School Maintenance Supervisor Murdered

David S. Ganoe Jr. , a school maintenance supervisor, was gunned down in his office in Caroline, VA. Police report that Thomas E. Monroe, 66, a former maintenance employee, was charged with murder of the 51-year-old.

The victim was Monroe's former boss, and the shooting occurred the day after Monroe was fired. Monroe apparently entered Ganoe's office on Nov. 17 and argued with him. Following the argument, Monroe shot Ganoe several times. Monroe later turned himself in. Both the accused and victim worked for the Caroline County public school system.

School officials did not disclose the reason Monroe was fired, and no information was given about what personal issues Monroe might have had with Ganoe.

The first step in avoiding workplace violence from a terminated employee is to defuse it. Let your co-workers know what's okay and what crosses the line. Take steps to discipline anyone who crosses that line – never ignore aggression or threats. Follow security guidelines closely and don't allow a terminated employee back in the building.

Try to find out a little bit about the worker. Has he or she made threats against anyone? Is there a history of violent, aggressive, or confrontational behavior? If necessary, speak to co-workers or managers who work closely with the person.

All managers who work with the person should attend the termination meeting, to avoid making one or two persons a target for rage. Explain to the person why the decision was taken. Be appropriately sympathetic, and don't fake it.

Source: The Free Lance-Star, Fredricksburg, Virginia, November, 18 2006