



December 1, 2025

Superintendent Marcee Pool & Board of Education
Dublin City Schools
207 Shamrock Drive
Dublin, GA 31021

Superintendent Pool and Members of the Board of Education:

After a recent visit with local educators and community members, I am writing to express deep disappointment in the recent decisions and actions taken regarding the treatment of teachers during this time of profound uncertainty and upheaval. While I fully recognize that the challenges facing the district are large, complex, and the result of failures at multiple levels—including a lack of timely intervention by the local administration, Georgia Department of Education, and the State School Superintendent—I cannot overlook the ways in which educators have been unfairly burdened and, in some cases, threatened.

It is understood that this crisis did not emerge overnight, nor is it simple to resolve. However, the response toward teachers has been deeply troubling. The suggestion or direct communication that educators may face loss of certification should they choose to leave midyear for employment in another district—especially under circumstances as extraordinary as these—is entirely unacceptable. Such threats are inappropriate, unprofessional, and punitive. Teachers should never be coerced into remaining in a system that has failed to uphold its responsibilities to them.

I stand firmly with the educators of Dublin City Schools. Many have endured salary reductions, cuts to paid working days, and even received their paychecks late—an indisputable breach of contract. These conditions place immense strain not only on teachers' professional lives but also on their personal financial stability. To hold them responsible for the consequences of administrative mismanagement is profoundly unjust.

While the district may indeed find itself in a precarious situation, it is one of its own making. **For this reason, I strongly urge you to refrain from any further punitive behavior, intimidation from the Human Resources department, or actions that cultivate an atmosphere of fear, retaliation, or retribution. Educators must feel respected and valued—not threatened—as they navigate the fallout of decisions beyond their control.**

It must be clearly acknowledged: the teachers did not create this crisis. Leadership did. And the consequences of that leadership failure continue to be felt most acutely by students, educators, and the

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broader community. Dublin's teachers have shown extraordinary commitment despite untenable conditions. They deserve transparency, support, and professional respect—not coercion.

I urge you to reflect carefully on the direction in which the district is heading and to correct course immediately. The well-being of your community—and the trust placed in you by the public—depends on it.

We are all sincerely rooting for the recovery and long-term success of the Dublin City Schools system. A strong, stable district is in the best interest of every student, educator, and family. However, that success cannot and must not come at the expense of the very people who make education possible—our teachers and our students. Their well-being, dignity, and professional security must remain at the center of every decision made moving forward. I stand ready to assist in any constructive way I can as the system works toward a fair, transparent, and sustainable path ahead.

Respectfully,

A handwritten signature in black ink that reads "Randell E. Trammell".

Dr. Randell E. Trammell,
Candidate for State School Superintendent

Copy:

Rep. Matt Hatchett, Georgia House District 150

Sen. Larry Walker, III, Georgia Senate District 20

Mr. John Adams, CEO, Educators First

Dr. Craig Carter, Executive Director, Georgia Association of Educators

Mr. Craig Harper, Executive Director, Professional Association of Georgia Educators

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