

## Eddington, Mary

Paid Admin | |

Employee Search Advanced Search

HR / Payroll > Employees > Profile > Primary Info

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Last Name:	Eddington	First Name: Mary	Middle Name:	
Title:		Suffix:	Birth Date	
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160 S. Hollywood Street • Memphis, TN 38112 • (901) 416-5444 • Fax (901) 416-5578 • ww.scsk12.org

**Dr. Joris Ray** Superintendent

May 22, 2020

Mary Eddington

### VIA REGULAR & CERTIFIED MAIL NO.

Dear Ms. Eddington:

Please allow this correspondence to serve as official written notification pursuant to Tennessee Code Annotated § 49-5-409 that Shelby County Schools (SCS) will not renew your employment contract for the 2020-2021 school year. Therefore, your employment with SCS will conclude on June 30, 2020.

Thank you for your service to Shelby County Schools. I wish you the best in your future endeavors.

Sincerely,

Dr. Joris Ray Superintendent

JR/cb

c: Personnel File Principal, Cordova High School



## STATE OF TENNESSEE STATE BOARD OF EDUCATION

710 James Robertson Parkway, 1<sup>st</sup> Floor Nashville, Tennessee 37243 615-741-2966 615-741-0371 (fax) http://www.tn.gov/sbe

# Final Director's Report Regarding Teacher/Administrator with Hold on License

Pursuant to Tennessee State Board of Education Rule 0520-02-03-.09(2),

- LEAs (including local school districts and charter schools) submit reports of licensed educator misconduct via TN Compass: <a href="https://tdoe.tncompass.org/Account/Login">https://tdoe.tncompass.org/Account/Login</a>; and
- Private schools submit reports of licensed educator misconduct via facsimile or mail.

LEA/Charter School/Private School Submitting Report: Shelby County Schools

<b>5</b> 1
Name of Teacher/Administrator: Mary Eddington
Teacher License #: Last Known Address:
Date of Final employment action: May 22, 2020
Nature of final employment action (circle one): Suspension   Termination (including non-renewal)   Resignation   Retirement   Reinstated to work/classroom
Details (include specific details i.e. how many days suspended, returned to classroom, date terminated, non-renewal, etc. and attach the LEAs investigative file):
On May 11, 2020, the district was notified that Mary Eddington was identified as an alleged perpetrator of child abuse or child neglect. Ms. Eddington's contract was non-renewed effective June 30, 2020.
Status of Investigation(s): - DCS (include information regarding DCS investigator/case manager):
Kandis Saulsberry- Special Investigation Unit; kandis.saulsberry@tn.gov
- Law Enforcement (include information regarding investigating agency, including investigator's contactinformation and result of investigation): N/A

State Board of Education Rev. C, July 2019

Further information may be obtained from (	include contact information):
[Director Signature]	[Date]
[Director's Printed Name]	

State Board of Education Rev. C, July 2019



160 S. Hollywood Street • Memphis, TN 38112 • (901) 416-5444 • Fax (901) 416-5578 • ww.scsk12.org

**Dr. Joris Ray** Superintendent

May 22, 2020

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Thank you for your service to Shelby County Schools. I wish you the best in your future endeavors.

Sincerely,

Dr. Joris Ray Superintendent

JR/cb.

c: Personnel File Principal, Cordova High School



### THE OFFICE OF EMPLOYEE RELATIONS

160 S. Hollywood Street • Memphis, TN 38112 • (901) 416-5323 • www.scsk12.org

Zandra Byrd

Employee Relations Advisor Phone: (901) 416-6378 FAX: (901) 416-5756

Byrdz@scsk12.org

December 13, 2019

Mary Eddington

Dear Ms. Eddington:

This letter is to advise you that you are being placed on administrative leave with pay effective December 13, 2019, pending the outcome of the investigation.

You are not allowed on Shelby County Schools' property or attend any events related to the Shelby County Schools until the completion of the investigation.

If you have any questions, please contact me at (901) 416-6378.

Sincerely,

Zandra Byrd, Employee Relations Advisor

Office of Employee Relations

ZB/zb

c: Dr. Joris Ray
Payroll
Personnel File
Gregory McCullough, ILD
Barton Thorne, Cordova High School

### ZANDRA BYRD

**BARTON L THORNE** 

Sent:

Friday, December 13, 2019 12:59 PM

To:

ZANDRA BYRD

Subject:

Ew:

'Mary Eddington Incident

Barton Thorne Principal Cordova High School THORNEBL@SCSK12.ORG

From: DERRICK D HARDAWAY < HARDAWAYDD@scsk12.org>

Sent: Friday, December 13, 2019 12:58 PM

To: BARTON L THORNE <THORNEBL@scsk12.org>
Subject: Mary Eddington Incident

To Whom It May Concern:

came by my office during 4th period to talk about the rumors regarding his involvement with Ms. Eddington. He came voluntarily without me asking. During our conversation, I explained to him that I had to notify his mom about the incident because of the seriousness of the allegation. I asked if his mom had talked with him about it last night and he said no. Then, stated, "Between me and you, I did it. I told them (referring to Mr. Thorne and Ms. Degruy) that I didn't. But, that's every boy's dream. So, I did it." went on to say that he didn't want her to get in trouble and that's why he didn't admit it.

Kind Regards,

Derrick D. Hardaway, Ed.S. Assistant Principal Cordova High School 1800 Berryhill Rd. Cordova, TN 38016 School (901) 416-4540 Office (901) 416-2002

### ZANDRA BYRD

From:

Joi Gray <Joi.Gray@tn.gov>

Sent:

Wednesday, March 4, 2020 10:39 AM

To:

ZANDRA BYRD

Subject:

EXTERNAL - RE: EXTERNAL - M. Eddington (Cordova High School)

\*\*\*\*\*This email is from an external user. Use caution when responding or clicking on links in unfamiliar emails.\*\*\*\*

Good morning Zandra,

This case has been presented to the Child Protective Investigative Team (CPIT). The team agreed that the allegation of Sexual Abuse involving and Mary Eddington is classified Allegation Substantiated Perpetrator Substantiated. If you have any questions, feel free to email or call me.

Thanks!

From: ZANDRA BYRD [mailto:BYRDZ@scsk12.org]

Sent: Friday, February 14, 2020 4:22 PM

To: Joi Gray

Subject: [EXTERNAL] RE; EXTERNAL - M. Eddington (Cordova High School)

\*\*\* This is an EXTERNAL email. Please exercise caution. DO NOT open attachments or click links from unknown senders or unexpected email - STS-Security. \*\*\*

### Good afternoon!

She is still on a paid leave. She did not provide us with an official statement, however, I can include for you my notes from our first meeting if needed.

From: Joi Gray [mailto:Joi.Gray@tn.gov]
Sent: Wednesday, February 12, 2020 2:10 PM
To: ZANDRA BYRD <BYRDZ@scsk12.org>

Subject: EXTERNAL - M. Eddington (Cordova High School)

\*\*\*\*\*This email is from an external user. Use caution when responding or clicking on links in unfamiliar emails.\*\*\*\*

Hi Zandra,

I'm following up regarding the Mary Eddington and Eddington give a statement and is she still on unpaid leave?

ase at Cordova High School. Did Ms.

Thanks!



Joi Gray, MSW | Special Investigator

Special Investigations Unit

Office of Child Safety

1085 Poplar Avenue

Memphis, TN 38105
p. 901-512-3265

Joi.Gray@tn.gov

tn.gov/dcs | facebook | twitter | to report child abuse or neglect: 1-877-237-0004

### ZANDRA BYRD

From: ZANDRA BYRD

Sent: Thursday, February 27, 2020 10:23 AM

To: Joi Gray

Subject: Mary Eddington, Classroom Teacher-Cordova High

## Mary Eddington

Monday, December 16, 2019

8:54 AM

Been at Cordova for 2 years

Started as a sub teaching assistant the year before

Current position as a SPED Teacher

Up until the day before I was working in a learning lab and doing inclusion

30 students on caseload

6-10 in the learning lab (1st and 6th) planning period 7th

I have not vaped, I have not smoked in the classroom

told him not to smoke in the class. He was vaping in the classroom. I did not report him. It was within the last three weeks. Probably 7 students in the classroom at that time. Student stopped.

No I do not smoke weed. I would pass a reasonable.

I have told them that I smoked when I was a child and we make mistakes in the past.

Last time I smoked- I don't know. Not in the last year.

We were talking about the legalization of weed and how some laws were racist. We were talking about how it became illegal after Prohibition. It wasn't a bad topic. Looking back, it wasn't appropriate. Should have been focused on their homework.

Yes		
He is an		He attends Cordova High. He's a senior. He is 17.
He is not	a special educa	tion student.
No am n	ot.	

Yes, I have his phone number. He gave it to me. At one time he wanted to join the he could borrow it to use it. Not over the he started coming to my class often. I asked him not to come because he wasn't on my caseload and he was skipping. He was making excuses to come to my class. At least four weeks ago.

He wanted to become more physical with me, he asked if we could have a physical relationship after graduation. He asked me if we could do it before graduation and no one would know. I said you are 17 and I am not a pedophile.

Did not report this conversation. I didn't think people would believe me. I did text him. I was afraid it would be viewed the other way around. I tried to steer it the other way, grades, etc. You need to stop coming to my room. You're a student, I am teacher.

Can we think about talking outside of school and I never responded. Last week he brought me a present from and he said he put something extra in the package.

### ZANDRA BYRD

From:

ZANDRA BYRD

Sent:

Thursday, February 27, 2020 11:41 AM

To:

Joi Gray

Subject:

FW: EXTERNAL - Mary Eddington

Attachments:

12.27.19 Polygraph Results.pdf

From: Bill Massey [mailto:w.massey3074@gmail.com]

Sent: Monday, January 13, 2020 4:10 PM To: ZANDRA BYRD <BYRDZ@scsk12.org> Subject: EXTERNAL - Mary Eddington

\*\*\*\*\*This email is from an external user. Use caution when responding or clicking on links in unfamiliar emails.\*\*\*\*

Good afternoon, Ms. Byrd.

This is Bill Massey and I am the attorney for Mary Eddington regarding any potential criminal charges. I suggested to her that a polygraph on the issue of concern may be helpful to all parties having an interest. She readily agreed and I contacted Truth Inc. to schedule a test. Robert Burlison, a third generation polygraph examiner with advanced certifications, conducted the examination. The result confirmed there was no deception present. I have attached it for your consideration.

If you have any questions, please call me at (901) 384-4004.

William D. Massey Attorney at Law

Mary Margaret Eddington December 27, 2019 Page Two

During her examination Mrs. Eddington denied ever having sex or sexual contact with

at any time.

Mrs. Eddington made no additional relevant statements during the course of her examination,

After a careful analysis of the polygrams, a numerical evaluation was conducted by this examiner. Each component tracing in each zone was evaluated and assigned a numerical score. Based on the cumulative scores of each polygram, it is the opinion of this polygraph examiner. Mrs. Eddington's polygrams did not show consistent unresolved responses to the relevant questions asked during her polygraph examination. Consequently, Mrs. Eddington should be considered as being truthful in her answers to the following relevant questions asked with her answers following:

Question: "Have you had any type sexual contact with



Answer: No

Question: "Have you had any type of sex with



Answer: No

In this case, the computerized algorithm concurred with the examiner's evaluation. The computerized scoring algorithm was developed at the Johns Hopkins University Physics laboratory under a grant from the National Security Agency. The manual scoring procedure and the computerized scoring algorithm are utilized by state and Federal law enforcement agencies.

Respectfully submitted,

Truth, Inc.

Robert A. Burleson

This report is furnished to you under a client-polygraphist privilege. The contests thereof are for your confidential information only and are not intended for release to any other person or firm.

Employers are prohibited by state and federal laws, from taking any personnel action based solely upon allo results of a polygraph examination. This report is intended for legitimate business purposes only and is furnished in strict confidence for the exclusive use of our client (in response to your request). No purt of this report may be reproduced by any means nor may it be entered into any information retrieval system without the prior written permission of Trush line. In no ovent cas Trush fac, nor may of its officers or employees be held flable for special or consequential damages resulting from the use of the information provided.

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Mary Margaret Eddington
December 27, 2019
Page Two

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### Truth Inc

Polygraph Examinations and Background Verification Services Since 1961

Telephone: (901) 763-3200 Facsimile: (866) 313-3105

December 27, 2019

Code Number:

Name: Mary Margaret Eddington Examination Date: December 23, 2019

Requested by: Subject

At your request, a psychophysiological detection of deception examination was administered to Mary Margaret Eddington, in the polygraph suite of Truth Inc. The purpose of this examination was to determine if Mrs. Eddington had secual contact with a minor student,

A pretest interview was conducted to reduce anxiety, allay suspicions, acquaint the subject with the instrument, explain the nature and characteristics of the polygraph examination procedure and to clarify the precise meaning of each question.

A Lafayette digital physiological sensor box attached to a laptop computer was used to record visually, permanently, and simultaneously the cardiovascular, respiratory and electrodermal patterns of this subject while this examination was being administered.

All questions were reviewed, with the subject as they were to be asked during the examination. The relevant questions were phrased to pertain directly to the specific issue under investigation.

The Zone Comparison Examination was utilized in this psychophysiological detection of deception examination. The Zone Comparison Examination has the highest degree of validity and reliability as determined by studies conducted by The Department of Defense as well as by numerous independent laboratory research studies. It is the format of choice in single issue cases and confirmatory testing.

Provisions are included in this technique to preclude or identify the presence of any other outside issues that the subject has more concern for than the current issue being investigated.

Exclusive comparison questions were established and used during this examination.

A photographic identification was requested and received from Mrs. Eddington in an attempt to positively identify this subject.

During the pre-test interview, for the purposes of this examination the following definitions were established and each one was explained and reviewed, in detail, with the subject;

Sex organs were defined as breast, vagina, vagina area, anus, penis, and scrotum.

Sexual contact was defined as any intentional physical contact, with her or

s sex organs.

Sex was defined as oral sex, anal sex, or sexual intercourse.

### ZANDRA BYRD

From:

ZANDRA BYRD

Sent:

Tuesday, December 17, 2019 5:33 PM

To:

CHANTAY Y BRANCH

Subject:

Mary Eddington, Classroom Teacher-Cordova High School

Good evening Director Branch,

On Thursday evening (12/12/2019) I received a call from the principal at Cordova High School, Mr. Barton Thorne, who indicated that he received an allegation from a student that Ms. Mary Eddington was displaying inappropriate behavior in the classroom. The initial allegation involved Ms. Eddington allegedly participating in vaping in the classroom with the students, as well as an allegation that she allowed students to skip in her classroom. Mr. Thorne began to investigate the allegation and some students began stating that they believed Ms. Eddington was having an inappropriate relationship with a student. Mr. Thorne collected statements and sent them to me. Mr. Thorne was advised to make a report with DCS and inform the school's security officials. I asked Mr. Thorne to have Ms. Eddington report to our office first thing Friday morning to be placed on leave pending the outcome of the investigation.

Ms. Eddington came in Friday morning and was informed of the allegation levied against her. She was then placed on administrative leave pending the outcome of the investigation. Ms. Eddington was informed not to have any contact with students and that she was prohibited from being on Shelby County School's property while the investigation was still open.

Ms. Eddington was hired with the district on 8/14/2017 as a Substitute ED Assistant. She was promoted to a teaching position effective 7/30/2018.



### Zandra Byrd

Employee Relations Advisor Office of Employee Relations Shelby County Schools 160 S. Hollywood St., Barnes Building-Rm.103

T: 901.416.6378 | F: 901.416.5756 byrdz@scsk12.org

How are we doing? Take the SCS HR Survey by clicking HERE!

The information contained in this electronic message, including any attachment, is confidential information intended only for the use of the individual or entity named above, and may be privileged. The information herein also may be protected by the Electronic Communications Privacy Act, 18 U.S.C. Sections 2510-2521. If

the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution, or copying of this message is strictly prohibited. If you have received this communication in error, please immediately notify us by telephone (901) 416-5323) or by return mail, and delete this message. Thank you.

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The Kids Say all the time
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# Cordova High School

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# Cordova High School

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Name Section Date
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The Kids Say all the time
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## Truth Inc

Polygraph Examinations and Background Verification Services Since 1961

Telephone: (901) 763-3200

Facsimile: (866) 313-3105

December 27, 2019

Code Number:

Name: Mary Margaret Eddington

Examination Date: December 23, 2019

Requested by: Subject

At your request, a psychophysiological detection of deception examination was administered to Mary Margaret Eddington, in the polygraph suite of Truth Inc. The purpose of this examination was to determine if Mrs. Eddington had secual contact with a minor student,

A pretest interview was conducted to reduce anxiety, allay suspicions, acquaint the subject with the instrument, explain the nature and characteristics of the polygraph examination procedure and to clarify the precise meaning of each question.

A Lafayette digital physiological sensor box attached to a laptop computer was used to record visually, permanently, and simultaneously the cardiovascular, respiratory and electrodermal patterns of this subject while this examination was being administered.

All questions were reviewed, with the subject as they were to be asked during the examination. The relevant questions were phrased to pertain directly to the specific issue under investigation.

The Zone Comparison Examination was utilized in this psychophysiological detection of deception examination. The Zone Comparison Examination has the highest degree of validity and reliability as determined by studies conducted by The Department of Defense as well as by numerous independent laboratory research studies. It is the format of choice in single issue cases and confirmatory testing.

Provisions are included in this technique to preclude or identify the presence of any other outside issues that the subject has more concern for than the current issue being investigated.

Exclusive comparison questions were established and used during this examination.

A photographic identification was requested and received from Mrs. Eddington in an attempt to positively identify this subject.

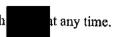
During the pre-test interview, for the purposes of this examination the following definitions were established and each one was explained and reviewed, in detail, with the subject;

Sex organs were defined as breast, vagina, vagina area, anus, penis, and scrotum.

Sexual contact was defined as any intentional physical contact, with her or sexual contact, with her or

Sex was defined as oral sex, anal sex, or sexual intercourse.

During her examination Mrs. Eddington denied ever having sex or sexual contact with



Mrs. Eddington made no additional relevant statements during the course of her examination.

After a careful analysis of the polygrams, a numerical evaluation was conducted by this examiner. Each component tracing in each zone was evaluated and assigned a numerical score. Based on the cumulative scores of each polygram, it is the opinion of this polygraph examiner. Mrs. Eddington's polygrams did not show consistent unresolved responses to the relevant questions asked during her polygraph examination. Consequently, Mrs. Eddington should be considered as being truthful in her answers to the following relevant questions asked with her answers following:

Question: "Have you had any type sexual contact with



Answer: No

Question: "Have you had any type of sex with

Answer: No

In this case, the computerized algorithm concurred with the examiner's evaluation. The computerized scoring algorithm was developed at the Johns Hopkins University Physics laboratory under a grant from the National Security Agency. The manual scoring procedure and the computerized scoring algorithm are utilized by state and Federal law enforcement agencies.

Respectfully submitted.

Truth, Inc.

Robert A. Burleson

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This report is furnished to you under a client-polygraphist privilege. The contents thereof are for your confidential information only and are not intended for release to any other person or firm. This report is infrasted to you under a chem-posygraphiss privinge. The contents mercol are for your communion only and are not intended for release to any other person of time. Employers are prohibited by state and federal laws, from taking any personnel action based solely upon the results of a polygraph examination. This report is intended for legitimate business purposes only and is furnished in strict confidence for the exclusive use of our client (in response to your request). No part of this report may be reproduced by any means nor may it be entered into any information retrieval system without the prior written permission of Truth Inc. In no ovent can Truth Inc, nor may of its officers or employees be held fiable for special or consequential damages resulting from the use of the information provided.