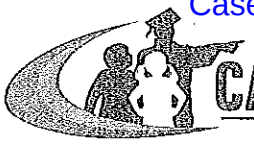


# **Exhibit 12 to Complaint**

**Copy of letter from Supt. of Cabell  
County Schools terminating Mary  
Durstein's employment (3/7/17)**



VIA CERTIFIED MAIL – RETURN RECEIPT REQUESTED AND U.S. MAIL

March 7, 2017

Mary Durstein  
2960 3rd Avenue  
Huntington, WV 25702

COPY

Dear Mrs. Durstein:

At a meeting of the Cabell County Board of Education on March 6, 2017, after an evidentiary hearing, the Board voted to ratify your recent paid and unpaid suspensions and to terminate your employment contract with the Board. The reasons for the Board's action are the same as those set forth in my letter to you dated January 24, 2017.

W. Va. Code 18A-2-8 gives you the right, within five days of receiving this notice, to request, in writing, a Level Three hearing and appeals pursuant to W. Va. Code 6C-2-1 et seq. To do so, you may file your appeal with the West Virginia Education and State Employees Grievance Board, 1596 Kanawha Blvd. East, Charleston, WV 25311; Phone: (304) 558-3361; Toll Free: (866) 747-6743; Fax: (304) 558-1106. If you fail to file a grievance within those five business day, you will be required to start your grievance at Level One of the grievance process as outlined in the aforementioned statute.

I have enclosed a grievance form and instructions which you or your attorney may use for that purpose.

Sincerely,

William Smith, Superintendent  
Cabell County Schools

Enclosure: Grievance Form

CC: Board of Education Members  
Jeffrey Blaydes, counsel to Mrs. Durstein

WAS:cbr