

**Candace Ahlfinger**

**From:** Jeremy Glenn  
**Sent:** Wednesday, February 11, 2015 4:29 PM  
**To:** School Board Members  
**Cc:** [REDACTED], Lee Auvenshine; Candace Ahlfinger  
**Subject:** IMPORTANT INFORMATION

Board Members,

This afternoon I was informed that one of our high school teachers had an inappropriate relationship with one of her students. She admitted to the relationship, but indicated it started after the student graduated. The matter is under investigation. We have notified CPS, local law enforcement, and suspended the teacher with pay.

Jeremy Glenn

---

Jeremy K. Glenn, Ed.D.  
Superintendent of Schools

Waxahachie ISD / 411 N Gibson Street, Waxahachie TX 75165

☎ 972 923-4631 x 102 / **FAX:** 972 923-4759

✉ [jglenn@wisd.org](mailto:jglenn@wisd.org) / **WEB:** [www.wisd.org](http://www.wisd.org)

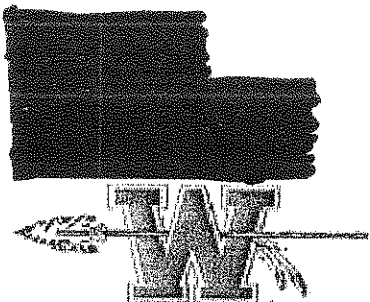
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**Candace Ahlfinger**

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**From:** [REDACTED]  
**Sent:** Wednesday, February 11, 2015 4:50 PM  
**To:** Lee Auvenshine  
**Cc:** Jeremy Glenn  
**Subject:** Official Write Up  
**Attachments:** L Evans Write Up.pdf

Attached Gentlemen

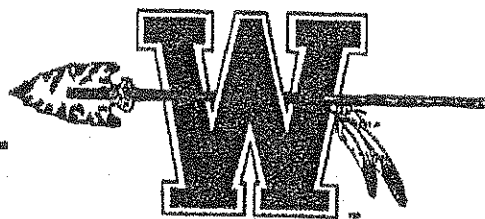


*Rooted in Learning and Grounded in Excellence*

***"It's easier to build strong children than to repair broken men."- Frederick Douglas***

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# Waxahachie High School



1000 North Highway 77 ■ Waxahachie, Texas 75165-4732  
(972) 923- 4600 ■ Fax 972-923-4617

From: Al Benskin, Principal Waxahachie High School  
To: Mrs. Laurie Evans, Teacher ELA Department Chair  
Date: February 11, 2015

Sub: Educator Code of Ethics

Mrs. Evans this correspondence is to formally notify you that you are on administrative Leave with pay effective immediately until further notice. An investigation will be conducted for a violation of the Educator Code of Ethics.

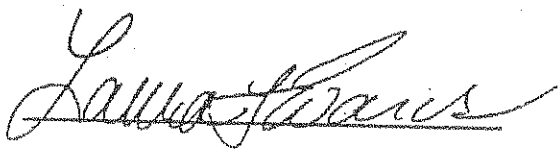

*Standard 3.6. The educator shall not solicit or engage in sexual conduct or a romantic relationship with a student or minor.*

*Standard 3.8. The educator shall maintain appropriate professional educator-student relationships and boundaries based on a reasonably prudent educator standard.*

*Standard 3.9. The educator shall refrain from inappropriate communication with a student or minor, including, but not limited to, electronic communication such as cell phone, text messaging, e-mail, instant messaging, blogging, or other social network communication. Factors that may be considered in assessing whether the communication is inappropriate include, but are not limited to:*

You are directed to not be on school grounds for any reason unless accompanied by security or an administrator. You will await further guidance from W.I.S.D. Human Resources Department; Mr. Lee Auvenshine or Principal Waxahachie High School, Mr. Al Benskin.

Your signature below indicates that you have received a copy of this memorandum, it does not evidence your agreement with its content.

## Candace Ahlfinger

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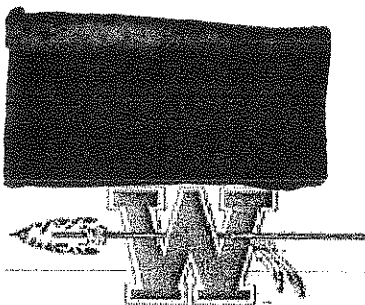
**From:** Jeremy Glenn  
**Sent:** Wednesday, February 11, 2015 4:51 PM  
**To:** [REDACTED] Lee Auvenshine  
**Subject:** RE: Official Write Up

Did you notify law enforcement of our investigation?

---

**From:** [REDACTED]  
**Sent:** Wednesday, February 11, 2015 4:50 PM  
**To:** Lee Auvenshine  
**Cc:** Jeremy Glenn  
**Subject:** Official Write Up

Attached Gentlemen



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## Candace Ahlfinger

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**From:** [REDACTED]  
**Sent:** Wednesday, February 11, 2015 5:26 PM  
**To:** Jeremy Glenn; Lee Auvenshine  
**Subject:** RE: Official Write Up  
**Attachments:** image001.png

I have not sir, I am about to contact CPS Now

[REDACTED]

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Thank you

---

**From:** Jeremy Glenn  
**Sent:** Wednesday, February 11, 2015 4:51 PM  
**To:** Al Benskin; Lee Auvenshine  
**Subject:** RE: Official Write Up

Did you notify law enforcement of our investigation?

**From:** [REDACTED]  
**Sent:** Wednesday, February 11, 2015 4:50 PM  
**To:** Lee Auvenshine  
**Cc:** Jeremy Glenn  
**Subject:** Official Write Up

Attached Gentlemen

[REDACTED]

[cid:image001.png@01CF625B.F625EBA0]

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## Candace Ahlfinger

---

**From:** Lee Auvenshine  
**Sent:** Wednesday, February 11, 2015 5:36 PM  
**To:** [REDACTED]  
**Cc:** Jeremy Glenn  
**Subject:** Re: Official Write Up

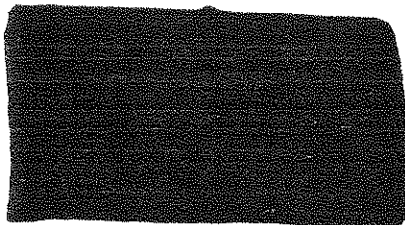
Thank you, [REDACTED]. I will meet with the teacher at 8:30 tomorrow morning.

W. Lee Auvenshine, J.D.  
Deputy Superintendent of Human Resources and Legal Services  
Waxahachie Independent School District  
411 North Gibson Street  
Waxahachie, TX 75165  
Phone: (972)923-4631  
HR Fax: (972)923-2182  
Legal Fax: (972)923-4759

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On Feb 11, 2015, at 5:26 PM, [REDACTED] wrote:

I have not sir, I am about to contact CPS Now



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Thank you

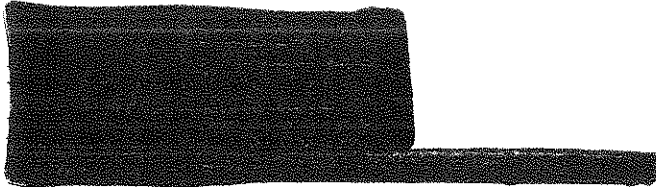
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**From:** Jeremy Glenn  
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**Subject:** RE: Official Write Up

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[cid:image001.png@01CF625B.F625EBA0]

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<image001.png>



Candace Ahlfinger

---

From: [REDACTED]  
Sent: Wednesday, February 11, 2015 6:22 PM  
To: Lee Auvenshine; Jeremy Glenn  
Cc: [REDACTED]  
Subject: Investigation CPS Report

[REDACTED]

[REDACTED]

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Thank you

**Candace Ahlfinger**

---

**From:** Lee Auvenshine  
**Sent:** Wednesday, February 11, 2015 7:20 PM  
**To:** [REDACTED]; Jeremy Glenn  
**Subject:** RE: Investigation CPS Report

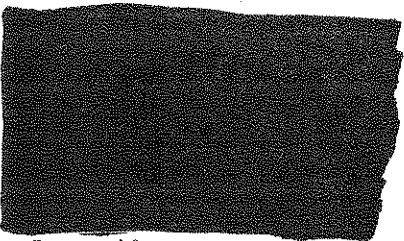
[REDACTED],

Thank you for making the CPS report. If you haven't already, please also inform Erik Kyle, so he may begin working with WPD to investigate this matter.

Sincerely,  
Lee Auvenshine

---

**From:** [REDACTED]  
**Sent:** Wednesday, February 11, 2015 6:21 PM  
**To:** Lee Auvenshine; Jeremy Glenn  
**Cc:** [REDACTED]  
**Subject:** Investigation CPS Report



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Thank you

**Candace Ahlfinger**

---

**From:** [REDACTED]  
**Sent:** Wednesday, February 11, 2015 7:38 PM  
**To:** Lee Auvenshine  
**Cc:** Jeremy Glenn  
**Subject:** RE: Investigation CPS Report

Will do Sir I have Mrs. Gish Statement and I am working on mine now, I will scan and send both your way

[REDACTED]

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-----Original Message-----

**From:** Lee Auvenshine  
**Sent:** Wednesday, February 11, 2015 7:20 PM  
**To:** [REDACTED] Jeremy Glenn  
**Subject:** RE: Investigation CPS Report

[REDACTED]

Thank you for making the CPS report. If you haven't already, please also inform Erik Kyle, so he may begin working with WPD to investigate this matter.

Sincerely,  
Lee Auvenshine

---

**From:** [REDACTED]  
**Sent:** Wednesday, February 11, 2015 6:21 PM  
**To:** Lee Auvenshine; Jeremy Glenn  
**Cc:** [REDACTED]  
**Subject:** Investigation CPS Report

[REDACTED]

[REDACTED]

[REDACTED]

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Thank you

**Candace Ahlfinger**

---

**From:** Lee Auvenshine  
**Sent:** Wednesday, February 11, 2015 7:32 PM  
**To:** Glen Tolar; Jeff Robinson  
**Cc:** Sylvia Burkhalter; Jeremy Glenn

Mr. Tolar and Mr. Robinson,

Please disable teacher Laura (Laurie) Evans from all WISD electronic access, specifically including e-mail and Eduphoria. Please leave such access disabled until you receive further notice from me.

Sincerely,  
Lee Auvenshine

## Candace Ahlfinger

---

**From:** Jeff Robinson  
**Sent:** Wednesday, February 11, 2015 8:42 PM  
**To:** Lee Auvenshine  
**Cc:** Glen Tolar; Sylvia Burkhalter; Jeremy Glenn  
**Subject:** Re:

Her email account has been disabled.

> On Feb 11, 2015, at 7:32 PM, Lee Auvenshine <lauvenshine@wisd.org> wrote:

>

> Mr. Tolar and Mr. Robinson,

>

> Please disable teacher Laura (Laurie) Evans from all WISD electronic access, specifically including e-mail and Eduphoria. Please leave such access disabled until you receive further notice from me.

>

> Sincerely,

> Lee Auvenshine

## Candace Ahlfinger

---

**From:** Glen Tolar  
**Sent:** Thursday, February 12, 2015 3:49 PM  
**To:** Jeff Robinson; Lee Auvenshine  
**Cc:** Sylvia Burkhalter; Jeremy Glenn  
**Subject:** RE:

Eduphoria and Skyward are taken care of.

-----Original Message-----

**From:** Jeff Robinson  
**Sent:** Wednesday, February 11, 2015 8:42 PM  
**To:** Lee Auvenshine  
**Cc:** Glen Tolar; Sylvia Burkhalter; Jeremy Glenn  
**Subject:** Re:

Her email account has been disabled.

> On Feb 11, 2015, at 7:32 PM, Lee Auvenshine <lauvenshine@wisd.org> wrote:  
>  
> Mr. Tolar and Mr. Robinson,  
>  
> Please disable teacher Laura (Laurie) Evans from all WISD electronic access, specifically including e-mail and Eduphoria.  
Please leave such access disabled until you receive further notice from me.  
>  
> Sincerely,  
> Lee Auvenshine



**Candace Ahlfinger**

---

**From:** [REDACTED]  
**Sent:** Thursday, February 12, 2015 10:29 AM  
**To:** Lee Auvenshine  
**Cc:** Jeremy Glenn  
**Subject:** RE: Investigation CPS Report  
**Attachments:** L Evans Investgation.pdf

Mr. Auvenshine

I have attached the statements I have thus far:

Pg. 1 Mrs. Gish Statement  
Pg. 2&3 Mr. Benskin Statement  
Pg. 4 Joel Skipper Statement  
Pg. 5 Female Student Statement  
Pg. 6 Male Student statement

\*\* Page 6 statement student alludes to some activity prior to graduation.

Sir I have the originals here if you want or need them, I also have one other statement coming from Ms. Turner, after speaking with her this morning her statement is needed as well once I have it I will send to you.

[REDACTED]

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**Sent:** Wednesday, February 11, 2015 7:38 PM  
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**Cc:** Jeremy Glenn  
**Subject:** RE: Investigation CPS Report

Will do Sir I have Mrs. Gish Statement and I am working on mine now, I will scan and send both your way

[REDACTED]

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-----Original Message-----

From: Lee Auvenshine  
Sent: Wednesday, February 11, 2015 7:20 PM  
To: [REDACTED] Jeremy Glenn  
Subject: RE: Investigation CPS Report

[REDACTED]

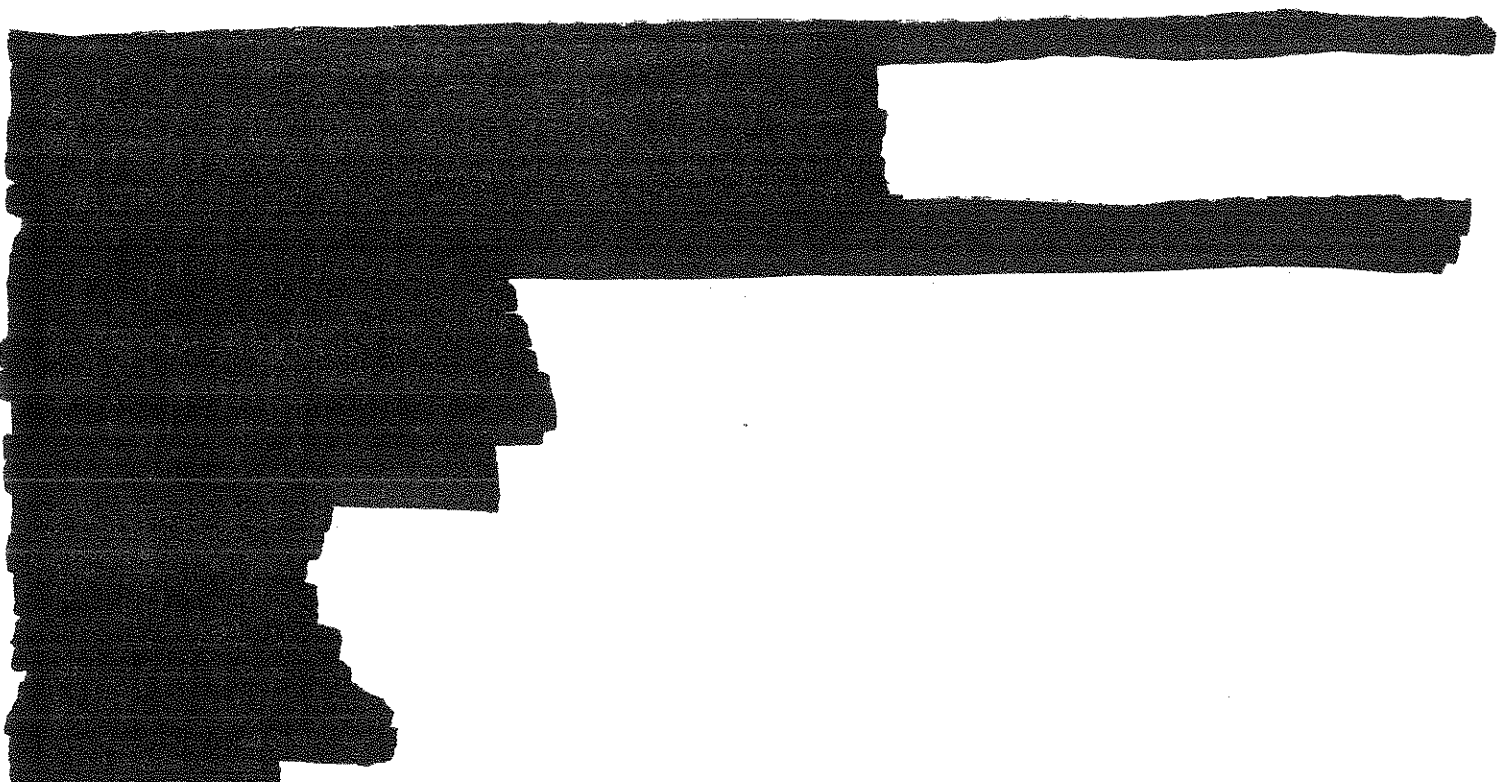
Thank you for making the CPS report. If you haven't already, please also inform Erik Kyle, so he may begin working with WPD to investigate this matter.

Sincerely,  
Lee Auvenshine

---

From: [REDACTED]  
Sent: Wednesday, February 11, 2015 6:21 PM  
To: Lee Auvenshine; Jeremy Glenn  
Cc: [REDACTED]  
Subject: Investigation CPS Report

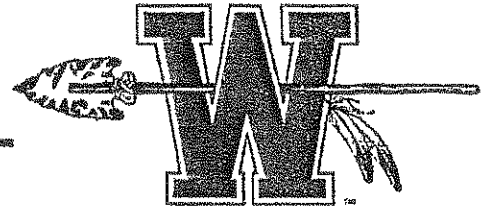
[REDACTED]



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Thank you

# Waxahachie High School



1000 North Highway 77 ■ Waxahachie, Texas 75165-4732  
(972) 923-4600 ■ Fax 972-923-4617

February 11, 2015

Today around 11:30 a.m., I had two young [REDACTED] and [REDACTED] came into my office. They said they needed to make an appointment with Mr. Benskin. I asked them why? If this was something I could help them? I also told them that Mr. Benskin may refer this back to me anyway, so let's go ahead and begin with me. If I need to pass information onto Mr. Benskin then I would. The young [REDACTED] asked if they could shut the door. I told them sure. [REDACTED] began saying that rumors are resurfacing. [REDACTED] said that they had heard the rumors in the fall but they had died down. [REDACTED] said you know rumors, rumors are not always true, but something had to happen for them to come back. I asked them what rumors were they speaking of? They said they heard Mrs. Evans had sex with a student or ex-student? I asked where they heard this rumor. Once again, they said students are talking about it and it wasn't the first time. I also asked them what student? [REDACTED] stated, she heard it was a [REDACTED]. They said that [REDACTED] had told them that Mrs. Evans snap chats her students all the time. The young [REDACTED] also said that in our restrooms that someone had written, "Hachie teacher is on teacherporn." [REDACTED] and [REDACTED] said if these rumors are true, that this should not be happening. I told the [REDACTED] that I would get with Mr. Benskin upon his arrival back on campus. While students were still in my office, I text Mr. Benskin and Ms. Hilburn that when they got here to stop by my office. I instructed the young [REDACTED] that they needed to help in stopping the rumors. I told them if they listened and said nothing; they were activate participants in the rumors, because they did nothing to help stop them. I told them if they heard anyone say anything, they were to tell them to stop them and walk away and come tell me.

When Mr. Benskin and Ms. Hilburn arrived back on campus, I met with both of them. Soon thereafter, Mr. Benskin asked for me to call teacher down so we could meet with her. Around 4:10 p.m., Mr. Benskin and I met with teacher again. Mr. Benskin at that time notified teacher she would be put on administrative leave with pay, pending investigation. Ms. Evans gave me her badge and keys.

*Dubee C. Ash*

2-11-15 Around 3:10 pm

Al Benskin: At approximately 2:45 pm upon returning from the DLT meeting, Ms. Gish came into the office and told me that some students came to report a rumor that had been rapidly going around school. She spoke to the students to find out what it was and then she briefed me. Ms. Gish stated that 2 students, [REDACTED] and [REDACTED] came to her to let her know that a rumor was going around school that Mrs. Evans, the English Dept. Chair, had sex with a student or former student and that there may be something on porn hub as well as the rumor that also stated that she snapchatted with students. I told Ms. Gish not to take any action right now but that I wanted to talk with the student personally. So I called for [REDACTED] and spoke with [REDACTED] and asked [REDACTED] to tell me. [REDACTED] confirmed everything that Ms. Gish had shared with me that there is a rumor going around school that Ms. Evans slept with a student and had snapchatted with him. I thanked [REDACTED] and told [REDACTED] I needed to look into and that I would look into it. I asked her to please not fuel the fire meaning that if [REDACTED] heard people continue to talk not to engage in conversation about it. After I sent the student out of the office, I called for Ms. Gish and told her that I needed to call HR before talking with the teacher. I called HR while Ms. Gish was in the office with me and spoke with the HR Director and informed him of the rumor and who provided the information and told him that I wanted to converse with him before calling the teacher in. He agreed that I needed to call the teacher in. I told him after I spoke with the teacher if it was too much to put into a text, I would text "too much just need to talk." Mr. Auvershine the HR Director agreed. Afterwards I called the teacher to come to the office. Ms. Gish got the teacher and brought her to my office. I told the teacher that I needed to ask her some questions. I asked her if she was aware of any rumors. She really didn't respond but just looked at me. So I got more specific and asked her directly that there was a rumor about her and a student having sex. She paused as if in deep thought and stated that she wasn't aware of the rumor. I probed more and asked her "has this happened?" Again she paused and thought and then responded, "I haven't had sex with any current student." Then she admitted it was a former student who had graduated but she was adamant that it wasn't a current student and that [REDACTED] had graduated. Then I asked her if she was aware if there were any pictures or video because there was a rumor saying that there was a video or snapchat possibly. At which time, she hung her head and said, "I did send a picture of me in the bathtub." Then she started to explain, "this happened this past summer. I was going through a very low spot, low self esteem and [REDACTED] was giving me the attention I was getting at home. It was a mistake. I know it was a mistake." She started repeating, "I need my job." I told her I needed to call HR and that I would get back with her. She was visibly upset to the point where Ms. Gish reached for her hand and prayed with her and told her to be strong. Ms. Evans gained her composure, wiped her tears and went back to her room at which time I called HR back but as he previously had stated he was going to be in a meeting. At 3:36 PM I then texted HR Director back with agreed message "Sir, it's entirely too much to put in text we need to talk as soon as possible. He texted back at 3:39 pm that he would call at approximately 4:00 pm. Due to the sensitivity of the issue I grabbed my cell phone and walked outside and called Dr. Glenn, Superintendent. I explained the situation to Dr. Glenn and told him that I had called HR who was in a meeting and that I wanted to make sure that he knew of situation. After talking with Dr. Glenn, the course of action that I took was that I was going to write up a statement informing the teacher that she would be put on administrative leave with pay for the remainder of the week and the next week

pending the outcome of an investigation. I also agreed that I needed to call [REDACTED] and submit a report, get the teachers keys and badge and escort her off the campus. After I got off the phone with Dr. Glenn, I came back inside and told Ms. Gish, Assistant Principal, that I needed her to get the teacher back into my office in the next 10 - 15 minutes. I told my secretary, Ms. Zandt, to make sure that office staff submitted for a sub for the remainder of the week for Ms. Evans and all of next week. I went into my office and composed a brief write-up on educator ethics. And then went to Ms. Gish's office to get Ms. Gish and the teacher back into my office. I informed Ms. Evans that she would be placed on paid administrative leave. She started crying and stated a couple of times, "I'm not a bad person. I have to keep my job. I have to keep my [REDACTED] I'm going to lose my [REDACTED] What am I going to tell them?" I told her she only needed to tell them that she was going to take some days off. She then said, "[REDACTED] is going to kill me." That's [REDACTED] After she calmed down I showed her the document that she needed to sign. She was still pretty emotional. She signed the document and she gave her badge and keys to Ms. Gish. Then stated, "I need to keep my job. I need to keep my job." I transitioned to and asked her about [REDACTED] since they are both in school. I told her if [REDACTED] start hearing rumors just come see me, Mrs. Gish and I both asked if she was okay to drive home. She said yes. [REDACTED] was in her room. Ms. Gish escorted her to the door of the office. Ms. Evans got [REDACTED] and left. I called the HR Director after Mrs. Evans left the office.

*Al Benson*  
Al Benson  
2/11/15

## Statement

Yesterday, February 11, 2015, during my tribe time class I had one of my students approach me and ask to speak with me in private. We went into the Reservation and [redacted] informed me [redacted] needed to speak with Mr. Benskin regarding an alleged inappropriate relationship between a teacher and a student. [redacted] was present as well. She stated that there is a rumor going around that Laurie Evans had had a relationship with [redacted] and that pictures had been sent to [redacted] via snapchat. [redacted] also had a photo on [redacted] phone of a scribbling on a wall that read, "Waxahachie Teacher on pornhub". My understanding is the reference is to Mrs. Evans. [redacted] said [redacted] felt [redacted] needed to tell someone and that [redacted] trusted Mr. Benskin, and I informed [redacted] that this is not something to be taken lightly and that if [redacted] felt strongly enough then [redacted] should say something, because it's the right thing to do.

This is my statement to the best of my recollection.



Joel Skipper

# AFFIDAVIT

My name / ID number is [REDACTED], # [REDACTED]

I am in the [REDACTED] grade at [REDACTED] in the  
Waxahachie Independent School District. The following statement is true :

I was walking in the hall with  
[REDACTED] and we heard these two  
[REDACTED] talking about it. I don't know who  
they were. After I heard that I told  
[REDACTED] about it.  
When what I mean by it is, that  
I heard them talking about Mrs Evans  
in that she had sexual contact with  
one student that graduated last year.

Signature

This \_\_\_\_\_ day of the \_\_\_\_\_ (month) 20\_\_\_\_ (year)



## AFFIDAVIT

My name / ID number is \_\_\_\_\_, # \_\_\_\_\_.

I am in the \_\_\_\_\_ grade at \_\_\_\_\_ in the  
Waxahachie Independent School District. The following statement is true :

\_\_\_\_\_ told me that he and Mrs. Evan had sex and shortly after her and \_\_\_\_\_ had sex and then the 3 of them together had sex. \_\_\_\_\_ would tell me how I should want her as a teacher so that I could try to have sex with her too.

This year during football season I was around her house and \_\_\_\_\_ told me that he just left her house and they had just had sex. he made a small vial shirt to confirm that it smelled like women perfume.

During this school year she would sometimes rub my back and sometime ~~swipe~~ whisper things in my ear that other students could hear but she wanted to keep it private.

I have her number and I have her on snapchat but the most I've done was text her about an assign. assignment. Once I facetime'd her in ~~the~~ her class and she answered the call so other people told me that they would facetime her but she would only answer when home alone.

\_\_\_\_\_  
Signature

This \_\_\_\_\_ day of the \_\_\_\_\_ (month) 20\_\_\_\_ (year)