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On January 6, 2022, the Round Rock ISD (RRISD) Board of Trustees approved an external, independent investigation into “the conduct alleged against Dr. Hafehd Azaiez and found in a protective order issued by the Travis County District Court”. On January 7, 2022, Board President Amber Feller engaged my services on behalf of the Board of Trustees.

The following is the executive summary of the 21 days of the fact finding investigation which was conducted.

- 22 people were interviewed which included RRISD Board members, law enforcement personnel, Texas Education Agency (TEA) administration, State Board of Educator Certification (SBEC) investigators, Superintendent search firm consultant, community members, Round Rock ISD administrative staff, employee of another district, attorney’s representing the parties in this issue, the current Superintendent (Hafehd Azaiez), and the non-employee, Vanessa Ruiz Aldrich, who has made the accusations regarding the current Superintendent.
- Volumes of documents were reviewed including text messages and emails from various sources, police reports, TEA and SBEC protocols, legal documents including a restraining order, temporary protective orders, settlement agreement, Superintendent contract and employment application, and other various notes.

Upon completion of all interviews and study of all documents the data supports the following facts:

1. The Travis County Sheriff’s Office has two active, ongoing investigations relating to the scope of my fact findings: Case numbers 21-1990404 relating to a burglary and 21-2100162 relating to an assault (document exists). There is allegedly a third police report regarding harassing phone calls to Ms. Ruiz but it could not be substantiated (no document exists only a verbal report by Ruiz).
2. The Texas Education Agency, State Board of Educator Certification Investigation Division, does have an active investigation into certified educator Hafehd Azaiez (document exists).
3. Superintendent Azaiez and Vanessa Ruiz had a two-year romantic/sexual relationship prior to his employment at Round Rock ISD (information confirmed through interviews).
4. Superintendent Azaiez did have a Temporary Protective Order against him from August 2, 2021 until November 24, 2021, when a mediation resulted in a Settlement Agreement which Azaiez entered into with Vanessa Ruiz (document exists).
5. Superintendent Azaiez does have a permanent restraining order against him which he voluntarily entered into on December 13, 2021 (document exists).

6. Superintendent Azaiez has given up all rights to an unborn child which he voluntarily entered into on December 13, 2021 (document exists).
7. Superintendent Azaiez did not inform the Round Rock ISD Board Members about the [REDACTED] relationship even though President Weir expected him to do so after it became a community and social media topic (confirmed through interviews).
8. Superintendent Azaiez did not inform the Board about the Protective Order after being served the Order in the district office (confirmed through interviews).
9. Superintendent Azaiez did not inform the Board about extensions to the Protective Order leaving Board members to believe the issue had been resolved (confirmed through interviews).
10. Superintendent Azaiez did not inform the Board about the TEA investigation notice on the face of his educator certificate for 21 days (Sept. 14-Oct 5). This information became public from a community member (document exists). Dr. Azaiez had the opportunity to provide a response to the TEA investigation notice of allegations of assault within days of the receipt of the letter in order to show cause why the notice should be removed and Dr. Azaiez did not respond.
11. Superintendent Azaiez did not inform the Board of the settlement agreement results in which he could have assured the Board of the conclusion of the dispute between he and Ms. Ruiz, even though the Travis County Sheriff's Office investigation and the State Board of Educator Certification Investigation Division actions are still pending. Ms. Nix did provide information, but it was delayed and vague in response. Some information was never received such as a contact e-mail address for Dr. Azaiez.
12. At the request of Board members, I did attempt to contact Dr. Azaiez's [REDACTED] in order to afford her the opportunity to offer information regarding the alleged assault that occurred the night, July 6, 2021. I had previously called and left messages on voicemail that I presumed to be her phone numbers with no response. I subsequently texted Dr. Azaiez and requested he ask his [REDACTED] to call me. I also emailed Dr. Azaiez's attorney, Mary Nix, and asked her to forward the message to her client, Dr. Azaiez, that I wanted to speak to his [REDACTED]. Ms. Nix did reply she had informed her client of my request, but advised him against allowing me to speak to his [REDACTED]. I offered to drive to Cypress, Texas to talk with her. In my interview with Dr. Azaiez, Ms. Nix represented [REDACTED] was with Dr. Azaiez the night of July 6, 2021, but no evidence was provided at that meeting. President Feller and I subsequently received an affidavit signed by [REDACTED] stating she was with Dr. Azaiez the entire night of July 6, 2021 (document exists). It is

unknown why Dr. Azaiez sent this document to President Feller and why [REDACTED] has not produced the document prior to this time; specifically, why was the affidavit not sent to SBEC when SBEC sent the “show cause” notice, why did Nix not provide it in my interview with Dr. Azaiez as part of her incontrovertible evidence of innocence, and why has Dr. Azaiez not offered this as evidence in his defense to the Travis County Sheriff’s Office. President Feller stated it was no longer the wish of the Board for me to continue to attempt to speak with [REDACTED].

In addition to the fact findings directly related to the scope of the assigned investigation other related issues were identified that should be noted:

1. Dr. Azaiez has a pending grievance and threatened lawsuit against him in his prior district (Donna ISD).
2. Based on a physician’s confirmation Vanessa Ruiz was pregnant on 12/2/2021 (document exists).
3. It is confirmed Hafedh Azaiez agreed to pay Vanessa Ruiz [REDACTED] (document exists). First [REDACTED] payment was paid on the receipt of doctor confirmation of pregnancy and second [REDACTED] payment is due when birth certificate of child is produced.
4. Hafedh Azaiez and Vanessa Ruiz have agreed to a confidentiality and non-disparagement agreement with liquidated damages of [REDACTED] if either breaches as determined by a court (document exists).
5. The search firm has confirmed that if they had known about the relationship between Hafedh Azaiez and Vanessa Ruiz they would not have advanced Azaiez’s name forward to the RRISD Board of Trustees for consideration for the position of Superintendent.
6. On June 13, 2021, Trustee Weir (who was President in June 2021) did not invite Dr. Azaiez to the June 14, 2021 board meeting, but became aware he planned to attend. Ms. Weir did not intentionally not inform the remainder of the board members when she became aware Dr. Azaiez would be present. Ms. Caputo was directed by Ms. Weir to inform the other board members, and Ms. Caputo admits she did not inform the other members (documents exist).

Upon the conclusion of the preliminary oral presentation to the Board of Trustees in closed session on January 27, 2022, I was asked “based on your experience and findings do you recommend the Board reinstate Superintendent Azaiez”. My response was I could not come to

conclusions regarding the Travis County Sheriff's Office investigations or the State Board of Educator Certification actions, but the divisiveness created in the community by Dr. Azaiez's behavior and the lack of Dr. Azaiez to be forthcoming with information has created a failure to establish a positive working relationship with the Board of Trustees. I cited the moral turpitude and ethics of a certified educator as found in Texas Education Code, Chapter 247.1 (b) ... The Texas educator, in maintaining the dignity of the profession, shall respect and obey the law, demonstrate personal integrity, and exemplify honesty and good moral character. I also base my opinion on the Texas Administrative Code, Title 19, Part 7, Chapter 242.15 (b)(1) in which a "Superintendent understands, values, and is able to (1) model and promote the highest standard of conduct, ethical principles, and integrity in decision making, actions, and behaviors". I noted to the Board that a person who holds a Superintendent certificate may be subject to greater SBEC sanctions regarding the lack of good moral character due to their actual or potential positions of authority. Based on my collective fact findings and understanding of the laws and rules of an educator in Texas I did state Dr. Azaiez in my opinion could not come back into his position and be effective.

This report is for the use of the Round Rock ISD Board of Trustees. All supporting documents and notes will remain in my possession as work papers.

Respectfully submitted on March 8, 2022

Ann Dixon