

February 15, 2020

VIA U.S. MAIL

Mr. Peter Frank
2709 Tarbert Court
Wilmington, NC 28411

Mr. Frank:

You received a letter from the Superintendent's office on January 27th, 2020, suspending you with pay. On January 29, 2020, you received another letter suspending you without pay, notifying you that the Superintendent intended to recommend your dismissal, and providing you with a 14-day period in which to request a hearing, as required by law. You did not request a hearing. The Deputy Superintendent presented the recommendation to the Board on February 15, 2020, to dismiss you.

Based on the information provided by the Deputy Superintendent, the Board voted unanimously on February 15, 2020 to dismiss you as an employee of the Board. The reasons are as follows:

1. On or about January 27, 2020, you were arrested on twelve felony charges of taking indecent liberties with students and taking indecent liberties with minors.
2. You are currently in the New Hanover County Jail under \$750,000.00 bail.
3. When questioned by law enforcement investigators on or about January 26, 2020, you admitted that approximately 17 years ago a 13 yr. old female student who was in your office at Roland-Grise Middle School, took a Diet Pepsi bottle and simulated a sexual act with her mouth. You stated that you kept the bottle as a memento.
4. On or about January 24, 2020, law enforcement investigators found photographs on your cell phone of middle school aged female students portraying their clothed backsides. You confessed that you are sexually attracted to female middle school aged students.
5. Your actions were made known to the community through media reports published subsequent to your arrest. Your presence as an employee in a school would create a hostile educational environment for female students in violation of their rights.

The criminal charges against you include an allegation that you kissed a female middle school aged student. The Board is appalled at that allegation but does not believe it has sufficient evidence at this time to determine if the allegation can be proven. Rather than delay action while an investigation continues, the Board believes strongly that sufficient evidence exists to support your immediate dismissal based on the other charges against you.

The Board had no knowledge of the misconduct for which you have been charged until notified by law enforcement on approximately January 27, 2020. Your misconduct constitutes grounds for dismissal under the Teacher Tenure Act, NCGS 115C-325. Those statutory grounds include neglect of duty, failure to fulfill the duties and responsibilities imposed upon teachers by the General Statutes of this State, failure to comply with reasonable requirements of the New Hanover County Board of Education, and cause which constitute grounds for revocation of your teaching license.

The requirements of the New Hanover County Board of Education that you violated are contained in the Standards of Professional Conduct for Teachers in this State, which are incorporated into the Board's Policy 6082, and in other Policies such as 6445 prohibiting sexual harassment. Those standards prohibit teachers from committing felonies, and require teachers to serve as positive role models and demonstrate a high standard of personal character and conduct.

The Deputy Superintendent will report your conduct to the North Carolina Department of Public Instruction and ask it to determine if your teaching license will be revoked.

The safety and well-being of students is the Board's top priority. The Board will not tolerate your conduct in the New Hanover County Schools. When you are released from custody, you are hereby prohibited from being on any New Hanover County Board of Education property or at any New Hanover County Schools functions. Any violations of this restriction shall be considered a trespass and reported to law enforcement immediately.

A copy of this letter will be placed in your personnel file after five (5) days from its date.

Sincerely,



Lisa Estep,
Board Chairperson

cc: Dr. LaChawn Smith, Deputy Superintendent
Robin Meiers, Director, Human Resources
Personnel file