first organization/ou=first administrative group/cn=recipients/cn=ghodge>
Sent: Monday, July 13, 2009 1:57 PM
To: Julie Cloud
Subject: RE: Pam Gillanders

I like how Glenda is using me as the scapegoat. She is just as concerned about the certification.

Debbie supposedly put in her last PE that she would get the certification in 6 months, and now that timeframe is up. Maybe you could pull her PE and verify that?

The announcement didn't have a timeline, but in the past we have used 6 month as a guideline. 1 year seems to be getting excessive.

Debbie and Glenda have both said that they have addressed it with her on several occasions, but I am sure the truth is somewhere in the middle. They were both vacant for a good portion of Pam's employment.

From: Julie Cloud
Sent: Mon 7/13/2009 10:27 AM
To: Gina Hodge
Subject: Pam Gillanders

Potential problem it seems: Pam called looking for you so I spoke to her.

1st: when Glenda/Debbie interview her she says she specifically asked them a couple of times if these was a timeline to get her certification (like public schools have) and they assured her no, not as long as she was working on it. (I looked at our announcement/exam it is does not have a timeline to get the certification by.)

2nd: When Pam completed her online application (6-08) they had her change her answer in #1 from No (regarding certification) to Yes so she could score a "100" and they could look at her; even though she didn't have it. (my comments: This is OK because the question allows for it but it does seem kind of odd on their part.) (She had applied in March 2008 and answered #1 "No.")

Pam did say that Glenda R. told her you were 'breathing down her (their) necks' regarding her (Pam's) certification. That is a fun term to use when dealing with your staff on a professional level! ☺

Anyway, Pam is faxing you something and would like to talk with you when you return. She says she would have been working on it harder if she had known there was a timeline. She spent time getting settled in her new location and on the job, teaching POST classes (I think is what she said) and that Debbie never has provided training to her (not sure what she meant by that).

Hmmm...

Julie Cloud

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"Leap, and the net will appear."

- John Burroughs