

		<p align="center">The University of the State of New York The State Education Department Teacher Tenure Hearing Unit EBA Room 981 Albany, New York 12234</p>		Ph: (518) 474-3021 Fax: (518) 402-5940 (06/12)	
<p align="center">Notice of Determination of Probable Cause Pursuant to Education Law §3020-a Charge</p>					
Instructions:		This Notice must be served on the tenured employee along with a copy of the Education Law §3020-a charges, the Rights of Tenured Employees form and the Hearing Request/Waiver form.			
<p align="center">Tenured Employee Information</p>					
Name		Phillip Nobile			
Address		421 Degraw Street # 1			
Address					
City, State, Zip		Brooklyn, NY 11217			
Date Charges Filed:		4/21/16		Date of Executive Session:	
<p>Please be advised that at a meeting in executive session on the above date the school district identified herein has found that there is probable cause for Education Law §3020-a charge(s) against you. The specific charges are attached to this form. Within <u>ten</u> (10) days of receipt of these charges, you must elect to request a hearing before an impartial hearing officer, or waive your right to such a hearing. Should you fail to so request or to waive your right to a hearing within the specified ten days, the district clerk or the secretary of the board of education will notify both you and the Commissioner of Education that a waiver has been deemed to have occurred and that the board of education will meet to determine the case and fix the penalty or punishment, if one is to be imposed.</p>					
<p align="center">School District Information</p>					
District Name		District 14- Absent Teacher Reserve			
Address		1396 Broadway		Phone 718-455-4635	
Address				Phone 2	
City, State, Zip		Brooklyn, NY 11221		Fax	
Contact Name		Superintendent Karen Watts		Email	
<p align="center">Authorized Signatory</p>					
Name		<i>Karen Watts</i>		Date 4/21/16	

SPECIFICATIONS

Philip Nobile (hereinafter referred to as "Respondent") under File # 0897890, is a tenured teacher and currently assigned to the Absent Teacher Reserve ("ATR").

During the 2012-2013, 2014-2015 and 2015-2016 school years, Respondent engaged in misconduct, conduct unbecoming his position, harassment, criminal conduct, and neglected his duties as follows:

In Particular:

SPECIFICATION 1: On or about June 3, 2015, Respondent was arrested for Harassment, in violation of New Jersey Statute ("N.J.S.") section 2C:33-4A, and Respondent failed to provide the Office of Personnel Investigation ("OPI") and/or his building or office supervisor with a copy of the criminal court complaint.

SPECIFICATION 2: On or about December 29, 2015, Respondent was convicted of violating the provisions of N.J.S. 2C:33-4A and failed to provide a copy of the Certificate of Disposition within three (3) business days to OPI and/or to his building or office supervisor.

SPECIFICATION 3: On or about and between April 24, 2013 to September 24, 2015, Respondent sent numerous emails to Theresa Carpa, and/or her place of work, and/or her supervisor(s), and/or to different agencies, and/or institutions to annoy, and/or harass Theresa Carpa.

SPECIFICATION 4: On or about and between April 24, 2013 to September 24, 2015, Respondent neglected his duties and/or engaged in theft of service when he repeatedly sent emails to Theresa Carpa, and/or her place of work, and/or her supervisors, and/or different agencies, and/or institutions during work hours with the New York City Department of Education.

The foregoing constitutes:

- Just cause for discipline under Education Law §73020-a;
- Neglect of duty;
- Conduct unbecoming Respondent's position or conduct prejudicial to the good order, efficiency, or discipline of the service;
- A violation of the by-laws, rules and regulations of the Chancellor, Department, School, and/or District;
- Substantial cause that renders Respondent unfit to perform his obligations properly to the service;
- Misconduct;

- Criminal Conduct;
 - Harassment;
 - Just cause for termination.
-