



8500 Oliver Road
Erie, Pennsylvania 16509-4699
Phone: (814) 464-8660
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www.ects.org
Equal Opportunity Education Institution

July 26, 2022

Sam Steever
128 East 5th Street
Waterford, PA 16441

RE: Termination of Employment

Dear Mr. Steever:

As you are aware, your certification to teach vocational education at the Erie County Technical School has lapsed. Despite numerous communications to you over the course of the prior year, even to the date of this letter, you have taken no steps to maintain your certification. Therefore, the School is not legally permitted to allow you to instruct students. As you are also aware, it is expected to take you nearly twelve months to obtain the necessary certification. As a consequence of the foregoing, at its meeting on August 26, 2022, (or sooner if a special meeting occurs) the Joint Operating Committee of the Erie County Technical School will take action to terminate your employment.

While the Pennsylvania School Code typically requires school entities to provide professional employees with notice and a hearing in front of the governing board in instances of termination, you no longer hold the status of a professional employee as a result of the lapse of your professional certificate. I hope you understand that the JOC has no latitude in light of your lack of certification. If, however, you wish to meet with me further to discuss this matter (with Federation representation, if you wish), please advise. I would be willing to listen to any arguments you (or the Federation) would present for the JOC to consider prior to its termination of your employment.

Sincerely,

A handwritten signature in blue ink that reads 'Joseph Tarasovitch'.

Joseph Tarasovitch
Director

2364412.v1

cc: Jeffrey Zellefrow



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