

**PUBLIC'S RIGHT TO KNOW /  
FREEDOM OF INFORMATION**

**REQUEST FOR PUBLIC RECORDS OF  
THE SCHOOL DISTRICT**

**Note:** It is not required by law that this form be filled out by a person requesting public records. The District may request the document be filled out or the District may use the document internally as documentation of public records requests.

Name: Allen Skillicom

Date: 9/23/2028

Address: 16936 Trojan Ct Fountain Hills AZ 85268

Phone: 480-458-8064

E-mail address: allenskillicomdundee@gmail.com

Nature of request:

☐ Opportunity to review records (no original record may leave the custodian's office)

X Copies of records.

Please read and sign the following statement:

I have requested public records of the School District for a noncommercial purpose. I understand that if the records should be used for a commercial purpose, a verified statement of the purpose must be submitted per A.R.S. 39-121.03.

 9-23-28 (Date) (Signature)

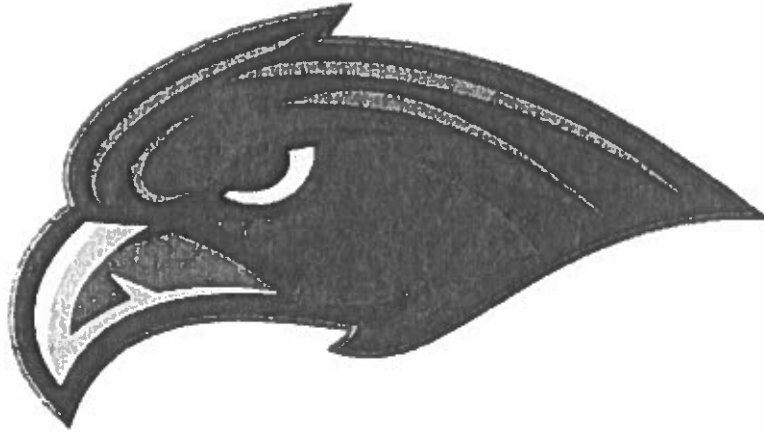
UNDER A.R.S. § 39-121 et seq. Pursuant to Arizona Public Records Law (A.R.S. § 39-121 and specifically A.R.S. § 39-128), I am formally requesting an electronic copy of Marisa Colon's accurate disciplinary records and actions, including the employee's responses. This is not for commercial purposes.

A.R.S. § 39-128 — Disciplinary records of public employees

The statute states:

A public body shall maintain all records that are reasonably necessary or appropriate to maintain an accurate knowledge of disciplinary actions, including the employee responses to all disciplinary actions, involving public officers or employees of the public body. It further requires those records to be open for inspection and copying unless disclosure is contrary to law.

Records that may fall within this provision include written reprimands, disciplinary warnings, suspension notices, termination notices, and employee responses to disciplinary actions.



9-12-23

Ms. Colon,

Due to your actions last Thursday, 9/7/23, when you used an expletive to refer to a student and the student(s) heard it, this serves as a warning that your actions violated FHUSD Governing Board Policy GBEA STAFF ETHICS, GBEB STAFF CONDUCT, and GBEBB STAFF CONDUCT WITH STUDENTS. Further or repeated actions will be subject to further discipline up to and including termination. Please sign below, indicating that you understand this warning and have received it.

Chris Hartmann

Principal

FHHS

Printed name Marisa Colon

Signature  9-12-23

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## Fwd: More on tape

1 message

Evelyn Wynn <ewynn@fhacademics.org>

Thu, Apr 18, 2024 at 5:47 PM

To: Kailey Brown <kbrown@fhacademics.org>, Chris Hartmann <chartmann@fhacademics.org>

----- Forwarded message -----

From: **Marisa Colon** <mcolon@fhacademics.org>

Date: Thursday, April 18, 2024

Subject: More on tape

To: Evelyn Wynn <ewynn@fhacademics.org>

Sorry, it took so long to get this to you. I couldn't find the lesson plans at first. Before this the tape day class looked at slides 1-4 and 15-17 on the PowerPoint. The videos in the figurative gesture Word doc.

On April 17-18, 2024 in Drawing/Painting 2 class, the students were studying Robert Longo's portraits. These portraits are action poses. I told the students, "In the past, we threw tape at each other and everyone had fun. Some people didn't want tape thrown at them and did dance poses or other kinds of action poses. Unfortunately, I do not have pictures of them for you to see. So not throw the tape hard enough to hurt anyone".

- Students were asked if they wanted tape or no tape.
- If they didn't have their own phone to take pictures they were asked if they wanted me to take a picture with my phone or a friend's phone.
- , the aid was in the room the whole time this happened last year and this year. She told the kids it seems weird at first but last year everyone had a lot of fun doing it.
- I told the kids I would go first to give them an example of what to do. They declined. I told them, it's ok. This is the only time they will have permission to throw things at me and now get in trouble.

Yours truly,  
Marisa

 2-MC Presentation-Longo Portraits.pptx

 Figurative Gesture Drawing

Evelyn Wynn  
Athletic Director/Dean of Students  
Fountain Hills High School  
16100 E. Palisades Blvd.  
Fountain Hills, AZ 85268  
480-664-5539



## Letter of Direction

### VIA HAND DELIVERY

DATE: April 19th, 2024

TO: Marisa Colon

FROM: Chris Hartmann

This letter is to notify you that you are being given a letter of direction due to your recent behavior that does not align with district standards. This behavior directly violates Governing Board Policy GBEA Staff Ethics and GBEB Staff Conduct. GBEA states:

"The school employee:

- A. Makes the well-being of students the fundamental value of all decision making and actions.
- B. Maintains just, courteous, and proper relationships with students, parents, staff members, and others."

You violated the above policies by:

1. Encouraging students to throw objects at students standing in front of your classroom

This letter of direction is being presented to you to inform you that these behaviors must cease immediately. Any repetitions of this behavior will lead to further disciplinary action, up to and including dismissal. This letter will be placed in your personnel file. The above items can be discussed with Human Resources and Mr. Hartmann and should remain confidential.

If the above does not reflect your recollections, please notify me in writing within one (1) working day. Otherwise, I shall assume the above to be an accurate summary of the mentioned incidents.

Please sign below to acknowledge you've received and understand the outline of this letter. Refusal to sign does not negate the validity of the letter, nor does it stop the letter from being placed in your personnel file.

Employee Signature

Date

Supervisor Signature

Date



Kailey Brown &lt;kbrown@fhacademics.org&gt;

## Admin Leave Letter

1 message

Kailey Brown &lt;kbrown@fhacademics.org&gt;

Tue, Sep 16, 2025 at 2:47 PM

To: Marisa Colon &lt;mcolon@fhacademics.org&gt;, Marisa Colon

Hi Marisa,

This is to notify you that you are being placed on paid Administrative Leave pay in accordance with District Policy, due to allegations of unprofessional conduct under **Governing Board Policy IMB TEACHING ABOUT CONTROVERSIAL / SENSITIVE ISSUES**. You will remain on Administrative Leave while the District has the opportunity to investigate these allegations, and I am notified of the outcome of the investigation.

While on Administrative Leave, you are not to enter any District property or access the District's computer system, internet, or other District files except as instructed by District administration. In addition, you are not allowed to contact or discuss the nature of this investigation with anyone other than District administration or your advocate(s).

During this time, it is understood that you are on full leave and must be accessible to District administration via telephone and be available to meet with District administration upon request during regular business hours (Monday-Friday, 7:30 a.m. – 4:00 p.m.) Below provides your listed contact information, including the phone number or email address. If you are not available at the number provided, you must notify me, Kailey Brown, [kbrown@fhacademics.org](mailto:kbrown@fhacademics.org) 480-664-5017, where you can be reached.

Your failure to comply with these conditions of Administrative Leave or cooperate with the investigation may result in disciplinary action, up to and including termination.

**FHSCHOOLS****Kailey Brown***Human Resources Coordinator*

480-664-5017

[kbrown@fhacademics.org](mailto:kbrown@fhacademics.org)

16000 E. Palisades Blvd

[www.fhschools.org](http://www.fhschools.org)

"Best believe I'm still *beguiled* when I walk in the room, I can still make the whole place *shimmer*"

9/18/25, 11:25 AM

Fountain Hills Unified School District Mail - Admin Leave Letter



Admin Leave Letter.pdf

96K



## **Administrative Leave Rights and Obligations Form**

DATE: September 16, 2025

TO: Marisa Colon

FROM: Kailey Brown - Human Resources Coordinator

This is to notify you that you are being placed on paid Administrative Leave pay in accordance with District Policy, due to allegations of unprofessional conduct under **Governing Board Policy IMB TEACHING ABOUT CONTROVERSIAL / SENSITIVE ISSUES**. You will remain on Administrative Leave while the District has the opportunity to investigate these allegations, and I am notified of the outcome of the investigation.

While on Administrative Leave, you are not to enter any District property or access the District's computer system, internet, or other District files except as instructed by District administration. In addition, you are not allowed to contact or discuss the nature of this investigation with anyone other than District administration or your advocate(s).

During this time, it is understood that you are on full leave and must be accessible to District administration via telephone and be available to meet with District administration upon request during regular business hours (Monday-Friday, 7:30 a.m. – 4:00 p.m.) Below provides your listed contact information, including the phone number or email address. If you are not available at the number provided, you must notify me, Kailey Brown, [kbrown@fhacademics.org](mailto:kbrown@fhacademics.org) 480-664-5017, where you can be reached.

Your failure to comply with these conditions of Administrative Leave or cooperate with the investigation may result in disciplinary action, up to and including termination.

Marissa Colon

September 16, 2025

Employee Name

Date

PHONE NUMBER:

EMAIL:

[mcolon@fhacademics.org](mailto:mcolon@fhacademics.org)



**FOUNTAIN HILLS**  
UNIFIED SCHOOL DISTRICT

Marisa Colon

Art Teacher

FHMS/FHHS

September 18, 2025

Dear Marisa,

This letter serves as formal notice of our intent to impose a ten-day unpaid suspension due to your unprofessional conduct under **Governing Board Policy IMB TEACHING ABOUT CONTROVERSIAL / SENSITIVE ISSUES** and **Governing Board Policy GBEBB STAFF CONDUCT WITH STUDENTS** that occurred on September 11, 2025. As per district policy, GCQF, we are required to schedule a meeting to discuss this matter.

The meeting will take place on September 22, 2025, at 8:00 am. During this meeting, we will review the details of the incident and discuss the proposed disciplinary action. Please note that the suspension is scheduled to begin on September 23, 2025, and end on October 15, 2025.

You have the right to attend this meeting and present any information or context relevant to the situation.

Sincerely,

Kailey Brown

HR Coordinator



## **FOUNTAIN HILLS**

UNIFIED SCHOOL DISTRICT

**Date:** September 22, 2025

**To:** Marisa Colon

**Position:** FHMS/FHHS Art Teacher

**Dear Marisa Colon,**

This letter serves as a formal discipline decision regarding your recent conduct. After a thorough review, we have identified the following issues:

**Violation Details:**

- **Date of Incident:** Thursday, September 11, 2025
- **Description of Violation:** During Period 5 Art class, a student reported that Mrs. Colon had expressed support for the death of Charlie Kirk when students asked about him. Following this report, Dr. J contacted Mrs. Colon for clarification. She acknowledged making the statement, *"If you live by the sword, you die by the sword."* Dr. J instructed her to report to the district office the following morning to meet with HR.
- At the HR meeting, Mrs. Colon explained that she had requested the day off in preparation. She also provided a written statement admitting to commenting, *"If you live by the sword, you die by the sword."* In her statement, she said a student had twisted her words, interpreting them as condoning Kirk's death. She clarified this was not her intent and stated that these conversations should be addressed with parents rather than at school.
- The primary student involved was absent on 9/12 and could not be questioned at that time. On Sunday, Dr. J informed Mrs. Colon that she would need to remain home until the student could be interviewed. When interviewed, the student confirmed what Mrs. Colon had reported in her written statement. After consulting legal counsel and with no additional students coming forward, Mrs. Colon was cleared to return to work on Tuesday, September 16.
- Later that evening, around 7:00 p.m., Dr. J received additional concerns from students and parents. He informed Mrs. Colon that the investigation would need to be reopened. HR followed up with an email advising that she would be placed on administrative leave and would receive an official letter the following day. Mrs. Colon was issued a letter placing her on paid administrative leave pending the completion of the investigation.



## **FOUNTAIN HILLS**

UNIFIED SCHOOL DISTRICT

### **Timeline of Events:**

#### **1. Notice of Intent to Discipline:**

- o Date: September 18, 2025
- o You are being notified of our intent to impose a ten-day unpaid suspension based on unprofessional conduct with a student that occurred on September 11, 2025.

#### **2. Decision on Discipline:**

- o Date: September 22, 2025
- o A meeting will take place to discuss the incident and the proposed disciplinary action. This meeting will allow you to provide any relevant information or evidence and ask any questions.
- o Location: Fountain Hills Unified School District
- o Time: 8:00 am
- o A written decision will be provided to you regarding the outcome of the disciplinary process.
- o The decision will include the final determination on the ten-day unpaid suspension, along with the reasons for the action taken.

#### **3. Appeal Period (If Applicable):**

- o Deadline for Appeal: September 29, 2025
- o If you disagree with the disciplinary decision, you have the right to file a written appeal within 5 working days of receiving the written decision.
- o Appeals should be sent to Dr. Cain Jagodzinski



# **FOUNTAIN HILLS**

## **UNIFIED SCHOOL DISTRICT**

September 22, 2025

Marisa Colon

Art Teacher

FHMS/FHHS

CC: Kailey Brown - Human Resources Coordinator

FROM: Dr. Kimberly Weeldreyer - Principal

This letter serves as a formal reprimand regarding your unprofessional conduct on Thursday, September 11, 2025, in violation of Governing Board ***Policy IMB – Teaching About Controversial/Sensitive Issues*** and Governing Board Policy ***GBEBB – Staff Conduct with Students***.

**Governing Board Policy *IMB Teaching About Controversial/Sensitive Issues* states:**

“It must be clear that personal views are not a part of the instructional program and must be tempered by the responsibility to maintain professionalism.

**Governing Board Policy *GBEBB Staff Conduct with Students* states:**

“All personnel employed by the District are expected to relate to students of the District in a manner that maintains social and moral patterns of behavior consistent with community standards and acceptable professional conduct.”

It was confirmed through investigation that you made statements that were interpreted as expressing support for the death of an individual, Charlie Kirk, when students inquired about him. Specifically, you acknowledged, stating, “If you live by the sword, you die by the sword.” While you clarified that your intent was not to condone such a viewpoint and indicated these conversations are more appropriately addressed with parents rather than in the classroom, the impact of your remarks was deemed unprofessional and inappropriate in the school setting.

Following the investigation, including student interviews and consultation with legal counsel, it was determined that disciplinary action is warranted. In accordance with District Policy GCQF, you are hereby issued a ten-day unpaid suspension due to this breach of professional conduct.



## **FOUNTAIN HILLS**

UNIFIED SCHOOL DISTRICT

The suspension period will begin on September 23, 2025, and end on October 15, 2025.

This letter of reprimand is being presented to you to inform you that these behaviors must cease immediately. Any repetition of this behavior will lead to further disciplinary action, up to and including dismissal.

This letter will be placed in your personnel file. The above items can be discussed with Human Resources and Dr. Kimberly Weeldreyer and should remain confidential.

Please sign below to acknowledge that you've received and understand the outline of this letter. Refusal to sign does not negate the validity of the letter, nor does it stop the letter from being placed in your personnel file.

If you disagree with the disciplinary decision outlined in this letter, you have the right to file a written appeal. As per district policy, the appeal must be submitted within five (5) working days of your receipt of this written decision. The deadline to file an appeal is September 29, 2025. Appeals should be directed to Dr. Cain Jagodzinski.

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Employee Name

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Date

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Supervisor Name

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Date

## **GBEBB STAFF CONDUCT WITH STUDENTS**

Employees are expected to exercise general supervision over the conduct of students, not only while in the schoolroom, but also before and after school and during recess. At all times teachers and other staff members will accord students the dignity and respect that they deserve, and avoid embarrassing any student unnecessarily.

Students are expected to regard all school employees as individuals who are employed to provide direct or indirect contributions to learning. While students are to have considerable latitude in making choices for themselves, they shall be required to respect the rights of all school employees and other students, and interference with those rights will not be tolerated.

Students shall not have the right to interfere with the efforts of instructional staff members to coordinate or assist in learning, to disseminate information for purposes of learning, or to otherwise implement a learning program. Nor shall a student have the right to interfere with the motivation to learn or the learning activities and efforts of other students. No student shall have the right to interfere with or disrupt any employee's work activities.

All personnel employed by the District are expected to relate to students of the District in a manner that maintains social and moral patterns of behavior consistent with community standards and acceptable professional conduct.

Relationships between staff members and students that include "dating," "courtship," or "romantic involvement" are prohibited. These behaviors deviate from ethical or professional standards and shall be deemed unacceptable and contrary to the expectations of District governance.

Staff/student relationships shall reflect mutual respect between staff members and students and shall support the dignity of the entire profession and educational process.

Violations of the above shall be considered serious and may result in severe disciplinary action.

Adopted: date of Manual adoption

### **LEGAL REF.:**

A.R.S.

[15-321](#)

[15-341](#)

[15-514](#)

### **CROSS REF.:**

[JIC](#) - Student Conduct

## **IMB TEACHING ABOUT CONTROVERSIAL / SENSITIVE ISSUES**

Democratic tradition often involves dealing with controversial issues. Knowledge and understanding of such issues are an indispensable part of education.

The teacher holds a position of authority and respect in the classroom and community, and by virtue of that position has great responsibility in the formation of the education of all students. It must be clear that personal views are not a part of the instructional program and must be tempered by the responsibility to maintain professionalism.

To ensure that controversial issues are dealt with fairly and objectively, and with instruction as their goal, such issues may be a part of the curriculum as long as the following policies are observed:

- A. Teachers should instruct students in the principles and techniques of the scientific method and provide opportunities for practice in applying established facts to specific problems.
- B. Teachers should seek to develop in students the ideals of truth and honesty.
- C. All personnel should seek to create an atmosphere in which difference of opinion can be voiced without fear and hostility and with mutual respect for all viewpoints.
- D. Constitutional guarantees of due process and freedom of speech will continue to be observed as to students and teachers alike when they are involved in a controversial issue.
- E. Teachers should encourage the suspension of judgment and conclusions until all relevant and significant facts have been assembled, critically examined, and checked for accuracy.
- F. Teachers should seek to develop in students a sense of responsibility for their beliefs, opinions, attitudes, and actions.
- G. Teachers should place major emphasis upon "why" and "how" to think rather than "what" to think.

Adopted: November 09, 2022

Kailey Brown <[kbrown@fhacademics.org](mailto:kbrown@fhacademics.org)>

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**Re: Follow Up**

1 message

**Marisa Colon**

Fri, Sep 12, 2025 at 3:25 PM

To: Kailey Brown <[kbrown@fhacademics.org](mailto:kbrown@fhacademics.org)>

I'm sorry I missed your call

My purpose was pointing out the irony that he was an advocate for baring arms and that is what took his life.

I do not know what intentions were. She just made the comment once and didn't say anything else. You would have to ask her.

She is a good student and usually quiet.

Marisa

On Sep 12, 2025, at 2:22 PM, Kailey Brown <[kbrown@fhacademics.org](mailto:kbrown@fhacademics.org)> wrote:

Hi Marisa,

I called and left you a message a little while ago. I needed some more clarification after reading your statement. Can you answer the following questions?

- What was the purpose and expected outcome of stating "he lived by the sword and died by the sword"?
- What was role in the conversation? Did she agree with , try to argue with him, or was she just stating her thoughts?

Your prompt response is appreciated.

**FHSCHOOLS****Kailey Brown***Human Resources Coordinator*

📞 480-664-5017

✉ [kbrown@fhacademics.org](mailto:kbrown@fhacademics.org)

📍 16000 E. Palisades Blvd

🌐 [www.fhschools.org](http://www.fhschools.org)

"Best believe I'm still *bejeweled* when I walk in the room, I can still make the whole place *shimmer*"