

**May 11, 2015**

**Craig R. Miller  
Chief of Police**

**SUBJECT: Police Officer Charles Ibarra  
Control Number: 2015-005**

**Sir:**

**SUMMARY**

**On or about March 18, 2015, Officer Charles Ibarra became involved in a verbal confrontation with an Assistant Principal, ordered him out of his office, attempted to physically remove the assistant principal from the office and threatened to arrest the assistant principal for interfering with his investigation. These alleged acts were a violation of the Dallas ISD Police Department Rules of Conduct. As a result the following investigation was conducted:**


- 1. It is alleged that Officer Charles Ibarra, #0267 failed to follow Dallas ISD Police Department Policy 2.1 Rules of Conduct; V. General Duties (C) Attention to Duty; 3. Conduct and Behavior. Employees whether on-duty or off-duty shall follow the ordinary and reasonable rules of good conduct and behavior and shall not commit any act in an official or private capacity tending to bring reproach, discredit, or embarrassment to their profession or the department. Employees shall follow established procedures in carrying out their duties as police officers and/or employees of the department, and shall at all times use sound judgment.**

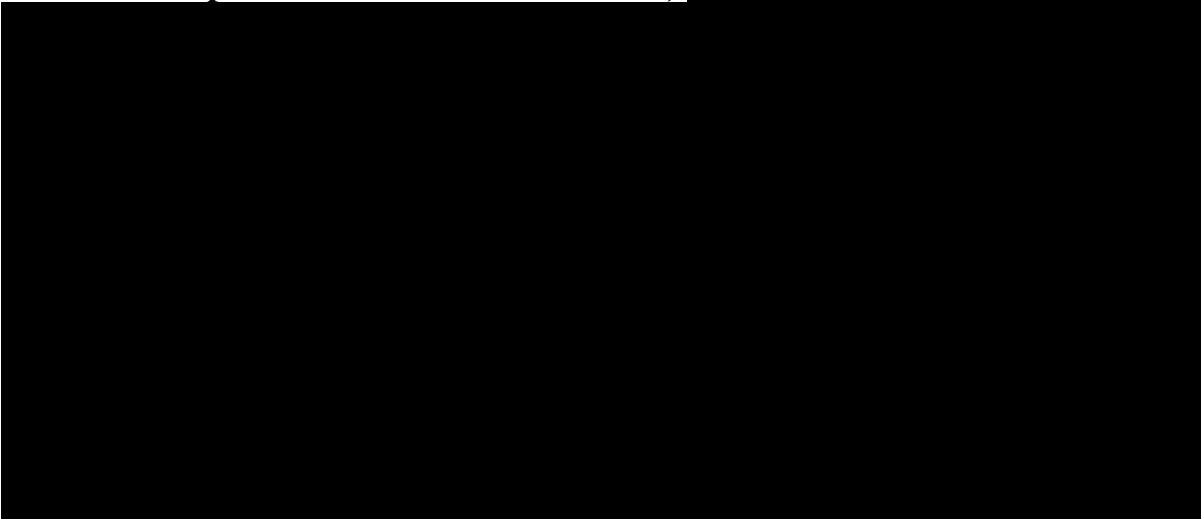

Administrative Investigation  
Control Number: 2015-005  
May 11, 2015  
Page 2

2. It is alleged that Officer Charles Ibarra, #0267 failed to follow Dallas ISD Police Department Policy 2.1 Rules of Conduct; V. General Duties (E) Restrictions on Behavior; 30. Duty to be Kind, Courteous, and Patient. Employees shall at all times be courteous, kind, patient, and respectful in dealing with the public. Employees shall strive to win the respect of all members of the community in the discharge of their official duties. When addressed, employees shall avoid answering questions in a short or abrupt manner, and shall not use harsh, coarse, violent, profane, indecent, suggestive, sarcastic, or insulting language.

Administrative Investigation  
Control Number: 2015-005  
May 11, 2015  
Page 3

### **INVESTIGATIVE NOTES**

Based on testimonial evidentiary evidence obtained during the course of the investigation, it was determined that Officer Ibarra was at Spruce High school on March 18, 2015 when he heard a call about a disturbance in the cafeteria. Upon Officer Ibarra's arrival, 

 This caused the Assistant Principal Seamster to intervene and question why Officer Ibarra was talking to the  that way. Officer Ibarra requested that Assistant Principal Seamster leave the Youth Action Office but Seamster refused to do so. Officer Ibarra explained that at his assigned school he always ask school administrators to leave the office when he is dealing with a police matter. After Seamster refused to leave the office, Office Ibarra asked him several more times before he attempted to direct Seamster out of the office. According to witness statements, Seamster pushed Officer Ibarra's hand away and repeatedly stated he wasn't leaving the Youth Action Office. All witnesses state they heard Officer Ibarra tell Seamster that if he didn't leave he would be arrested.

Administrative Investigation  
Control Number: 2015-005  
May 11, 2015  
Page 4

**Another assistant principal came into the office and subsequently was able to persuade Seamster to leave the Youth Action Office. Officer Ibarra's actions in this incident failed to follow ordinary and reasonable rules of good conduct and behavior. His actions did not display courteous, kind, patient, and respectful behavior. His handling of the situation did violate the Dallas ISD Police Department Rules of Conduct.**

**Respectfully Submitted,**



**Walter L. Green, #0170  
Detective Sergeant of Police  
Internal Affairs Division**

Administrative Investigation  
Control Number: 2015-005  
May 11, 2015  
Page 5

## **FINDINGS**

### **CLASSIFICATION OF ALLEGATIONS**

**Allegation #1 SUSTAINED – Failed to follow Dallas ISD Police Department Policy 2.1 Rules of Conduct; V. General Duties (C) Attention to Duty; 3. Conduct and Behavior. Employees whether on-duty or off-duty shall follow the ordinary and reasonable rules of good conduct and behavior and shall not commit any act in an official or private capacity tending to bring reproach, discredit, or embarrassment to their profession or the department. Employees shall follow established procedures in carrying out their duties as police officers and/or employees of the department, and shall at all times use sound judgment.**

**Allegation #2 SUSTAINED – Failed to follow Dallas ISD Police Department Policy 2.1 Rules of Conduct, V. General Duties (E) Restrictions on Behavior; 30. Duty to be Kind, Courteous, and Patient. Employees shall at all times be courteous, kind, patient, and respectful in dealing with the public. Employees shall strive to win the respect of all members of the community in the discharge of their official duties. When addressed, employees shall avoid answering questions in a short or abrupt manner, and shall not use harsh, coarse, violent, profane, indecent, suggestive, sarcastic, or insulting language.**



Administrative Investigation  
Control Number: 2015-005  
May 11, 2015  
Page 6

**RECOMMENDED DISCIPLINE**

**Suspension without pay for Two (2) Days**

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**Bill Avera**  
Assistant Chief of Police

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**Craig R. Miller**  
Chief of Police