Interview Notes from Meeting with Chris Davis and Counsel on Monday, 4/25/16
Allegations RE Chris Davis, VHS Teacher

Context:
- On Tuesday, April 12, 2016, a colleague of Mr. Davis, as a mandated reporter, reported to Mr. Barela, Principal, that a student conveyed to her that Mr. Davis allegedly made inappropriate comments to a student in the form of text messages, along with other allegedly inappropriate comments to other students.
- Due to the seriousness of the allegations, administration immediately conducted an investigation.

Due Process:
- These allegations, written in the form of questions, are based on the evidence gathered as part of this investigation.
- These questions are being presented to Mr. Davis, so that he may respond.
- Mr. Davis is permitted to also write a statement with respect to this investigation and may also submit names and questions which may be helpful to the investigation.
- Non-retaliation. Names of individuals will be shared, and Mr. Davis is not to retaliate in any way.

Allegations/Questions:
- Have you referred to [REDACTED] as your [REDACTED]?
  - Never said she was my [REDACTED] I called her “the [REDACTED].”
  - Only student he calls [REDACTED]
- Have you exchanged text messages with [REDACTED]?
  - Yes
- Did [REDACTED] send you a text message which depicted balloons that ASB created for the Winter Sports Rally?
  - “I don’t remember anything about balloons.” “I have no knowledge of balloons.”
  - Does remember ASB making a banner for seniors for wrestling
- Did you respond to the text by writing, “You have really nice balloons!”?
  - “Absolutely not. I don’t recall that.”
• Have you referred to [redacted] as “sexy”?
  ○ I have no recollection about her sending me anything about balloons.

• Have you referred to [redacted] as “hot”?
  ○ “Probably.”
  ○ Context: “There’s a fairly big context. Evident that she had an aggressive attraction to my son.” In the Fall, she missed his class. My son had no interest in her. I never wanted my son to be mean to this girl. He had absolutely no interest in her. She said she missed class, because some boy was mean to her over the weekend.
  ○ At some point, did say to her that “you’re pretty, you’re smart.” She was feeling insecure. “You have no reason for doubting yourself. High school boys are stupid.”
  ○ Told him she received an HPV shot. “I think [redacted] got that.”
  ○ Some conversations began in class, but would sometimes continue in texts.
  ○ “You’ll have plenty of opportunity in college.”

• Have you referred to [redacted] as “pretty”?
  ○ “Yes.” [same context as above]

• Did you ever say or write to [redacted] “I’m super jealous of all the hot guys your are going to meet in college”?
  ○ “I don’t remember that, but I certainly could have.”

• Have you been told to be careful with text messaging students in the past?
  ○ “Yes, when I, uh...about 4 years ago.”

• Did you previously send messages to a student that caused a parent to be upset?
  ○ Yes

• In the previous incident, did [redacted] say that you reminded her of her dad, to which you replied, “...or maybe like a boyfriend”?
  ○ “Yup.”
  ○ Steven James was the principal.
  ○ Context: Student was complaining about her father who was her step-father. “I feel like in my past life, you were my father.” “I diverted it that way.”
○ Steven James: “Be careful when you are so open to be accessible to students.” “I know you’re well-meaning, you can see how that looks for a dad.”
○ “I made immediate changes/boundaries.”
○ Ex: “Tried to make sure it was specifically about school. If about life, I looked at it as teacher/mentor kind of thing. Specifically, math. I made it accessible, but I would frequently not save numbers in my phone. Less friendly, I guess.”

- Have you said to [redacted] “Congratulations. You are officially elected into the hottie club”?
  ○ I think I said, “Math hottie club.”
  ○ She sent a text: “Can I please be in the math hottie club?”
  ○ Says he doesn’t save them.
  ○ Ex/ “That started that morning in my Math HO class...A hashtag I use all the time—”math gangsters,” “math cuties,” “math hotties.”
  ○ Part of culture of “de-dorking mathematics”
  ○ Video made last year with “math gangsters in the scene”

- Have you said that [redacted] and [redacted] are in the “hottie club”?
  ○ “They told me they are the captains of it.”
  ○ “I remember they started talking about it in class.”

- Have you referred to students as, “math hotties”?
  ○ “Yes.”

- Do you recall a student asking you if it was okay to pull a screen down, and you allegedly said, “Yes,” but “don’t pull your pants down”?
  ○ “I don’t remember that. I don’t know why it would come up.”

- Have you referred to your students as, “dumb asses”?
  ○ “No.”
  ○ I could say, “Oh man, what a dumb ass I am. I could see that coming out of my mouth.”
• Have you used the phrase, “If I have one sword and you have ten, I just became your bitch”?
  ○ “I don’t remember. I know I give a talk about the history of numbers and how they develop. At some point, I would say...I’d talk about natural numbers or whole numbers...I would make the difference between...if someone broke a rock in half, that would be two rocks. I don’t recall saying something like that.
  ○ “If I said this, I said it one time with this story. I’ve said it other ways.”

• Have you used the word, “retarded” in class?
  ○ “Hmm. Usually with respect to the word. The only thing I remember is saying “socially retarded.” “...If you don’t understand something, you’ll say it’s lame, gay, or retarded.”
  ○ “Socially retarded” = “not being socially sophisticated.”
  ○ [a professor may think] you’re socially retarded.”

• Have you said, “fuck” and “shit” in class?
  ○ “I...can’t recall a specific time, but I’m sure that has happened...recollecting a story about my past or some other thing.”

• Have you said, “Oh it must be a _______ thing” in front of students?
  ○ “Well I have a fourth period class that has...don’t know the number...but has a great deal of students from our _______ Church...at some point...don’t know the specifics, but there has been a running joke between a kid named _______..I don’t know where it started, but it ended possibly with that.”

• Do you recall receiving a text message from _______ that said, “guess who else isn’t in class today! We totally have that vibe going on”?
  ○ “Kind of remember something like that.”

• Do you recall responding to this text with, “Ahhhh, I’m glad I’m not missing a day with you”?
  ○ “I...yeah. I kinda remember this--seems vaguely familiar.”

• Do you recall an exchange of text messages between you and _______ where she indicated she was getting an HPV shot?
  ○ “Well, yeah. Started in class and was said in front of students. Class was winding down.”
• Started in class, and then text messages

• Do you recall responding, “HPV is good to have no STDs”?
  o “Umm...I do think...I don't know if I said that.”
  o “I don’t think it protects you against them all.” “I don’t understand what I
    would have been meaning by that.”
  o “She was saying, now I’m free to do whatever, and I didn’t think that was
    safe.”

• Do you recall her writing, “OKAY! When I first got the shot I was like wait I haven’t
  had sex yet so why am I getting this but u know”?  
  o “I recall that as something she said, so...because that took me off-guard.”
  o Doesn’t recall it as a text
  o RE “...but u know?” Chris Davis thinks she was referring to his son (who
    may have gotten it)

• Do you recall responding,”You for sure will be soon, best to be protected because
  that’s one you wouldn’t know you had and it leads to cervical cancer”?  
  o I probably did, because by then I was concerned it gave her license to do
    whatever.

• Do you recall writing to her, “I think you’re a lot like a lot of really pretty, mature
  and smart young ladies I’ve seen. And I know what’s ahead of you, which
  includes super hot older guys and mature intelligent friends. So High School will
  be a distant memory, and we’ll it should be. I think it’s hard for people like you.
  But i know plenty of people who peak in high school and that is not the time to
  peak”?  
  o “Yeah.”
  o “She seems to have had a rough time this year.”

• Have you ever made physical contact with [REDACTED]
  o “That’s something in mind, I have no recollection of doing.”

• Do you recall placing your hand on her neck and then her shoulder?
  o “No--not at all.” “She sits right next to where my desk is; if that happened,
    I don’t remember.”
• Do you recall a text exchange with [redacted] where she indicated that she hadn’t had time to take a BYU test, and you replied, “Yeah! I’m glad even the super smart, pretty, hot popular, awesome kids can be disasters”?
  ○ “I think I, I don’t exactly recall, I think it was in the summer—hey, you need to take this test—I could again see saying that because it was like a month overdue.”
  ○ Would have said these things as an encouraging, less than a father type thing—understood from the other side that I hadn’t prior—with her self-esteem issue, mixed with my son, and the potential that my son was mean…I would have been overly saying this, in this case.

• Do you recall a text where [redacted] asked you to guess who called BYU to take an exam and you replied, “My cutest one?”
  ○ “I…don’t recall that, but could see saying that.”

• In this same exchange of texts, do you recall writing to her, “Good, cause you’re pretty damn special”?
  ○ “No, but I definitely could see myself saying that to her.”

• Did you suggest to a student that she kiss a male student on the neck to determine if he was gay or not?
  ○ “I have no recollection of that.” “Definitely, no.”

• When a student complained that students were asking her how she got into a particular university, did you suggest to her, “Tell them that you blew the admissions officer”?
  ○ “No. Some other kid yelled that in my class. That became sort of a joke. I remember managing it.”
  ○ Doesn’t remember—it was a guy.
  ○ Somebody said it—I was shocked, but”
  ○ “I’m not sure how I managed it—don’t say you blew a guy.”
  ○ Student recollection is that he said it—Response from Chris: “remember managing it…but don’t know how I said it. Don’t know how it started or finished.”
  ○ Believes it is possible that “through the joke of it, [perhaps it was perceived he condoned it]”
• Other than the text messages we have asked you about, have you sent additional text messages that have sexual connotations?
  ○ "No—you’re pretty, or whatever."
  ○ "The only thing I ever remember happening was with [redacted]."
  ○ [previous incident]—"In my mind, ‘boyfriend’ is not sexual."

• Have you had a physical relationship with a student?
  ○ "No."