

APPROVED FOR PERSONNEL FILE:


HR-EMPLOYEE RELATIONS DEPT./DATE

To Whom It May Concern:

This is a response to the investigation and all who are interested in viewing such documents. On January 16, 2018, I was put on Administrative leave by HR with the recommendation of termination from the Vice Chancellor of Human Resources, Will Surbrook.

Based on the 4 claims that were found to be grounds of termination, all 4 were proven to be false by me, with facts and not opinions. I was set up by my staff due to one of them not receiving a promotion they felt they deserved.

Claim#1: Nepotism – it was proven in my hearing that I did not supervise, nor “hide” my sister while she worked at City College as a part time hourly employee. It was also proven that HR was aware of her working within my department and she was even given approval to work full time by the VC of Human Resources. This employee also listed me as her sister on her application for employment at SDCCD.

Claim#2: I shared my password with an employee to approve requisitions – that employee submitted a statement under oath; I did not share my password with her. Furthermore, it was proven that her access to the system was the same as mine, and she was already an approver in the requisition process, so she wouldn’t need my password to approve requisitions.

Claim#3: Falsified payroll records – the claim was that for 3 years I didn’t work. Employees that I supervised claimed I came in everyday at 11am and left at 2pm. Please note: during the time they claimed this, I was performing the duties of 2 full time supervisor positions, since City College did not have a Business Office Support Supervisor and an Accounting Supervisor within their Business Services department like Miramar and Mesa College did. After pulling records such as telephone, computer logins, and system logins to contradict the bias investigation report, it was proven this claim was absolutely false and in reality I worked as early as 5:32am and as late as 3:11am and on Saturday’s and Sunday’s.

Claim#4: I claimed overtime I didn’t actually work and benefitted in the amount of about 10K. So, when the actual login records and telephone records were produced, which I requested and not the investigator, this claim was not valid. I proved I was sitting at my desk or somewhere on campus working during the time they claimed I wasn’t. Also, the unreliable alarm codes this investigator thought to be fact, were actually proven to be wrong. On several dates, you can see the alarm being set but at the same time I’m in my office making a phone call based on my telephone records. The position of the District was that there was no way I could be working if the alarm was set and that position was proven to be untrue based on facts. My phone records proved that after the District claimed the alarm was set, I was in my office on the phone. The numbers I called could only be associated with me.

I've attached all 2000 plus pages of my factual evidence. You should see a response created from my attorney David Bristol, as well as a response from me named as an addendum that includes all the factual evidence that will contradict all 4 of the claims above.

In closing, the District didn't follow due process when it came to handling this "investigation," followed and believed hearsay and relied on alarm codes that were faulty. If things were handled correctly, it would have saved a tremendous amount of public funds that were spent on attorneys and investigators. At the end I was not terminated, and I would like to live the rest of my career drama free without being falsely accused of wrong doing by liars. I am currently serving in the capacity of the Vice President of Administrative Services at San Diego City College which should speak for itself, my work ethic is unmatched and I am one of the hardest working employees for this District and have been for almost 19 years. Everything else in my personnel folder you didn't request would prove that. I was promoted 5 times and have worked in "out of class" assignments 75% of my career.

If you have any questions or concerns, or need any additional information that wasn't already provided to you in this response, along with the entire backup, please contact me.

Respectfully submitted,



Roxann Solis

