

## Employee Statement Form

Employee Information			
<b>Name:</b>	<b>Brandon Nova</b>	<b>Phone Number:</b>	<b>689-688-1778</b>
<b>Date of Incident:</b>	<b>1/10/2025</b>	<b>Today's Date:</b>	<b>1/17/25</b>
<b>School District:</b>	<b>Orange County PS</b>	<b>School of Incident:</b>	<b>Pineloch ES</b>

Acknowledgement	Yes	No
<b>The information that I have provided in this report is true and accurate to the best of my knowledge.</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<b>I give Kelly Education permission to provide this statement to the School District Administration for review, if needed.</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/> *
<small>*Note: Providing a copy of your statement to the school district may be required, and failure to do so could impact your eligibility for future assignments within the specific school district. Selecting "No" will not impact Kelly Education's decision regarding your continued employment.</small>		

Statement
<p>To the best of your ability, please provide a concise statement regarding the incident/allegation as explained to you by your Kelly Education Representative. If appropriate, please provide date(s), time(s) and any witnesses that may have also witnessed the situation. If the allegations are false, or nothing occurred, please indicate that in your statement.</p> <p><u>Please provide your completed statement to your Kelly Education Representative within 24 hours to ensure a timely review.</u></p> <p>Providing a statement is voluntary, but please understand that failure to receive your statement may limit our ability to investigate the incident, and we will be forced to rely on the information that was reported.</p>

**(Should you require additional space, please attach additional pages)**

**Statement regarding allegation(s):**

**To whom it may concern,**

**I personally apologize for the incidents in classroom 121 while subsituting the music class of Mr. Paul Kollas. Due to my actions, there were chronic disruptions, loud sound to the point where students were crying, ears hurting including mine, and general disarray throughout the classroom. I take sole responsibility for this, because I enabled the behavior of the students, which otherwise would not have occurred.**

**Things I tried were hand clapping, raise your hand if you're behaving, and merit based sitting arrangements. While these worked momentarily, they failed immidiately after the desired result was achieved. I learned that I need to be strict from the onset, establishing clear expectations before anything else.**

**Going forward, I would like to view this experience as an investment in my education. As Thomas J. Watson Sr. (the founder of IBM) said to an employee who lost a significant sum, "I just spent \$600,000 training him", the employee went on to achieve better. I will use the experiences I had at Pineloch to better support the next classroom of students.**

**Thank you for the learning experience,**

**Brandon Nova**