


CONFIDENTIAL

TO: O'DELL HENDERSON, DIRECTOR
LABOR MANAGEMENT AND EMPLOYEE RELATIONS

FROM: JEANINE RILEY, COMPLIANCE INVESTIGATOR
COMPLIANCE AND INVESTIGATIONS 

SUBJECT: SHAUN WOODCOCK, ELECTRICIAN, AND SILAS BRUMFIELD,
ELECTRICIAN TECHNICIAN III, C.B. YOUNG JR. SERVICE CENTER

DATE: NOVEMBER 8, 2022

Allegation: On March 25, 2022, the Office of Compliance and Investigations received a request for an investigation from Shawn Blackston, Specialist Maintenance and Renovation. According to the request, it is alleged that Shaun Woodcock, Electrician, is bullying other employees, demonstrating unprofessional behavior, and making inappropriate comments. According to the request, the issues are ongoing.

Findings:

Video: There is no surveillance video regarding the allegations received.

Individuals interviewed for this investigation:

- Silas Brumfield, Electrician Technician III
- Zachary Maupin, Foreman Preventative Maintenance
- Michael Smith, Foreman Paint
- Sandra Brooks, Painter/Glazer Technician II
- Jose Garcia, General Maintenance Technician III
- Jeffery Smith, General Maintenance Technician III
- Bradley Kelman, General Maintenance Technician III
- Louis James, Locksmith Technician III
- Steven Conder, Plumber
- Dontane Neal, School Maintenance Worker
- Shaun Woodcock, Electrician

On April 11, 2022, Mr. Brumfield was interviewed at C.B. Young Jr. Service Center. On April 12, 2022, Michael Smith and Mr. Maupin were independently interviewed at C.B. Young Jr. Service Center. On April 13, 2022, Ms. Brooks and Mr. Garcia were independently interviewed at C.B. Young Jr. Service Center. On April 14, 2022, Jeffrey Smith and Mr. Kelman were independently interviewed at C.B. Young Jr. Service Center. On April 18, 2022, Mr. James was interviewed at C.B. Young Jr. Service Center. On April 19, 2022, Mr. Woodcock was interviewed at Dawson Garage, in the presence of John Stovall, Teamsters Local 783 union representative. On April 27, 2022, Mr. Conder was interviewed at C.B. Young Jr. Service Center. Mr. Conder elected to have Mr. James, Teamsters site-based representative, present for his interview. On May 9, 2022, Mr. Neal was interviewed at Iroquois High School.

Silas Brumfield, Electrician Technician III

According to Mr. Brumfield, he started working for Jefferson County Public Schools (JCPS) in August 2021. Mr. Brumfield reported that he attempted to file an Employee Discrimination Grievance regarding his concerns with Mr. Woodcock. Mr. Brumfield reported that he was informed that the concerns did not meet criteria to proceed as a discrimination grievance, as the concerns did not fall under a protected class. Mr. Brumfield reported that he has addressed his concerns regarding Mr. Woodcock with Mr. Maupin and Mr. James, who serves as the building representatives for the Teamsters Union. Mr. Brumfield reported that he is not the only employee who has experienced what he identifies as, "harassing, bullying, and threatening" behavior by Mr. Woodcock. In addition, Mr. Brumfield confirmed that he participated in the threat assessment investigation completed by JCPS Security and Investigations regarding an incident involving Mr. Woodcock and Jose Garcia, General Maintenance Technician III.

Mr. Brumfield reported that he has observed and experienced Mr. Woodcock's threats and menacing behavior towards himself (and others) since Mr. Brumfield's first day working for JCPS and the behaviors have escalated and became increasingly threatening over the duration of his time working with Mr. Woodcock. Mr. Brumfield reported that in his role as an electrician technician, he has had to work alongside Mr. Woodcock since he started with the district in August 2021. Mr. Brumfield reported that Mr. Woodcock has told him that he is "untouchable" and that he has "dirt" on everyone in positions of authority; therefore, he cannot be fired. Mr. Brumfield reported that in addition to his concerns with the manner in which Mr. Woodcock interacts with his co-workers, he is also concerned that he will be viewed as being complicit to what he perceives as Mr. Woodcock's unprofessional behavior.

Mr. Brumfield reported that the "abuse" that he has been subjected to by Mr. Woodcock has been daily and systematic. Mr. Brumfield reported that he learned very quickly that Mr. Woodcock was someone who constantly made threats and believes that he is "untouchable" because he blackmails his superiors into submission by calling government agencies and inspectors on them. Mr. Brumfield reported that Mr. Woodcock bragged about his connections and the fact that he feels he played a part in getting his previous supervisor fired. Mr. Brumfield reported that during his first day

working with Mr. Woodcock, he (Mr. Woodcock) was throwing things around in the work van, cursing, and ranting about how JCPS had "f*cked him over," referencing his termination that was previously overturned.

Mr. Brumfield reported that not only were Mr. Woodcock's verbal tirades and threats unprofessional, but he has also displayed unprofessional actions that have posed serious safety risks. According to Mr. Brumfield, on two different occasions (dates not provided), Mr. Woodcock caused Mr. Brumfield to get shocked. Mr. Brumfield explained that prior to starting the task, he checked to make sure that the wires were dead; however, while Mr. Brumfield was working with the wires, Mr. Woodcock tampered with the electrical breakers which caused Mr. Brumfield to get shocked.

Additionally, Mr. Brumfield provided examples of incidents when Mr. Woodcock has specifically threatened him. Mr. Brumfield reported that on one occasion when they were taking their lunch break, Mr. Woodcock looked at him and said, "Somebody around here is a snitch. Somebody is telling Zach (Maupin) the things I do, and when I find out who it is, he is going to be picking his teeth up off the ground." Mr. Brumfield reported that Mr. Woodcock kept starring at him, and he began to feel concerned for his safety. Mr. Brumfield reported that he told Mr. Woodcock, "Shaun, remember you had problems long before I came here." He reported that Mr. Woodcock responded, "I'm not saying it's you, but I'll say it better not be, 'cause I'll find out."

Mr. Brumfield reported that on another occasion, there was an incident at Farnsley Middle School (Farnsley) where Mr. Woodcock lied about a school staff person and then made a vindictive and inappropriate comment about the staff person. Mr. Brumfield reported that they returned to Farnsley about a week later, and Mr. Woodcock made daily comments about "who the snitch was," and on one occasion, he said there are "plenty of places you can end up in this part of town dead with nobody batting an eye."

Mr. Brumfield reported that his concerns about Mr. Woodcock's behavior was heightened by the fact that Mr. Brumfield's girlfriend works at Farnsley as the librarian. Mr. Brumfield reported that he did not tell Mr. Woodcock that his girlfriend was the librarian because he feared for her safety and worried that Mr. Woodcock may think she was the person who complained about him during their previous visit. Mr. Brumfield stated that the first assignment they completed was in the library. Mr. Brumfield reported that Mr. Woodcock was "talking out loud," running various options through his head regarding who could have complained about him, including saying it could have been the principal or the plant operator. Mr. Brumfield reported that Mr. Woodcock blurted out, "I know who complained! It's that Black guy! It's the f*cking coach! It has to be! He is pissed off about what I said to him and he f*cking complained on me! I'll fix that b*stard!"

Mr. Brumfield reported that at that point he was so upset and conflicted because he knew the coach had not done anything to warrant animosity from Mr. Woodcock. However, he knew if Mr. Woodcock found out that he was the one who reported him,

Mr. Woodcock would do something to him. Mr. Brumfield reported that Mr. Woodcock also told him stories about calling other employees' wives and lying to them about their spouses having an affair because of situations that he perceived as wrong doings. Mr. Brumfield reported that given the history of events that have occurred, he was fearful that Mr. Woodcock's threats would become physical, so he started trying to convince Mr. Woodcock that it was not the coach who had told on him. Mr. Brumfield reported that he told Mr. Woodcock it could have been anyone and he may never know.

Mr. Brumfield reported that on March 15, 2022, Mr. Woodcock went to the district Lam Building to check on a job before meeting Mr. Brumfield at Barret Traditional Middle School (Barret) for another job. Mr. Brumfield reported that when he arrived at Barret, Mr. Woodcock immediately started telling him that he had talked to someone who knows his girlfriend, and he was told that she is the librarian at Farnsley. Mr. Brumfield reported that Mr. Woodcock asked, "Well, is she the librarian at Farnsley?" and he replied, "Yes." Mr. Brumfield reported that Mr. Woodcock proceeded to ask him why he lied and told him that she was a teacher. Mr. Brumfield stated that he informed Mr. Woodcock that she was a teacher, as she has several teaching degrees. Mr. Brumfield said he also told Mr. Woodcock that he was sick over the idea that Mr. Woodcock would try to cause harm to someone when he himself was the one who reported that Mr. Woodcock had treated the track coach badly during their first visit to Farnsley.

Mr. Brumfield reported that on another occasion, Mr. Woodcock was supposed to accompany him to a school to pick up a lift. Mr. Brumfield stated he drove the truck with a trailer, and Mr. Woodcock was going to meet him at the school. Mr. Brumfield reported that Mr. Woodcock called him and said Mr. Maupin had sent him to another job and Mr. Brumfield was supposed to get the lift by himself. Mr. Brumfield reported that he informed Mr. Woodcock that he would have to wait for the parents in the "pickup line" to finish getting their students, and Mr. Woodcock told him that Mr. Maupin said to "get the lift and get out of there. No waiting around." Mr. Brumfield reported that he called Mr. Maupin to explain that with the parents were lined up to pick up their kids, so he could not get the trailer inside to pick up the lift. Mr. Brumfield reported that Mr. Maupin informed him that he had not sent Mr. Woodcock to another job, and Mr. Maupin called Mr. Woodcock and told him he was supposed to be at the school with Mr. Brumfield. Mr. Brumfield reported that when Mr. Woodcock arrived at the school, he chastised him for calling Mr. Maupin and "snitching" on him. Mr. Brumfield reported that he felt Mr. Woodcock was very threatening and intimidating during the confrontation. He reported that Mr. Woodcock told him, "Don't you ever call Zach again, next time you want something, you call me, not Zach!" Mr. Brumfield reported that Mr. Woodcock was belligerent to him for the next few days.

For example, Mr. Brumfield reported that Mr. Woodcock tried to humiliate him in front of other staff, including calling him an "idiot" as he beat his hand on the side of his own head (like he was knocking sense into himself). Mr. Brumfield reported that he tried to stand up to Mr. Woodcock by telling him to stop talking to him disrespectfully. Mr. Brumfield reported that he notified Mr. Maupin of his concerns with working with Mr. Woodcock following every incident that took place. In addition, Mr. Brumfield reported

that he notified Mr. Maupin about Mr. Woodcock making threatening statements towards others, specifically Mr. Garcia.

According to Mr. Brumfield, Mr. Woodcock told him stories of being vindictive towards school-based staff he had begrudged. For example, Mr. Brumfield said Mr. Woodcock told him that a teacher complained about him and he commented, "That's alright. I'll remember that b*tch's room number, and she won't get nothing from me no more."

Mr. Brumfield reported that Mr. Woodcock is unprofessional in how he works as he is manipulative with his time and in the tasks that he reports he has completed. Furthermore, Mr. Brumfield reported that he has had concerns with the manner in which Mr. Woodcock treats students while they are at schools, including yelling at the students and making comments to him that he would kill one of them if he had to work with them.

Additionally, Mr. Brumfield reported that Mr. Woodcock was involved in a situation where he threatened Mr. Garcia in the breakroom. This incident was addressed by management and was part of the threat assessment completed by JCPS Security and Investigations (see below). Mr. Brumfield reported that the day following the incident involving Mr. Garcia, Mr. Woodcock boasted to him about the incident, and he informed him that he "threatened to knock the sh*t out of Jose for moving his stuff in the breakroom."

Mr. Brumfield reported that prior to the breakroom incident, there was a situation on December 9, 2021, where there was "road rage" between Mr. Garcia and Mr. Woodcock, which occurred on their way to work. Once they were in the parking lot, Mr. Woodcock threatened to remove a firearm from his vehicle and shoot Mr. Garcia. During his interview, Mr. Brumfield reported that Mr. Garcia has since denied that the incident took place because he does not want to get someone in trouble. However, Mr. Brumfield stated that Mr. Woodcock himself told him about the "road rage" incident, including that he called Mr. Garcia a "son of a b*tch" and told him, "I keep a gun in my car and will blow your f*cking head off." Mr. Brumfield reported that at the end of the workday, he asked Mr. Garcia about the incident, and he confirmed that Mr. Woodcock threatened to shoot him. Mr. Brumfield reported that he reported the incident to Mr. Maupin the following day, December 10, 2021.

Mr. Brumfield reported that in addition to Mr. Woodcock's gripes about Mr. Garcia, Mr. Woodcock has also bragged about confronting Jeffrey Smith. Mr. Brumfield reported that Mr. Woodcock told him Jeffrey Smith had "ratted on him," and management "threw Jeffrey Smith under the bus and told him Jeffrey Smith complained about him. Mr. Brumfield reported that Mr. Woodcock told him that he confronted Jeffrey Smith and asked him, "Why are you in my business and not in your business? You don't worry about me. You worry about yourself." Mr. Brumfield reported that Mr. Woodcock said Jeffrey Smith denied that he reported Mr. Woodcock to management. Mr. Brumfield reported that Mr. Woodcock said he would meet Jeffrey Smith across the parking lot and "take care of it."

Mr. Brumfield reported that he is also aware that Ms. Brooks has experienced similar concerning issues involving Mr. Woodcock. Mr. Brumfield reported that while the issues between Ms. Brooks and Mr. Woodcock occurred prior to his employment with JCPS, Mr. Woodcock has referenced his disdain for Ms. Brooks. Mr. Brumfield reported that Mr. Woodcock uses the name "Karen" when referring to Ms. Brooks, has called her a "b*tch" when talking about her, and Mr. Woodcock has made the comment that he would like to "beat the sh*t out of her." According to Mr. Brumfield, Ms. Brooks has told him that she tries to avoid Mr. Woodcock, and she has even taken off work on days they were going to work on the same job site to avoid him.

Mr. Brumfield also reported that there was a second shift plumber, whose name he does not know, who voiced how tough it is to work with Mr. Woodcock. This plumber told Mr. Brumfield, "I felt bad for you." Mr. Brumfield reported that the employee said that Mr. Woodcock did "something bad to him once and he decided it would not happen again." Mr. Brumfield reported that the other employee stated he stays away from Mr. Woodcock.

Mr. Brumfield reported that Mr. Woodcock frequently talked unprofessionally and disparagingly about management and even some of their spouses. Mr. Brumfield stated that Mr. Woodcock spoke badly about the wife of one supervisor frequently, so he decided to record Mr. Woodcock making the disparaging comments. Mr. Brumfield reported that Mr. Woodcock brags that he has gotten a supervisor fired in the past. Mr. Brumfield reported that Mr. Woodcock acts more like a tyrant over him instead of a co-worker. Mr. Brumfield reported that Mr. Woodcock does not treat him as a coworker because Mr. Brumfield "tells him that he has to do what he tells him to do."

Mr. Brumfield reported that he has been trying to work up the courage for months to report the various incidents and threats further up the supervisory chain of command. Mr. Brumfield reported that other staff members have told him that they feared discussing this issue because they feared retaliation. Mr. Brumfield reported that he too fears for his safety as well as the safety of his girlfriend and her children (Attachment A).

In addition to his written statement, Mr. Brumfield provided a copy of his text message and email correspondence with Mr. Maupin regarding this matter (Attachment B).

Zachary Maupin, Foreman Preventative Maintenance

According to Mr. Maupin, he was made aware of Mr. Brumfield's concerns with Mr. Woodcock dating back to September 30, 2021. Mr. Maupin reported that he has not observed the negative interactions himself; however, Mr. Brumfield has kept him informed as concerns have arisen. Mr. Maupin reported that he has documented the concerns that were brought to his attention regarding Mr. Woodcock, and he has kept his supervisors in the loop with the concerns as well (Attachment C).

The log Mr. Maupin kept regarding the concerns is consistent with the events Mr. Brumfield documented and discussed in his interview. Mr. Maupin documented that Mr.

Brumfield reported that on one or more occasions, Mr. Woodcock has yelled aggressively at him, called him inappropriate names, used profanity when addressing him, and made threats towards other co-workers. Mr. Maupin reported that he has addressed various concerns with Mr. Woodcock, and Mr. Woodcock is not receptive of the fact he has had to address the issues with him. Mr. Maupin reported that he was in a peculiar situation because Mr. Woodcock is accusatory towards him, as well. Mr. Maupin reported that it has been reported to him that Mr. Woodcock has made threats and slandering statements towards him.

Michael Smith, Foreman Paint

Michael Smith reported he has been a foreman in General Maintenance and Renovations for the past 16 years. Michael Smith reported that he does not supervise Mr. Woodcock; however, he had some "unwanted" interactions with Mr. Woodcock because of Mr. Woodcock's issues with his mother, Ms. Brooks, who also works for the department in another area. Michael Smith reported that he has been very mindful not to be involved in Ms. Brooks' grievances with Mr. Woodcock but, there was an incident when Mr. Woodcock confronted him. According to Michael Smith, at the time of the incident, he was in the restroom and Mr. Woodcock confronted him regarding a meeting that was scheduled for later that day to address Ms. Brooks' concerns with him. Michael Smith reported that when Mr. Woodcock was attempting to question him, he reminded Mr. Woodcock that he was not involved in addressing the issues as they do not have anything to do with his shop, and/or with employees he supervises. Michael Smith stated that when Mr. Woodcock approached him in the confrontational manner, he felt Mr. Woodcock was in his personal space. Michael Smith reported that he was unsure if Mr. Woodcock was trying to bully him or if Mr. Woodcock was trying to provoke him; however, either way the situation was unwarranted and put him in an uncomfortable situation as Mr. Woodcock was in his personal space. Michael Smith reported that he asked Mr. Woodcock if he was threatening him, and Mr. Woodcock said he was not. Michael Smith reported that he informed Mr. Woodcock that he needed to take his issues to the appropriate supervisors.

Michael Smith reported that he heard that Mr. Woodcock was telling other employees that he confronted him (Michael Smith) and called his mother (Ms. Brooks) "crazy." During his interview, Michael Smith reported that he was confident Mr. Woodcock was trying to solicit a response from him; however, he continues to maintain a professional demeanor when interacting with Mr. Woodcock. Michael Smith further stated that he was not trying to give Mr. Woodcock any reason to retaliate against him.

Michael Smith reported that Mr. Brumfield made him aware of his concerns and issues with Mr. Woodcock. Michael Smith stated that Mr. Brumfield has reported that Mr. Woodcock curses at him and calls him disparaging names. Michael Smith stated that on one occasion, Mr. Brumfield called him and notified him of some concerns occurring and he could hear Mr. Woodcock yelling in the background. Michael Smith reported that on that occasion, he instructed Mr. Brumfield to leave and to go to another location where he could provide assistance to other electricians working at a different site.

Sandra Brooks, Painter/Glazer Technician II

According to Ms. Brooks, she tries to “stay clear” of Mr. Woodcock. Ms. Brooks explained that because they have different roles, she does not work in the same area as Mr. Woodcock frequently; however, the employees all utilize the same time clock when they sign out at the end of their shifts. Ms. Brooks reported that Mr. Woodcock frequently makes obnoxious and inappropriate comments as they are all waiting to clock out. During her interview, Ms. Brooks said she tries to keep her distance because she does not “want to hear all that stuff” while at the time clock. During her interview, Ms. Brooks reported that management has acknowledged her various concerns with Mr. Woodcock; therefore, Mr. Maupin will give her tasks to complete in other locations that are away from where Mr. Woodcock is working to help them avoid one another.

Ms. Brooks stated that she was also aware that there have been several incidents involving her co-workers and Mr. Woodcock, which are alarming and have made staff members feel uncomfortable. Ms. Brooks reported that some of the concerns she has observed firsthand, others she just heard about. Ms. Brooks reported that she did not observe Mr. Woodcock threaten to shoot Mr. Garcia; however, as soon as she learned about the incident, she made sure she “spoke up on behalf of everyone” and made management was aware of the situation.

Ms. Brooks reported that she knows that Mr. Brumfield, specifically, is uncomfortable being around Mr. Woodcock. Ms. Brooks reported that she was confident that there are other employees who feel the same way; however, no one wants to be known as the person who “tattled” and got someone else in trouble. Ms. Brooks reported that she was fortunate that she could just avoid Mr. Woodcock; however, some of the employees, such as Mr. Brumfield, are “stuck” working in an uncomfortable environment that Mr. Woodcock creates.

Jose Garcia, General Maintenance Technician III

Mr. Garcia reported that he has been working for JCPS for four years and he has been in the General Maintenance and Renovations department the entire time. Mr. Garcia reported that he is currently transitioning to a daytime position as a roofer. During his interview, Mr. Garcia reported that there was a period when he had to work directly with Mr. Woodcock. Mr. Garcia stated that once he was reassigned from working directly with Mr. Woodcock, he would then see him in the breakroom or at the time clock area.

Mr. Garcia confirmed the details of the incident that took place in the breakroom when Mr. Woodcock threatened to hit him. Mr. Garcia reported that he stood up for himself, telling Mr. Woodcock that he was not going to smack anyone. During his interview, Mr. Garcia denied some of the reported details regarding the incident when Mr. Woodcock reportedly threatened him in the parking lot. Mr. Garcia confirmed that there was an incident; however, he denied that he told Mr. Brumfield that Mr. Woodcock said he had a gun and would shoot him. During his interview, Mr. Garcia reported that he was not

interested in causing anyone to lose their job. Mr. Garcia further stated that he just wants to come to work, clock in, do his work, and go home when his shift is completed.

Jeffery Smith, General Maintenance Technician III

According to Jeffrey Smith, he has worked in the renovations department since May 2021. Jeffrey Smith reported that he has several family members who work in the property maintenance department, including his mother, Ms. Brooks. Jeffrey Smith reported that he has heard various stories regarding Mr. Woodcock treating other staff members in an unprofessional manner. Jeffrey Smith reported that he was aware of his mother, Ms. Brooks' concerns with Mr. Woodcock; however, he was not involved in the matter, nor did he have any intentions of discussing the issue with anyone. According to Jeffrey Smith, Mr. Woodcock made comments about him being "Sandy's son" and he called him a "rat." Jeffrey Smith reported that the comments were unwarranted and antagonistic; however, he did not engage with Mr. Woodcock. Jeffrey Smith further stated that he was aware of Mr. Garcia's interactions with Mr. Woodcock. Jeffrey Smith reported that Mr. Garcia confirmed to him that there was an incident that took place when Mr. Woodcock felt Mr. Garcia "cut him off" on the way in to work. Jeffrey Smith stated that Mr. Garcia confirmed to him that Mr. Woodcock confronted him in the parking lot over the incident and Mr. Woodcock referenced having a gun and made a comment that he would shoot Mr. Garcia. During his interview, Jeffrey Smith confirmed that he was in the breakroom during the incident when Mr. Woodcock threatened to smack Mr. Garcia.

During his interview, Jeffrey Smith reported that all of the employees in the department utilize the same time clock and as they gather to clock out, Mr. Woodcock frequently makes his presence known, as he has to be "seen and heard." Jeffrey Smith reported that everyone hears Mr. Woodcock make condescending comments as well as express his displeasure with supervisors and/or others in the department. Jeffrey Smith stated that he has never worked directly with Mr. Woodcock and Mr. Brumfield; therefore, he has not been a witness to their interactions.

Bradley Kelman, General Maintenance Technician III

According to Mr. Kelman, he was aware that there were issues between Mr. Woodcock and some of the other maintenance and renovations department employees. Mr. Kelman reported that Mr. Brumfield expressed his concerns about Mr. Woodcock on a daily basis. Mr. Kelman reported that he has observed Mr. Woodcock "bully" Mr. Brumfield. During his interview, Mr. Kelman confirmed that the bullying was verbal in nature. According to Mr. Kelman, there was one occasion that he heard Mr. Woodcock say, "Come on, dumb a*s" to Mr. Brumfield. Mr. Kelman reported that he does not know if Mr. Woodcock was joking it is his opinion that Mr. Woodcock and Mr. Brumfield did not have the kind of relationship where Mr. Brumfield would banter back and forth with Mr. Woodcock. Mr. Kelman reported that he encouraged Mr. Brumfield to "stand up for himself." Mr. Kelman reported that Mr. Brumfield expressed concerns with the fact that

he was on his probationary period and he did not want to get in trouble because of any issues surrounding Mr. Woodcock.

According to Mr. Kelman, there was an incident when Mr. Woodcock confronted him. Mr. Kelman reported that during the incident, Mr. Woodcock approached him and made the statement, "I heard you are running your mouth about me." Mr. Kelman reported that he told Mr. Woodcock that he was "blowing the situation out of proportion." During his interview, Mr. Kelman acknowledged that the situation could have escalated very quickly if he had not handled the situation in the manner in which he did.

Mr. Kelman reported that Mr. Woodcock was mindful of who he approaches in a bullying or confrontational manner, and it usually involves employees that he knows will not "challenge him" or "put him in his place." Mr. Kelman reported that he feels the perceived power imbalance was a factor in Mr. Woodcock's interactions with Mr. Brumfield as well as during the incidents with Mr. Garcia. During his interview, Mr. Kelman confirmed that he was present in the breakroom during the incident when Mr. Woodcock threatened Mr. Garcia.

Louis James, Locksmith Technician III

Mr. James reported that in his role as the building representative for the Teamsters Union, he was aware that several of his co-workers have had concerns regarding their interactions with Mr. Woodcock. Mr. James reported that he has not heard Mr. Woodcock make any threatening comments to anyone directly. Mr. James reported that in his opinion, Mr. Woodcock is the type of person to say what's on his mind, which can "rub some people the wrong way." Mr. James reported that Mr. Woodcock's conversations could be "rough" at times. Mr. James reported that people need to talk to Mr. Woodcock on his level. Mr. James stated that if someone "cowers down" to Mr. Woodcock, he will "eat them alive." During his interview, Mr. Louis explained that his opinion is that Mr. Woodcock banter with people, which is common in the "construction work" environment.

During his interview, Mr. Louis reported that he has not heard Mr. Woodcock make threats and/or talk to Mr. Brumfield in a disparaging manner. Mr. Louis reported that he was not present in the breakroom during the incident that occurred between Mr. Garcia and Mr. Woodcock. Mr. Louis reported that when he was made aware of the concerns that Mr. Brumfield had with Mr. Woodcock, he notified Mr. Blackston of the issues that were reported to him.

Shaun Woodcock, Electrician

According to Mr. Woodcock, he has worked in the maintenance Department for the past four years. Initially, Mr. Woodcock reported that none of his supervisors brought any concerns to his attention regarding any of his co-workers expressing concerns regarding his conversations or interactions with him. Mr. Woodcock further stated that

none of his co-workers have addressed him directly regarding their concerns that he is speaking to them in a rude, unprofessional and/or threatening manner.

During his interview, Mr. Woodcock reported that it is common for there to be bantering between employees in the General Maintenance and Renovations departments. During his interview, Mr. Woodcock was asked specifically about his interactions and recent events involving Mr. Garcia. Mr. Woodcock acknowledged that there was an incident in the breakroom when he confronted Mr. Garcia for moving his personal belongings. Mr. Woodcock reported that after the incident between he and Mr. Garcia that took place in the break room, the following day he was the recipient of the bantering. Mr. Woodcock reported that there was a diaper taped to the cork board in the breakroom and there was a sign attached that read, "If you lose your seat!" (Attachment D)

During his interview, Mr. Woodcock reported that there was an incident when Mr. Garcia "cut him off" on their way into work, so he did confront Mr. Garcia and ask why he cut him off; however, he denied that he made any threatening statement toward Mr. Garcia, including the allegation that he threatened to "blow his head off." During his interview, Mr. Woodcock reported that he had heard the rumor that people were saying he had a gun, and that management was soliciting statements from people regarding the rumor, yet no one in management talked to him about the alleged incident.

During his interview, Mr. Woodcock was asked about his interaction with Ms. Brooks. Mr. Woodcock reported that his issues with Ms. Brooks was addressed by management as well as in a previous investigation that was conducted by Compliance and Investigations.

During his interview, Mr. Woodcock reported that he did not have any type of confrontation with Jeffrey Smith. More specifically, Mr. Woodcock denied that he called J. Smith a "rat" or that he accused him of "snitching on him." During his interview, Mr. Woodcock also denied that he confronted Michael Smith regarding the issues with his mother, Ms. Brooks.

Regarding the allegation that he had conflicts with staff members at Farnsley which resulted in the school going into lockdown, Mr. Woodcock denied that the events occurred as reported. Mr. Woodcock maintained that the school went into lockdown because students sprayed pepper spray at a teacher. Mr. Woodcock reported that he did not confront or make threatening statements regarding any Farnsley staff. Mr. Woodcock denied that he made the comment about "finding out who ratted on him" in reference to Farnsley staff. During his interview, Mr. Woodcock stated that he did not have issues with the track coach or with the librarian when doing a job assignment at Farnsley.

During his interview, Mr. Woodcock denied that he ever made threats towards Mr. Brumfield or any other employee. Mr. Woodcock reported that he and Mr. Brumfield had some differences in opinion on how to complete tasks; however, he is the licensed master electrician and Mr. Brumfield is the technician. Mr. Woodcock reported that he

has had to remind Mr. Brumfield that he needed to “do things his way” because if something went wrong, it would “fall back on him,” and he could lose his license. Mr. Woodcock added that Mr. Brumfield is older than him, so he thinks he had issues listening to him since he is younger than him. During his interview, Mr. Woodcock reported that Mr. Brumfield has cursed at him and made inappropriate comments to him, calling him a “fat mother f*cker”. Mr. Woodcock reported that he has also had to address Mr. Brumfield for being on his phone while they were supposed to be working.

Mr. Woodcock reported that he feels he has a “target on his back” and that management has not been responsive to concerns he has had in the past. During his interview, Mr. Woodcock stated that he acknowledges that he is “loud and rough around the edges,” but he denied that he has made threats toward Mr. Brumfield or any of his other co-workers. During his interview, Mr. Woodcock further stated that Mr. Brumfield has never indicated that he is uncomfortable or intimidated by anything he has said or done.

Mr. Woodcock reported that Steven Conder, plumber and Dontane Neal, school maintenance worker, both worked with him and Mr. Brumfield on various job assignments. Mr. Woodcock reported that Mr. Neal worked with them frequently.

Steven Conder, Plumber

Mr. Conder elected to have Mr. James, serving as his Teamsters union representative, present for his interview. According to Mr. Conder, in his capacity as a plumber, he has worked with Mr. Woodcock on various occasions. Mr. Conder explained that with some projects, the various skilled laborers work together as a team. For example, he may be the plumber on a project and Mr. Woodcock may be the electrician assigned to the same project. Mr. Conder reported that there was one occasion when he worked with Mr. Woodcock and Mr. Brumfield together. According to Mr. Conder, Mr. Brumfield did not like Mr. Woodcock telling him what to do. During his interview, Mr. Conder specifically stated that Mr. Brumfield did not like to be referred to as the “helper.” Mr. Conder reported that with Mr. Woodcock being the licensed electrician, it was imperative for Mr. Brumfield to do as he asked because if things were not completed according to code, it could mean Mr. Woodcock would lose his license.

According to Mr. Conder, when he was working at the same job site as Mr. Woodcock and Mr. Brumfield, he never heard Mr. Woodcock talk to Mr. Brumfield in an inappropriate or unprofessional manner, yet he has heard Mr. Brumfield talk “nasty” to Mr. Woodcock. Mr. Conder did not elaborate or provide examples. During his interview, Mr. Conder reported that Mr. Woodcock does not talk badly about anyone; however, he then proceeded to say he knows Mr. Woodcock had concerns with Mr. Brumfield, as he told him that Mr. Brumfield is a “know it all.” During his interview, Mr. Conder further stated that he has never observed Mr. Woodcock “fly off the handle.” According to Mr. Conder, he did hear Mr. Woodcock raise his voice towards Mr. Brumfield on one occasion because Mr. Brumfield was not doing what he was supposed to be doing.

Dontane Neal, School Maintenance Worker

Mr. Neal reported that prior to his current position, he worked as an electrician on the afternoon crew. Mr. Neal reported that he has worked with Mr. Woodcock for 20 years. Mr. Neal reported that he has never heard Mr. Woodcock make any type of threats towards anyone, including Mr. Brumfield. Mr. Neal reported that during his time working with Mr. Woodcock and Mr. Brumfield together, Mr. Brumfield never expressed that he felt uncomfortable or threatened by Mr. Woodcock. Mr. Neal reported that Mr. Brumfield would insert himself in conversations, and he would let his opinion be heard; therefore, he does not think the environment was intimidating or uncomfortable for him. During his interview, Mr. Neal reported that Mr. Woodcock has a loud voice when he talks; however, he has never heard him yell at Mr. Brumfield. During his interview, Mr. Neal reported that he did not hear Mr. Woodcock make any threatening statements, nor did Mr. Brumfield report to him that Mr. Woodcock made any threatening statements.

Additional Information Obtained:

Mr. Brumfield provided this investigator with a copy of audio recordings. Mr. Brumfield reported that the recordings were made while Mr. Brumfield and Mr. Woodcock were in the work van together. Mr. Brumfield stated that Mr. Woodcock did not know he was being recorded at the time. In the recordings, Mr. Woodcock is heard making the following statements:

- "They better hope I don't find out who is talking. If I find out, I'm going to meet them after work and beat their a*s."
- "There's a snitch in here. If I find out who it is, I'm gonna beat the breaks off them. I'll catch them outside of work, and I'm gonna beat the breaks off them."

This investigator also received a copy of an email crafted by Raymond Harper, Investigator Security. In the email, Mr. Harper addresses the threat assessment that was completed regarding Mr. Woodcock making threats towards other employees (Attachment E).

This investigator was informed that the allegations made by Ms. Brooks regarding Mr. Woodcock were addressed in a previous investigation conducted by Compliance and Investigations. The investigative report regarding the reported issues is dated September 1, 2022.

Conclusion:

This investigator finds the allegation that Shaun Woodcock has displayed unprofessional behavior to be substantiated. This finding is based on the interviews that were conducted and the statements and evidence obtained. Zachary Maupin's log of reported concerns supports the assertion that Silas Brumfield was consistent in the concerns he has reported. Furthermore, Mr. Brumfield provided audio recording of Mr.

Woodcock making verbal threats regarding what he would do if he determined who was reporting things to management.

In addition to the reports and audio that were provided by Mr. Brumfield, other coworkers of Mr. Woodcock supported the assertion that Mr. Woodcock has behaved in an inappropriate manner while working. For example, Mr. Kelman, Ms. Brooks, Mr. Jefferey Smith, Mr. Maupin, and Mr. Michael Smith all acknowledged either witnessing or personally experiencing incidents where Mr. Woodcock exhibited "bullying" and intimidating behavior towards his colleagues. Those incidents include Mr. Woodcock cursing at others, raising his voice when addressing colleagues, and instilling fear that he may retaliate against his coworkers. It was ultimately unsubstantiated Mr. Woodcock threatened Mr. Garcia, as both Mr. Garcia and Mr. Woodcock denied the allegation, yet this investigator determined there was incident that occurred between the individuals. Ultimately, Mr. Garcia expressed that he did not want to place anyone into a position that may cause them to lose their position. Nevertheless, this investigator finds that Mr. Woodcock's behavior could be governed by the district Code of Ethics.

JR:gdl

c Shawn Blackston

ATTACHMENT A

ATTACHMENT A

This is to serve as my formal complaint against Shaun Woodcock for harassment, threats, verbal and emotional abuse, and creating a hostile work environment.

In the six months I have been employed by JCPS Shaun Woodcock has threatened and menaced myself and others and his abusive behavior is escalating. Shaun has told me that he is "Untouchable" and that he has "Dirt" on everyone in charge and that he cannot be fired. Shaun frequently turns JCPS in to code inspectors and I fear this is why nothing has been done to him over his threats. I hope this is wrong because when Shaun finds out I have complained my life will be in danger from his retaliation. Shaun used to keep his threatening behavior confined to when there are no witnesses but recently that has begun to change.

Just weeks ago Shaun threatened Jose Garcia in the breakroom at CB young. This incident was over the simple issue of which chair Jose was sitting in and there were many witnesses. Several of these witnesses made a complaint I am told. Shaun recounted the incident to me the next day we worked telling me that he threatened to "Knock the shit" out of Jose for "Moving my stuff" in the breakroom. Shaun got himself worked up recounting the incident and I was concerned for Jose's safety.

Before that encounter Shaun threatened to remove a firearm from his vehicle and shoot Jose Garcia. I witnessed an exchange in the carpentry shop where Shaun got close to Jose and in a loud voice said: "Are you mad at me?" Jose looked very nervous and would not look Shaun in the eye, Jose said, "Nah". I heard others saying Shaun and Jose got into it in the parking lot. Shaun himself also told me about this incident. Shaun had confronted Jose in the parking lot before work with "Road Rage" from the drive to work. Shaun said that Jose "Cut him off". By Shaun's own words to me he said he called Jose a "Son of a bitch" and Shaun said he told Jose "I keep a gun in my car and will blow your fucking head off". After work in the parking lot I asked Jose if Shaun threatened him with a gun and Jose whispered to me and said: "Yeah, he said he would shoot me." I had sent an email to my foreman about the incident on 12/10/21. The incident occurred on 12/9/21. To my knowledge no investigation was performed and nothing happened over this violent threat.

When I first started working at JCPS, Jose told me he was so glad I was working with Shaun because he used to have to work with Shaun and that Shaun had threatened him. Jose said once Shaun threatened to "Knock him out" and that he was so convinced of an impending attack that he had his hand on his work knife in his pocket in preparation to defend himself.

Every time Jose is threatened by Shaun he refuses to file a complaint out of fear. Jose has told me as recently as the past week that he cannot complain about Shaun because he has kids to think about. Jose has been trying to transfer to dayshift to get away from the situation with Shaun.

Shaun also told me that Jeff Smith had "Ratted on him" and that it was supposed to be confidential but "They threw him under the bus and told me who did it". Shaun said that he confronted him saying "Why are you in my business and not in your business? You don't worry

ATTACHMENT A

about me you worry about yourself. Shaun said Jeff denied telling on him. Shaun said he told him he would meet him across the parking lot and "Take care of it".

Before my employment began Shaun had a complaint from Sandy Brooks. I am told it was from similar issues. Shaun still badmouths Sandy daily and to "Stay under the radar" he uses the name "Karen" to identify her. I have heard Shaun say she is a "Bitch" and on multiple occasions he has said he would like to "Beat the shit out of her". I have noticed that any time Sandy has to work in the same school with Shaun she takes a day off in order to avoid him.

There is a second shift plumber named Stanley who witnessed Shaun yelling at and demeaning me recently. When Shaun was no longer near, Stanley said: "I feel bad for you. Shaun did something bad to me once and I decided it will never happen again. Then he said: "I stay far away from him". Stanley then said: "Noone is comfortable working around Shaun".

The abuse I myself have been subjected to from Shaun Woodcock has been daily and systemic. In the beginning I did not understand the political dynamics of my department and all I understood was that I was working with a threatening person who told me he was "Untouchable" because he had "Dirt" on everyone, and that because he blackmails his superiors into submission by calling government agencies and inspectors on them, he could never be fired again. Shaun told me he got one of the "Top Bosses" named Gary fired and that he "Beat them at their own game". Shaun said he was also personal friends with the Union Leader John Stoval, and that John can pull the strings to get anything done.

Before Shaun came back from his termination I worked with Dantane, that was a positive experience and that along with the experiences I was having with other people I interacted with at JCPS led me to believe JCPS was going to be a job I could retire from. That thought soon came to an end and I was daily considering whether this job was worth the risk to my safety and ultimately my life.

The very first day I worked with Shaun he started throwing things around the van cursing and yelling about how they "Fucked him over". For a person that just got his job back I didn't understand all the hate and vitriol. I remember texting my girlfriend and saying: "What have I gotten myself into taking this job".

That anger and hate was a daily thing and even when he was in a calmer mood he was constantly belittling Mike Thomas, Donald Robinson, Zach Maupin, Brian Page, and soon Shaun Blackwell and Desmond Duncan when they came to our department. Shaun frequently said none of these men had any qualifications for their jobs. Curiously enough, he never criticized Chris Perkins. Shaun made fun of Donald Robinson saying he came from the "Bus garage" and didn't know anything about construction. Shaun even went so far as to make fun of Mike Thomas's wife calling her "ugly" and making sexual comments about her one which was "She must be a sword swallower because she is so ugly there is no other reason he would marry her". I have heard that comment at least three times and was so upset about it, one time I

ATTACHMENT A

got my phone out and recorded it. The day of the cookout at CB Young he disparaged Mike's wife many times to myself and others.

Shaun says "Brian Page was an idiot and too dumb to tie his own shoes before he got hit in the head, but now he really is a bumbling idiot" Apparently, Brian was involved in a workplace accident. I hear this trash talking about Brian a lot. Shaun Woodcock said that Shaun Blackwell was a housekeeping manager at his last job and wasn't qualified for this one. He constantly belittled Desmond saying that he was a "Shitty" area maintenance man and got this job because of his race. Shaun constantly says he is going to "get Zach Maupin fired like he did Gary".

Shaun acts more like a tyrant over me instead of a coworker and constantly says he is my boss and I have to do what he says. Frequently, that includes replacing ballasts that aren't bad. Very frequently Shaun has us replace ballasts that aren't bad because that is not a hard job and it is something he can put on his time sheet. Shaun cuts the wires on the ballast all the way to the metal so no one can test them and find that they were not bad. Once when I questioned Shaun about it he said: "WOULD YOU RATHER BE UP ON A FUCKING LIFT SOMEWHERE DUMBASS?". That is the way he talks to me all the time. When I tell him he cannot talk to me that way he doubles down on it. I have complained about this but nothing ever happens. One of my co-workers told me he overheard one of my superiors say that I need to "MAN UP" and make him stop treating me this way as though it is my own fault. I really hope that isn't true, blame the victim? Aside from telling Shaun his treatment of me is not acceptable and reporting it I don't see what power within JCPS rules I have.

Shaun told me that at his previous job he could not keep helpers, he said they would only last a day or two and some quit in 4 hours. I can completely understand that, no one should have to listen to his threats and intimidation. At first, when I spoke up, Shaun would threaten to complain on me and get me a bad evaluation, he said they would believe him and not me because he had been there three years. I eventually realized that everyone knows that Shaun lies.

Shaun tries to control every aspect of my life when I am at JCPS. From the start, Shaun told me not to talk to certain people, and over time that list grew larger and larger. When I talk to these people Shaun is even more demeaning and abusive towards me. Shaun was angry when I got my last evaluation, stating that he himself should be doing my evaluation not my foreman, he then said that my foreman should at least consult him on the evaluation. Shaun has gone as far as to follow me into the restroom accusing me of not filling out my paperwork and saying that he was called into the office over his paperwork not matching mine and that it "Better not happen again". I told Shaun I did fill my paperwork out and he said I did not fill out a sheet for Crums Lane. I said: Shaun, we were not at Crums Lane we were at Farnsley. Shaun walked away to correct his paperwork.

On two different occasions Shaun has turned electrical breakers off and when I checked the wires I was working on they were dead but while I was working on them I was shocked. Both

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We were working at Grace James and while at Lunch, Shaun started staring at me with an evil look in his eyes, he said boldly: "SOMEBODY AROUND HERE IS A SNITCH, SOMEBODY IS TELLING ZACH THE THINGS I DO AND WHEN I FIND OUT WHO IT IS HE IS GOING TO BE PICKING HIS TEETH UP OFF THE GROUND". Shaun kept staring at me without flinching. I was beginning to become concerned for my safety. I said: "Shaun, remember you had problems long before I came here". Shaun said: "I'm not saying it's you but I'll say it better not be, 'cause I'll find out".

(I get these types of threats continuously)

2/14/22

Shaun told me about a teacher that complained about him. He said: "That's all right, I'll remember the bitches room number, she won't get nothing from me no more".

He also told me a cafeteria worker would not let him use the bathroom that is in the kitchen. Shaun said later she wanted a light fixed and he refused to fix it. He said he told her he wasn't allowed in the kitchen

Tuesday 2/15/22

Shaun and I were working on a job with Shaun's friend Steve who is a plumber and another plumber named Stanley when Shaun told me to take some trash out. Shaun has told me NEVER put trash in a can inside the building, but to take it to the dumpster so I was looking to find where the dumpster outside would be. Shaun said "What are you looking for?" I said I didn't know where the dumpster was at this school. Shaun started yelling "THERES A TRASH CAN THERE YOU IDIOT OPEN YOUR FUCKING EYES! DUH! USE YOUR BRAIN! DUH! USE YOUR BRAIN!" at the same time he was hitting his hand on his head like he was knocking sense into me. I said: "You always tell me don't put trash in... Shaun cut me off yelling: "THAT'S ONLY AT NIGHT! USE YOUR BRAIN! (Beating his head again) DUH USE YOUR BRAIN".

I spoke up and said: "Stop talking to me like I am stupid! I am not going to take your shit anymore!" Shaun stopped but started again when we were away from witnesses.

Stanley stopped me later in the shop and said he felt bad I had to work with Shaun, he said: "Shaun did something bad to me once and I decided he was not going to do that again", he said: "I stay far away from Shaun". Stanley then said: "Nobody is comfortable working with Shaun".

2/16/22

We clock in at 1:30pm. I ride with Shaun. Shaun sat around CB young for a while and then got a few parts from the shop. That took about ten minutes. We went to Shacklette and sat in the van until 4:00pm at which time Shaun drove to Burger King and got a meal of a Double patty

ATTACHMENT A

burger, Chicken nuggets, Onion rings and a coke. The total was \$12.38. We arrived back at the school at 4:14 and Shaun went to the teachers lounge to eat. I unloaded our tools. Shaun ate and relaxed and we did not start work until 4:55pm. We then stopped for Lunch at 6:15 and that lasted until 7:40. At lunch Shaun was bragging on the phone about how little he had done all day and I couldn't hear the other person on the phone but Shaun's reply was "Snitches get Stitches." I was sure that it was directed towards me. At this point we have been at work 6 hours and ten minutes and worked 80 minutes. That happens frequently and my foreman was made aware of it my first month of employment.

Wednesday 3/2/22

Shaun, Dantane Neal, and myself were working at Iroquois High school when Shaun got a call at 7PM from a hospital telling him he had a positive PCR Covid test. Shaun worked the rest of the night, FIVE MORE HOURS exposing Dantane and myself to Covid. He also exposed people at CB Young when he was standing in line at the time clock. I texted Zach at 7:56pm but I told him if he said anything to Shaun he would know I told Zach. Again I was fearful because of Shaun's behavior pattern and threats.

Shaun said he was going to work the next week and not tell anyone he had Covid. I convinced Shaun to call the Leave center telling him he could get in trouble. The issue bigger than Covid was that I needed a break from the constant threats and menacing behavior.

3/14/22

Shaun came back from having Covid. Immediately Shaun started asking me what I did while he was gone. Shaun was angry that I worked in Dantane's old truck (Dantane started a new job). Shaun said he would file a grievance if I got Dantane's truck stating I was a Tech 3. I told him Dantane was a Tech 3 and he had his own truck for years. Shaun called someone on the phone and told them about it. He told them he never filed a grievance on Dantane because "He was my friend".

Shaun was belligerent to me the rest of the day.

The incident on 3/15/22.

I drove Dantane's truck because the 10 foot ladder we needed wouldn't fit in Shauns van. We were at Barrett working and Shaun could not figure out how to assemble the lights we were to install. I knew how to assemble them but did not show Shaun because when I show him something he goes absolutely ballistic. Shaun called Tony and Tony stopped by and showed him. As we were wiring the lights I asked Shaun politely why he couldn't wire them a certain way (Using the wire that came with the lights instead of wasting new wire). Shaun immediately started yelling and Screaming at me. I tried to explain what I meant in a different way but Shaun did just what I have grown to expect, he launched into screaming and belittling me.

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I told Shaun I was not listening to his yelling anymore and I left the room. I went downstairs and immediately texted Zach on his work phone telling him I had gone downstairs and that I refuse to have Shaun talk to me the way he does. The time was 8:01pm Shaun had told me Zach was in the hospital so I texted instead of calling. I knew Brian Page was not working so I called Brad Kelman and asked him what to do. Brad told me to call the only foreman working and that was Mike Smith. Mike told me to find electricians Brad and Jeff and to work with them the rest of the night.

As I was trying to reach Jeff and Brad, Zach called me from his personal phone. Zach told me that his work phone was dead and he did not get the text. Zach said Shaun had called him and told him I was "Insubordinate" to him. I told Zach what happened and he sent me to CB young to finish the night. I complained again about how Shaun treats me and he said he turns in everything I give him and it is out of his hands.

Another event is when we worked at Farnsley Middle school. Shaun and I were supposed to be PMing the entire school. Shaun got into it verbally with the coach named Ronnie and when Shaun got back into the van he said: "Fuck that black sumbitch, we aint doing this job. I asked what happened and he told me the coach said they are going to be running in the building all night and he said: "I told him I have 180 other schools I can be working in and you just got placed on the bottom of the list". First of all we had the entire school to PM so kids in the halls were a moot point.

Shaun went on and on and I knew kids weren't running in the halls that late so I checked on it myself and found out they were almost finished. I told my foreman of Shaun's behavior and he checked on it and found out that the coach had not told Shaun they would be running most of the night but that he told them they were almost done.

When we left that school, Shaun chose an Elementary school to PM and we went there and sat in the parking lot for an hour doing nothing. Shaun said we can't go in until the kids are gone. In fact, the Union Steward named Louis has told Shaun to stop saying this or we will end up back on a later work start time.

Our foreman did not let Shaun put Farnsley on the bottom of the list but instead made us go there approximately a week later to do the PM. Shaun made daily remarks about "Who the fucking snitch was" and on one occasion he said there are "Plenty of places you can end up in this part of town dead with nobody batting an eye".

The first job we did was the Library and although Shaun knows my girlfriend works at Farnsley he did not know where. I did not tell him out of fear for her safety. As Shaun's quest for "Finding the snitch" grew, I became increasingly worried that if he found out my girlfriend was the Librarian, he would think she was the one that complained. Shaun kept running through his head (Out loud) who could have complained. He mentioned the Principal, the Plant Operator,

and then one day while working Shaun blurted out: "I know who complained! It's that BLACK guy! It's that fucking coach! It has to be! He is pissed off about what I said to him and he fucking complained on me!" I'll fix THAT bastard!.

I was so upset I was nearly in tears, I was told this coach is the sweetest person in the school and that he is loved by EVERYONE. I was so conflicted, if Shaun knew it was me that complained I had no doubt something bad would happen to me, yet if I did not tell him it was me an innocent person was going to get the retaliation. Shaun went as far as to tell the night cleaning crew that Ronnie Bowman had complained on him.

Shaun has told me that he has even called people's wives and told them they are having an affair in retaliation for perceived wrongs. I worried about something like that but Shaun was so violently angry I worried more about a physical attack. I started trying to convince Shaun that it wasn't the coach, I told him it could have been anyone and that he may never know. I told him that teachers and coaches get smarted off to all day long by kids and that they just brush it off. I said for all we know it could have been a stranger that saw us sitting in the van all that time doing nothing, He eventually calmed down somewhat about Ronnie Bowman but when we had to repair the lights in Ronnie's office he even made a statement that "This is the guy's office who turned me in, I know it".

On 3/15/22 Shaun went to the LAN building behind Vanhoose to check on a job before coming to Barrett. When Shaun arrived at Barrett he immediately said he talked to someone that knows my girlfriend. He said: "She told me your girlfriend is the Librarian at FARNSLEY". I said "oh?" He described her and I said I think I know who you are talking about. He was angry and said: "WELL... IS SHE THE LIBRARIAN AT FARNSLEY?" I said yes. Shaun said: "SO WHY DID YOU LIE TO ME AND TELL ME SHE WAS A TEACHER!" I said; "She is a teacher, she has several teaching degrees". I was fearful for her safety immediately. That is the reason I told him she was a "Teacher" in the first place. I was the one that turned Shaun for treating Ronnie Bowman bad, not Ronnie Bowman, not the plant operator, not the librarian. It was me.

On another occasion Shaun and I were supposed to go to a school and pick up a lift. I drove the truck with the trailer and Shaun was to meet me there with the van. When I arrived Shaun called me and said Zach sent me to another job and that I was to get the lift myself. I told him I had to wait until the parent line was gone so I could load it up and Shaun said: "ZACH SAID GET THE LIFT AND GET OUT OF THERE, NO WAITING AROUND". I called Zach because I couldn't get the trailer in for the lift and I didn't want to get in trouble. It turned out Shaun lied and Zach did not send him to another job. Zach called him and told him he was supposed to be with me. Shaun came to the school yelling and accusing me of calling Zach and "Snitching" on him. Shaun was very threatening and intimidating. Shaun said: "DON'T YOU EVER CALL ZACH AGAIN, NEXT TIME YOU WANT SOMETHING YOU CALL ME NOT ZACH!"

ATTACHMENT A

I explained that I couldn't have been trying to get him in trouble. I thought he was where he was supposed to be. Shaun was belligerent to me the next few days, convinced I somehow was at fault for what he did wrong.

Equally concerning to me is the way Shaun treats the children at the schools, Shaun seems to have an absolute hatred for children and when we come across one while working he gets an indescribable look on his face. I have witnessed him yelling at kids in a way that I cannot believe they didn't tell their parents and cause a problem for JCPS. On several occasions Shaun has said that if he had to work with kids he would kill one. Once Shaun repeated that in front of some witnesses. He said "I'd end up being on the news Killing.....hurting one of them sumbitches."

I have spoken to my immediate supervisor about my situation on many occasions and he has told me he has passed my complaints on but nothing has been done. Many months ago he explained about making a formal complaint to "Compliance" but when I asked if I would be guaranteed not to work alone with Shaun he told me no, that it was possible that I would still have to work with Shaun. I said: "So I complain about the person who is making threats and I could find myself still working with the violent person only now he KNOWS I am the one making the complaints? I decided that decision could be deadly and I declined at that time to make the complaint although I have thought about it every day.

I have been trying for months to work up the courage to complain further up the line than my supervisor, Zach Maupin. Recently, when Shaun threatened Jose Garcia and there were witnesses, I was emboldened to go to compliance over Shaun myself but when Jose told me that he couldn't talk to compliance because of fear of retaliation I decided not to complain myself. This has been a very difficult thing to do and I now fear for my own safety as well as that of my girlfriend's and her children. I refuse to be a victim of Shaun's Hostility, Rage, and Threats any longer.

This complaint is in no way all inclusive, not even close.

Employee Discrimination Grievance

Mail or deliver this form to:

Director of Compliance and Investigations
Jefferson County Public Schools
C.B. Young Jr. Service Center
3001 Crittenden Drive
Louisville, KY 40209-1104
(502) 485-3341

Case Number: 29-22
This form provides the opportunity for an employee to report alleged incidents of discrimination and to secure an equitable, prompt, and appropriate resolution.

Employee Information

Name: Silas David Brumfield Telephone No.: [REDACTED]
Home Address: [REDACTED]
Work Location: CB Young Gen. Maint. Position Held: Electric Technician III
Work Address: CB Young Crittendon Drive
Immediate Superior: Zach Maupin Work Telephone No.: 502-712-8947

Type of Discrimination

Please check:

- Race Sex Age Veteran Disability Religion National Origin
 Other: Creating a hostile work environment through threats and harassment.

Statement of Grievance

Identify the harassment/discrimination that you allege has occurred. Be complete, and use full names/titles, dates, exact location(s), and specific occurrence(s), if appropriate.

My coworker Shawn Woodcock has created a hostile work environment from the very first day he returned from a prior termination, through harassment, threats, and intimidation.

Specific instances are included on an accompanying document.

Date(s) discrimination occurred: Earliest: Sept 2021 Latest: March 16, 2022

What results are you seeking by filing this complaint?

Use additional sheet(s) if necessary.

Because of Shawn's prior termination and his history of threats against myself and others I do not feel Shawn should remain employed at JCPS. I would like to immediately be removed from working with Shawn because of fear of retaliation.

Have you filed this complaint with any other governmental agency or pursuant to a labor management agreement? Yes No

If yes, please specify: _____

Signature: Silas Brumfield Date: 3/21/22

RECEIVED BY
MAR 21 2022
COMPLIANCE & INVESTIGATIONS

ATTACHMENT B

Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Wednesday, April 13, 2022 6:57 PM
To: Riley, Jeanine N
Subject: Re: Dates I emailed Zach and sent recordings

I forwarded the email I sent Zach when the threat to shoot Jose Garcia (Chuy) happened. It came from the Gmail account I had set up so it could be in your spam box.

From: Riley, Jeanine N <jeanine.riley@jefferson.kyschools.us>
Sent: Wednesday, April 13, 2022 12:16 PM
To: Brumfield, Silas D. <silas.brumfield@jefferson.kyschools.us>
Subject: RE: Dates I emailed Zach and sent recordings

Thank you David! I received all 6 of the emails with the recordings. Feel free to forward me any additional information that you feel is relevant.

Have a good day 😊

- Jeanine Riley

From: Brumfield, Silas D. <silas.brumfield@jefferson.kyschools.us>
Sent: Wednesday, April 13, 2022 12:12 PM
To: Riley, Jeanine N <jeanine.riley@jefferson.kyschools.us>
Subject: Dates I emailed Zach and sent recordings

Jeanine,

First of all I sent you 6 recordings, let me know if all 6 came through.

I wanted to email you some details of dates I have talked to Zach about the harassment and threats. There are many times we talked on the phone and I don't know if I made notes about that but there were a few times he took me into the office to talk about it and I recorded one of them. A lot of times he told me the only way to get away from Shaun is to get my license back and that makes no sense as Dantane (Pronounced like Dante') worked alone and I actually started out working with him. (And Dantane was a Tech3 the same as me and had his own truck.)

The following are the dates I emailed Zach the recordings pertaining to threats. If you need proof I emailed them to him I can forward or screenshot each one.

10/10/21 Emailed "Take you across the parking lot" Threat.
10/10/21 Emailed a recording of Shaun explaining how he tells other guys to stay away from cameras when you are not working to "Beat the system".
10/11/21 emailed recording of Shaun stating people quit within days and even hours of working with him at his previous job.
10/13/21 I emailed him the recording where Shaun said he would kill a kid.
10/13/21 emailed Zach saying Shaun wants dayshift and could you help him with that, "let dayshift deal with him" I said. (In another attempt for me to get away from him)

ATTACHMENT B

10/14/21 emailed (Beat the person talking a ass after work threat

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12/9/21 emailed Zach telling him Shaun was checking my paperwork and followed me into the bathroom about paperwork. (Zach told me fill out mine correctly and if the time don't match Shaun's that's Shaun's fault.) I had told him Shaun would "Go off" if I don't make my paperwork the same as his .

In the same email I asked Zach if I can bid to another department or if I have to wait until my probation ends. I never got an answer on that.

*12/10/22 Emailed Zach about the threat Shaun made to "Blow Jose Garcias head off

2/15/22 Emailed the recording "Fix the bitch" where he was angry a teacher complained on him.

There were other emails sent including one recording where Shaun was talking about Mike and Donald and another boss and shady things Shaun did on the job. I think I felt like if they weren't going to take the threats seriously maybe showing how much JCPS money he was wasting would get me away from him

I will go through text messages as soon as I can and find a way to send those to you

David.

Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Wednesday, April 13, 2022 7:11 PM
To: Riley, Jeanine N
Subject: Told Zach go ahead and use my name on the complaint
Attachments: Screenshot_20220413-190756.png

I had talked to Zach about the threats and abusive behavior and he said he couldn't do much without my name on the complaint. In this text I told him go ahead and use my name.

LTE 50% 7:07

← Zach Foreman



Saturday, Oct 2 • 4:51 PM

I've thought about it and if you need to use my name use it.

Z

Will do. Only if needed. I will speak with you more when I get back to work. Thanks

No problem. Get your shoulder healed. I've had shoulder problems although not rotator cuff so I know it can be painful.

Z

If I could get comfortable enough to sleep I'd be good. Just gonna take some time!

Yeah definitely going to take time.

Tuesday, Oct 5 • 9:27 AM

Last night Shaun wasn't his normal abrasive self, I believe by some things he said that he thinks I took those two days off because of how abusive he was last week.

On another note he described the person he says "got him fired" and



Text message



Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Thursday, April 14, 2022 11:28 AM
To: Riley, Jeanine N
Subject: Text 3 Mentions harassment again
Attachments: Screenshot_20220414-110156.png

In this text Zach was wanting me to document the schools Shaun went to goof off, schools he did not have a work order for.

I don't want to try and read Zach's mind but it felt like he took the threats seriously but he just didn't think it would get Shaun fired. Instead he seemed to think showing he was doing the same things that got him fired the first time would get him fired.

At times I wondered if Zach kept me with Shaun hoping he would actually hit me so Zach could positively get rid of Shaun. Zach had on several occasions told me if Shaun hits me don't hit him back. I had told Zach if Shaun repeatedly hit me I have to try to defend myself.

📶 97% 11:01

← Zach Foreman



Thursday, Sep 30 • 8:34 PM

If you can remember..can you give me locations of schools you were at where time was not recorded and schools you were at where time was exaggerated and time was wasted sitting around. I would like to document so I know what to be looking for when I get back..and any other pertinent info I may need to be aware of. Thanks

Z

Sure. I'll get times we were in transit from my phone text in a bit.

I am going to document the harassment also. First day back he was doing what I only know to call Vaccine Bullying. Said I was a f-ing idiot and I need to get the shot and that I was the only one in the shop that didn't have it. (Which I know is a lie).

Next day he was on the phone with his sister who he says is kitchen manager at Wagoner she told him she was told they were going to fire her for not getting the vaccine and he said: "A they can't do that half the people in the shop don't have it".



Text message



Riley, Jeanine N

From: [REDACTED]
Sent: Wednesday, April 13, 2022 1:36 PM
To: Riley, Jeanine N
Attachments: text_0.txt

CAUTION: This email originated from outside of JCPS. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Atten: Gary Mitchell-Manger Eric Williams
Coordination Zach Maupin Foreman This is in
Regards to Shawn The Election, On one Occasion He
came up to me and said ,U need to step up the pace
and help my Co Worker get the job done , and he also
said that I needed to help my Co worker more , I went
to my Foreman Zach Maulpin and told him what was
said , To my knowledge He talked with Shawn , I was
at Young Elementary working and Our Director Mr
Robertson came in and came up to me and thanked
me and said I was doing a great job , As I was
walking back to work Shawn and another Co worker
were behind me , Shawn made the statement .to the
other Co worker Don't U Hate people who try and
suck up to the Bosses , referring to me , Another
occasion, I was at a school and Again Shawn came up
and clapped his hands together and Said: Mush ,Mush
,Time to get busy and again last Wednesday June the
2nd My Co -Worker and I walked out to Clock our
and Shawn Came up and made the Statement .asking
my Co -Worker if He was done with The school He
said no Still painting Hallways ,Shawn said , Thats
because ,U only have One painter , ShWn wanted to
make sure I heard what he said , I'm tired of this Harri
Harassment and I want it stooped! I come to work and
do my job , I don't bother anyone , I've been told just
to Ignore it , I think I've ignored it long enough! I
deserved to be treated with respect , He not my Boss ,
If he's doing his job , Then he's doesn't have time to
worry about mine ! If it's not taken care of or stopped
, Then I will do what I have to and go higher up ! I'm
not going to put up with it , I don't have too , My
Attorney already knows what's going on Thank U for
Ur Time ! Sandra Brooks Employee of J CPS



This message was sent to you by a T-Mobile wireless phone.

ATTACHMENT B

Atten: Gary Mitchell-Manger Eric Williams Coordination Zach Maupin Foreman This is in Regards to Shawn The Election, On one Occasion He came up to me and said ,U need to step up the pace and help my Co Worker get the job done , and he also said that I needed to help my Co worker more , I went to my Foreman Zach Maulpin and told him what was said , To my knowledge He talked with Shawn , I was at Young Elementary working and Our Director Mr Robertson came in and came up to me and thanked me and said I was doing a great job , As I was walking back to work Shawn and another Co worker were behind me , Shawn made the statement .to the other Co worker Don't U Hate people who try and suck up to the Bosses , referring to me , Another occasion, I was at a school and Again Shawn came up and clapped his hands together and Said: Mush ,Mush ,Time to get busy and again last Wednesday June the 2nd My Co -Worker and I walked out to Clock our and Shawn Came up and made the Statement .asking my Co -Worker if He was done with The school He said no Still painting Hallways ,Shawn said , Thats because ,U only have One painter , ShWn wanted to make sure I heard what he said , I'm tired of this Harri Harassment and I want it stooped! I come to work and do my job , I don't bother anyone , I've been told just to Ignore it , I think I've ignored it long enough! I deserved to be treated with respect , He not my Boss , If he's doing his job , Then he's doesn't have time to worry about mine ! If it's not taken care of or stopped , Then I will do what I have to and go higher up ! I'm not going to put up with it , I don't have too , My Attorney already knows what's going on Thank U for Ur Time ! Sandra Brooks Employee of J CPS

Riley, Jeanine N

From: [REDACTED]
Sent: Wednesday, April 13, 2022 12:39 PM
To: Riley, Jeanine N
Subject: Fwd: Thursday 12/9/21

CAUTION: This email originated from outside of JCPS. Do not click links or open attachments unless you recognize the sender and know the content is safe.

----- Forwarded message -----

From: No Body [REDACTED]
Date: Fri, Dec 10, 2021 at 2:58 PM
Subject: Thursday 12/9/21
To: [REDACTED]

As we were leaving the shop Shaun approached Chuy and said "You mad at me?" Chuy looked away and unconvincingly said nah. Shaun again said **You mad at me?** Chuy looked nervous and again said Nah.

Later in the van Shaun was calling Chuy names and I said: "I heard something between you and Chuy in the shop, what happened?". Shaun said Chuy cut him off I believe he said on Crittendon drive and he said they got into it in the parking lot. He called Chuy an SOB and said he told him : "You don't fuck around with rednecks, I'm an old redneck and I I have a gun in my car and I will blow your fucking head off.. As we were leaving work I asked Chuy if Shaun threatened him with a gun and Chuy whispered and said yeah, he told me he would shoot me.

Shaun picked up 3 emergency lights from the shop before we left and had Dantane pick up two from the parts house near CB young. We had to pick up our old van and then Shaun decided instead of going to Farnsley he would go back to the shop and remove the seats from the van and vacuum it out.

I do not remember what time we arrived at Farnsley, probably around 5pm. There was a basketball game going on and I did forget to sign in with all the confusion. Dantane hadn't arrived from his interview. I took two ladders from the van and Shaun said "We don't need two ladders, I (Shaun) will be flipping breakers". From what I saw of his work list it was pretty accurate for the night. Shaun kept stopping me from doing too much, for example, when we were upstairs Dantane was wiring the last lay in light and I said I was going to start on the ones we had for the downstairs bathrooms. Shaun told me no, I have to wait for them.

Brian stopped by and I was working on the ladies bathroom light and Dantane was working on the one in the Mens room. Shaun was walking up the hallway. Before Brian arrived Shaun said this was the last two lights we were doing in the building and that we were going to relax the rest of the night. but as soon as I finished my light Shaun took my ladder and started working on an exit sign to impress Brian, that was the first time Shaun had been on a ladder all night, after that he told us we were finished for the night. Shaun disappeared for a while as he usually does, a lot of times he finds a classroom to hide in. Shaun said close the work order even though there are still things to be done there. I will say they do need more fluorescent bulbs, there were 7 new ones left. but there are many emergency lights that don't work. We probably have those in the shop but if not most of

ATTACHMENT B

them probably just need a battery. I'm not sure if his practice of changing them to new ones instead of replacing batteries and sealed beam bulbs is what we are supposed to do anyway, it sure doesn't seem kosher.

Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Wednesday, April 13, 2022 12:12 PM
To: Riley, Jeanine N
Subject: Dates I emailed Zach and sent recordings

Jeanine,

First of all I sent you 6 recordings, let me know if all 6 came through.

I wanted to email you some details of dates I have talked to Zach about the harassment and threats. There are many times we talked on the phone and I don't know if I made notes about that but there were a few times he took me into the office to talk about it and I recorded one of them. A lot of times he told me the only way to get away from Shaun is to get my license back and that makes no sense as Dantane (Pronounced like Dante) worked alone and I actually started out working with him. (And Dantane was a Tech3 the same as me and had his own truck.)

The following are the dates I emailed Zach the recordings pertaining to threats. If you need proof I emailed them to him I can forward or screenshot each one.

- 10/10/21 Emailed "Take you across the parking lot" Threat.
- 10/10/21 Emailed a recording of Shaun explaining how he tells other guys to stay away from cameras when you are not working to "Beat the system".
- 10/11/21 emailed recording of Shaun stating people quit within days and even hours of working with him at his previous job.
- 10/13/21 I emailed him the recording where Shaun said he would kill a kid.
- 10/13/21 emailed Zach saying Shaun wants dayshift and could you help him with that, "let dayshift deal with him" I said. (In another attempt for me to get away from him)
- 10/14/21 emailed (Beat the person talking a ass after work threat
- 10/15/21 emailed the threat recorded in the parts room.
- 12/9/21 emailed Zach telling him Shaun was checking my paperwork and followed me into the bathroom about paperwork. (Zach told me fill out mine correctly and if the time don't match Shaun's that's Shaun's fault.) I had told him Shaun would "Go off" if I don't make my paperwork the same as his .

In the same email I asked Zach if I can bid to another department or if I have to wait until my probation ends. I never got an answer on that.

- *12/10/22 Emailed Zach about the threat Shaun made to "Blow Jose Garcias head off
- 2/15/22 Emailed the recording "Fix the bitch" where he was angry a teacher complained on him.

There were other emails sent including one recording where Shaun was talking about Mike and Donald and another boss and shady things Shaun did on the job. I think I felt like if they weren't going to take the threats seriously maybe showing how much JCPS money he was wasting would get me away from him

I will go through text messages as soon as I can and find a way to send those to you

David.

Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Wednesday, April 13, 2022 7:06 PM
To: Riley, Jeanine N
Subject: Text 1 First time I asked to work with someone else.
Attachments: Screenshot_20220413-190252.png

LTE 51% 7:02

← Zach Foreman    

Thursday, Sep 30 • 4:50 PM

Zach,

I'm really concerned about my job working with Shaun. He does a lot of things that I know aren't right (things I understand have already gotten him fired once) and my fear is that he is going to get himself fired again and I'm going to get dragged into it with him.

I wondered if there is someone else you could put me with. I value my job and want to be here a long time.

I really didn't know how to approach this, I have a long probation ahead of me and I also fear if the guys know I said something they might make it rough on me.

David



Call me when you get a minute please

Thursday, Sep 30 • 8:34 PM



Text message



Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Friday, April 15, 2022 12:44 PM
To: Riley, Jeanine N
Subject: End of texts note

In case you missed it, I told Zach two times about Shaun threatening Jose (Chuy) with the gun. One in text and one on email.

David

Riley, Jeanine N

ATTACHMENT B

From: Brumfield, Silas D.
Sent: Friday, April 15, 2022 12:27 PM
To: Riley, Jeanine N
Subject: Text 12 Blackmail
Attachments: Screenshot_20220415-122633.png

electrical for Fayette County Schools, he told me in the 22 years he has been there they have never gotten an inspection.

Dec 29, 1:20 PM • SMS





<https://www.fcps.net/site/default.aspx?PageType=2&PageModuleInstanceId=36134&ViewID=15B23AE3-97B9-480A-BF21-849273355B7A&RenderLocale=0&FlexDataID=0&Filter=Site%3AMaintenance>

Z

It's all good. I'm not worried about none of that. He doesn't have a clue

Yeah. My brother said he was told they don't need any. The topic came up at Christmas.

It's all controlled by County. There's just not anyone there trying to use it as blackmail to do the least amount of work possible and harass people and keep their job.

← Zach Foreman    

My brother is head of electronics/
electrical for Fayette county schools,
he told me in the 22 years he has
been there they have never gotten an
inspection.

Dec 29, 1:20 PM • SMS

<https://www.fcps.net/site/default.aspx?PageType=2&PageModuleInstanceID=36134&ViewID=15B23AE3-97B9-480A-BF21-849273355B7A&RenderLoc=0&FlexDataID=0&Filter=Site%3AMaintenance>

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Z

To*



Text message



Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Friday, April 15, 2022 12:25 PM
To: Riley, Jeanine N
Subject: Text 11 ANOTHER TIME I TOLD JACK ABOUT GUN THREAT
Attachments: Screenshot_20220415-122240.png

Friday, Dec 10 • 10:27 AM

Brian gave us a job visit last night. Dantane was working and I was working and Shaun was walking around. Shaun hadn't been up a ladder all night but as soon as I finished my light he took my ladder and started one to look good for Brian who i think had already left.

Shaun and Chuy got into it in the parking lot before work and Shaun told Chuy he has a gun in his truck and he will blow his head off. Shaun told me this and Chuy confirmed it.

I'll send the details of the night later today.

Thanks. He needs to come to me either that. That needs to be addressed

Z

Monday, Dec 13 • 2:52 PM

There's no way you can tell if metal halide bulb is bad from the ground



45% 12:22

← Zach Foreman



Friday, Dec 10 • 10:27 AM

Brian gave us a job visit last night. Dantane was working and I was working and Shaun was walking around. Shaun hadn't been up a ladder all night but as soon as I finished my light he took my ladder and started one to look good for Brian who i think had already left.


Shaun and Chuy got into it in the parking lot before work and Shaun told Chuy he has a gun in his truck and he will blow his head off. Shaun told me this and Chuy confirmed it.

I'll send the details of the night later today.

Z

Thanks. He needs to come to me either that. That needs to be addressed

Monday, Dec 13 • 2:52 PM

There's no way you can tell if metal halide bulb is bad from the ground unless it's  en. I'm sure you know that.





Text message



Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Friday, April 15, 2022 12:21 PM
To: Riley, Jeanine N
Subject: Text 10 Shaun watch me fill out paperwork
Attachments: Screenshot_20220415-121038.png

← Zach Foreman    

Tuesday, Dec 7 • 2:01 PM

Shaun just told me "You gotta fill your paperwork out like I do, Louis just had a talk with me and he said you are what this is all about".


He said Zach told Louis that several days our paperwork didn't match up. We all gotta sit down and do paperwork together I'm gonna watch to make sure yours is the same

Z



Put the correct hours. You aren't obligated to falsify time bc he does

You won't be with him all the time much longer. Once Dontane moves shops you'll get his truck. You may have to work with him still but won't be stuck with him.

Z

Okay 

Tuesday, Dec 7 • 6:05 PM

At farnsley, he told cleaning ladies that he was here before and the track coach  smart with him so he left. I'm told  at nobody here would believe that because the track coach



Text message



Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Friday, April 15, 2022 1:36 AM
To: Riley, Jeanine N
Subject: Text 8 Threat
Attachments: Screenshot_20220415-013526.png



57% 1:35

← Zach Foreman



Thursday, Oct 14 • 10:13 PM

Zach, he made another threat after you left the parts room. There were two witnesses.

One witness was Paul Murphy (The new parts guy) and the other one was a large sized plumber, I do not know his name.

I may have it recorded but I haven't checked yet, he was several steps away from me and there is fan noise in there.

I know who the other was. He was in my shop also. I'm just as tired of this situation as you are. Hang in there. I'll contact you sometime tomorrow.



Ok

Friday, Oct 15 • 12:28 PM

It came out. I sent it.

Friday, C 7:05 PM



Text message



Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Friday, April 15, 2022 1:35 AM
To: Riley, Jeanine N
Subject: Text 7 meeting with Zach and threats
Attachments: Screenshot_20220415-013349.png



57% 1:33

← Zach Foreman



Z

If you can come in a little early around 1 and meet me in the office I use up front. Call me and I'll show you where if you dont know.

Oct 13, 12:00 PM

Ok almost there

Wednesday, Oct 13 • 4:58 PM

Stoval told him there was a complaint against him

Z

There are several.

He said if he finds out who complained he will catch them after work and whip their ass.

Z

Sounds like a threat

I have a record of it

Thursday, Oct 14 • 10:13 PM

Zach, he m... another threat after you left the... room. There were two witnesses



Text message



Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Friday, April 15, 2022 1:33 AM
To: Riley, Jeanine N
Subject: Text 5 attachment
Attachments: Screenshot_20220415-012417.png

← Zach Foreman    

Wednesday, Oct 6 • 6:24 PM

He's off the hook tonight. I have proof of it.

When I called him on yelling at me for something I did correctly he changed the subject and tried to drag Dantane into it. (Saying I wasn't smart enough to remember where the dumpster was)

He tried to get me to call Dante a liar, I said I'm not calling anyone a liar Im just saying I didn't ask Dantane where the dumpster was.


I have proof of the conversation/ yelling.

I'm really not sure how much more of this I can take. I hope you are back soon.

Oct 6, 6:24 PM • SMS

Wednesday, Oct 6 • 7:30 PM

We were done at 6:30pm he says he is going to hide the rest of the night just so you know.

We are in  umbering breakroom right now, per 4 lights in an office.



Text message



Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Friday, April 15, 2022 1:31 AM
To: Riley, Jeanine N
Subject: Text 6 Zach gives me the yahoo address
Attachments: Screenshot_20220415-012939.png



57% 1:29

← Zach Foreman



Sunday, Oct 10 • 11:24 AM

I'm trying to send you something and it won't go on text. Is there an email address I could send it to? It says the file is too large but it is actually small.



Zmaup23@yahoo.com


Sent.

I sent a second one. I will send more when I find them. (Today)

Sunday, Oct 10 • 2:18 PM

The fact that he had Toni's Two drills and a driver in his van and then called Brian and said he couldn't work because he didn't have tools shows he lied to avoid or at least postpone working.

Monday, Oct 11 • 10:31 AM

I sent two more I think are very good. Still search  for more.



Text message







Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Friday, April 15, 2022 1:27 AM
To: Riley, Jeanine N
Subject: Text 5

Apparently I recorded something this night. I'll try to find it this weekend. I don't have a lot of free time Monday thru Thursday because of the 10 hour days, that's why I haven't sent much

Riley, Jeanine N

From: Brumfield, Silas D.
Sent: Friday, April 15, 2022 1:23 AM
To: Riley, Jeanine N
Subject: Text 4
Attachments: Screenshot_20220415-012139.png


← Zach Foreman    

Tuesday, Oct 5 • 9:27 AM

Last night Shaun wasn't his normal abrasive self, I believe by some things he said that he thinks I took those two days off because of how abusive he was last week.

On another note he described the person he says "got him fired" and said he confronted the guy and said he would take him across the street in a parking lot and have it out

Tuesday, Oct 5 • 4:24 PM

 That's the kind of behavior that's not okay. Just keep doing your job and you'll be fine. It will be addressed once I get back.

Wednesday, Oct 6 • 11:12 AM

I'm keeping notes, I will try not to text you much but I will say Shaun has been telling everyone you won't give him any tools.

Monday he told Brian that we couldn't do the job because he didn't have a hammer drill and driver when

  Text message  

ATTACHMENT C

Woodcock Information/Summary of events brought to my attention
3-23-2022

9/30/2021: I received this message from Silas Brumfield while I was out on medical leave: "I'm really concerned about my job working with Shaun. He does a lot of things I know aren't right (things I understand have already gotten him fired once) and my fear is that he is going to get himself fired again and I'm going to get dragged into it with him. I wonder if there is someone else you could put me with. I value my job and want to be here a long time. I really didn't know how to approach this, I have a long probation ahead of me and I also fear if the guys know I said something they might make it rough on me".

He also stated that on his first day back from covid relief, Shaun Woodcock told him that he was a fucking idiot and needed to get the vaccine and he was the only one in the shop who didn't have it (which is a lie).

10/6/2021: Silas Brumfield stated that Shaun Woodcock had gotten aggressive with him yelling saying he didn't do something the right way and proceeding to tell him he was too stupid to figure out where the dumpster was located.

10/11/2021: Silas Brumfield stated that Shaun Woodcock said "he's going to jump my (Zach Maupin) ass for not adding him". This was in reference to me not unblocking him yet from my work phone after he had returned from being fired. I had not realized he was still blocked until that time. He was blocked because he kept sending me messages every day saying he was available for overtime when he wasn't even an employee of JCPS at the time. I added him back to my teams group message once I realized he was not on the group text.

10/10/2021: Silas Brumfield stated that Shaun Woodcock made threatening statements about Jeff Smith saying that he was going to meet him out in the parking lot and take care of him for "getting him in trouble".

10/10/2021: Silas Brumfield stated that Shaun Woodcock was spreading misinformation on why he had gotten fired and slandering me. He also stated that "he (me) started a war and he is going to finish it".

10/13/2021: Silas Brumfield stated that Shaun Woodcock was talking about his friend teaching at Iroquois High School and he said "there's no way he could be a teacher because he'd kill or hurt on of them little sons of bitches".

10/13/2021: Silas Brumfield stated that Shaun Woodcock said "I done told em they better not let me find out who's talking, because I'll beat their ass after work one day". He also said "there's a snitch in here somewhere, and if I find out who it is, I'm going to beat the breaks off of them, I promise you that. I won't catch them at work, I'll catch them outside of work, and it'll be on then. This was in response to me telling him to stop slandering me and telling my employees that I am leaving early when I'm not, because they are coming back and telling me what he's saying, and it is not appreciated. This was during a time when I had an altered schedule because I was interim specialist and coordinator, along with my foreman job as well. Because my hours were different and I did not get off at the same time as him, he said that I was leaving early every day. This caused distrust between my employees and I because of his slanderous words.

11/1/2021: Shawn Woodcock had an altercation with the Area Maintenance man (Ahmed Suleyman). Ahmed called me to explain the situation saying that Mr. Woodcock disrespected him and was rude to him as well as his principal. I spoke to Mr. Woodcock and he gave me a completely different story, so I explained to him how we are to interact with co-workers and principals, etc across the district. I went to Seneca and spoke with the principal and assured him that we would take care of his needs and that Mr. Woodcock had no business making decisions without contacting me and letting me know the situation.

12/9/2021: Silas Brumfield stated that Shaun Woodcock made these comments about Jose Garcia to him in the work van: "As we were leaving the shop Shaun approached Chuy and said "You mad at me?" Chuy looked away and unconvincingly said nah. Shaun again said **You mad at me?** Chuy looked nervous and again said Nah. Later in the van Shaun was calling Chuy names and I said: "I heard something between you and Chuy in the shop, what happened?". Shaun said Chuy cut him off I believe he said on Crittendon drive and he said they got into it in the parking lot. He called Chuy an SOB and said he told him : "You don't fuck around with rednecks, I'm an old redneck and I have a gun in my car and I will blow your fucking head off.. As we were leaving work I asked Chuy if Shaun threatened him with a gun and Chuy whispered and said yeah, he told me he would shoot me.

I followed up on this accusation with Jose Garcia, and he told me that was not what happened, and Shaun Woodcock never made those threats. He did not deny the situation occurred, but denied Shaun made any threats.

2/8/2022: Approximately 5 employees were in the break room at the end of the night and Jose Garcia was once again threatened by Shawn Woodcock. This time, there were witnesses to corroborate what happened. There were statements sent in to Compliance and Investigation, but Jose Garcia once again would not provide a statement. The other witnesses statements all match, and indicate that the situation unfolded as so: Shawn Woodcock came in the breakroom and told Jose Garcia to get out of his seat, to which Mr. Garcia said this isn't your seat this is a JCPS seat. Mr. Woodcock at that point asked him if he thought he was going to be funny in front of his friends, then said he would smack the shit out of him, and proceeded to leave the room. This made everyone in the room uncomfortable because of his aggressive nature.

3/15/2022: Shaun Woodcock made semi-concerning comments about his girlfriend, saying he knew where she worked and knew she was the Librarian at Farnsley. He asked why Silas had not told him about her working there. He was insinuating that Silas's girlfriend was trying to get him in trouble because of an issue that occurred at Farnsley. (Shaun had told me that the athletic director told him the track team would be running in the halls until 7:30 pm, so they could not do their work and had to go to another school. I contacted the athletic director (Ronnie Bowman) to corroborate this story. He informed me that he had told Mr. Woodcock that the halls would be clear at 4:30 pm at the latest. Mr. Woodcock took it upon himself to decide the work load for the night and lied to me about the time spent there and the approximate time that the track team would be out of the halls. Furthermore, there was plenty of work to be done in other areas of the building because it was a preventative maintenance assignment, which means that the whole school gets checked for maintenance issues. The library specifically needed lights and ballasts replaced. Mr. Woodcock thought that Silas's girlfriend had told on him, when it was actually the athletic director who told me he had lied.) Mr. Woodcock aggressively questioned Mr. Brumfield about his girlfriend and her place of employment and accused Mr. Brumfield of lying to him about where she worked and what her profession was. This is none of Mr. Woodcock's business and is very invasive. After this occurred, another altercation ensued. Mr. Woodcock then did not like how Mr. Brumfield was wiring a fixture and yelled at him aggressively to do it the way he wanted it done. At this point Mr. Brumfield felt that he had given his best effort to continue to work with Mr. Woodcock, but was not able to do so anymore. The hostile work environment that Mr. Woodcock had created for Mr. Brumfield amongst others in the general maintenance department had pushed Mr. Brumfield to the point that he could no longer work with him. Mr. Brumfield contacted me and said he was going to get away from him and went downstairs until I could get back with him to defuse the situation and find him another assignment for the night. At that point I pulled Mr. Brumfield back in to CB Young and assigned him other duties for the night.

ATTACHMENT D



Riley, Jeanine N

From: [REDACTED]
Sent: Tuesday, April 19, 2022 6:53 PM
To: Riley, Jeanine N
Subject: Pictures for investigation
Attachments: image000000(3).jpg; image000000(1).jpg

CAUTION: This email originated from outside of JCPS. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Enclosed you will find the pictures we discussed in the meeting today.

Thank you,
Shaun Woodcock

Sent from my Galaxy

ATTACHMENT E

Riley, Jeanine N

From: Luckett, Gwendy D
Sent: Wednesday, April 20, 2022 12:19 PM
To: Riley, Jeanine N
Subject: FW: Terroristic Threatening Report
Attachments: CB Young Terroristic Threatening 3rd Offense 032522.pdf; CB Young Employee Statements.pdf; WoodcockThreatsInfo.docx

Importance: High

*Gwendy Luckett, Clerk III
Compliance & Investigations
C.B. Young Jr. Service Center
3001 Crittenden Drive
Louisville, KY 40209
(502) 485-3341/(502) 485-3499
(502) 485-3593 - fax
gwendy.luckett@jefferson.kyschools.us*

Vision 2020 – “All Jefferson County Public Schools students graduate prepared, empowered, and inspired to reach their full potential and contribute as thoughtful, responsible citizens of our diverse, shared world.”

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From: Luckett, Gwendy D
Sent: Monday, March 28, 2022 12:28 PM
To: Henderson, O'Dell <odell.henderson@jefferson.kyschools.us>; Reid, Donna K <donna.reid@jefferson.kyschools.us>; Grohmann, Cynthia C. <cynthia.grohmann@jefferson.kyschools.us>
Subject: FW: Terroristic Threatening Report
Importance: High

*Gwendy Luckett, Clerk III
Compliance & Investigations
C.B. Young Jr. Service Center
3001 Crittenden Drive
Louisville, KY 40209
(502) 485-3341/(502) 485-3499*

(502) 485-3593 - fax
gwendy.luckett@jefferson.kyschools.us

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From: Blackston, Shawn A. <shawn.blackston@jefferson.kyschools.us>
Sent: Monday, March 28, 2022 12:15 PM
To: Luckett, Gwendy D <gwendy.luckett@jefferson.kyschools.us>; Wright, Lindsay N. <lindsay.wright@jefferson.kyschools.us>
Subject: FW: Terroristic Threatening Report
Importance: High

Hi Gwendy,

Here is the list of statements I received from my teams. Also, here is the report from Security for your review. Please reach out to me for any additional information needed.

Best,

Shawn A. Blackston
Specialist Maintenance & Renovations
Jefferson County Public Schools
O* (502)485-7564
C* [REDACTED]

JCPS Operations – We make learning possible!



From: Harper, Raymond J. <raymond.harper@jefferson.kyschools.us>
Sent: Friday, March 25, 2022 1:34 PM
To: Robinson, Donald <donald.robinson@jefferson.kyschools.us>; Blackston, Shawn A.

<shawn.blackston@jefferson.kyschools.us>; Henderson, O'Dell <odell.henderson@jefferson.kyschools.us>; Mullen, Stan T <stan.mullen@jefferson.kyschools.us>; Clark, James <james.clark5@jefferson.kyschools.us>

Subject: Terroristic Threatening Report

Importance: High

Please see the attached report on JCPS employee Shaun Woodcock. This was completed via 3rd party reporting by Shawn Blackston-Specialist Maintenance & Renovations. Additional information is included regarding some employee statements that appear to validate the concerns, along with a timeline completed from Mr. Blackston of issues regarding said employee.

Please Note: The 2 listed employee's in the report have had threats made against them, but admittedly are fearful of any type of retaliatory behavior by Mr. Woodcock should they personally step forward at this time. Mr. Blackston in recognizing their fear at this point has in this investigators opinion sought the best course of action to address this behavior.

We can recognize this report for what it is at this present time based upon the actions of Mr. Woodcock. I also see that there is a concern based upon some statements attached that this is an on-going and aggressive issue for a consistent period of time.

I am aware that an internal investigation by JCPS' compliance office is underway. This case will not continue to be a legal based/criminal case unless Mr. Woodcock decides to once again cross those legal boundaries warranting further intervention.

Based on experience if this activity is allowed to continue, there are three scenarios that are possible if this situation is left unattended.

1. Mr. Woodcock eventually makes good on a threat or becomes physically violent
2. An intended target of Mr. Woodcock takes a threat as fact and chooses to defend themselves in the same manner as the threat is received from Mr. Woodcock at the time the threat is being made.
3. An intended target of Mr. Woodcock has determined that enough has been done to them that they choose an aggressive response of some kind after the fact.

The above is submitted, and will provide the compliance department with a file copy for their records.

Respectfully,

Jimmy Harper
Investigator

DRAFT KYIBRS REPORT

COMMONWEALTH OF KENTUCKY

ADMINISTRATIVE	AGENCY ORI/NAME 0565200 JEFFERSON CO. SCHOOL SECURITY					INCIDENT NUMBER KY 2122-621					
	INCIDENT DATE/TIME 12/10/2021 TO 3/23/2022			EXACT / ESTIMATE ESTIMATE	REPORT DATE 3/23/2022	RECEIVED 10:00	DISPATCHED	ARRIVED	CLEARED		
	REPORTED BY: BLACKSTON, SHAWN							HOW REPORTED			
	LICENSE/ID STATE:		LICENSE/ID NUMBER:					IN PERSON			
	ADDRESS: 3001 CRITTENDEN DR										
	CITY: LOUISVILLE			STATE: KY	ZIP CODE: 40209		PHONE NUMBER:				
	EXACT LOCATION OF OFFENSE	CRITTENDEN DR								SECTOR NO:	
		ADDRESS CRITTENDEN DR									
		CITY LOUISVILLE						STATE: KY	ZIP CODE: 40209		
		COUNTY JEFFERSON				LATITUDE	38 DEG 12.115 MIN	LONGITUDE	85 DEG 44.969 MIN		
SEQUENCE # 1 OF 1			LOCATION TYPE: OTHER, UNKNOWN			TYPE WEAPON/FORCE INVOLVED		CRIMINAL ACTIVITY/GANG IFO			
OFFENSE DESCRIPTION: TERRORISTIC THREATENING, 3RD DEGREE											
OFFENSE CODE: 00822	ASCF CODE: 0	KRS CODE: 508.080	CLASS: A	DEGREE: M	COUNTS: 1						
BIAS MOTIVATION: NONE (NO BIAS)			METHOD ENTRY:		NUMBER PREMISES: 0						
SCHOOL NAME: CB YOUNG SERVICE CENTER-JEFFERSON COUNTY PUBLIC SCHOOLS			SCHOOL TYPE: COMBINED (I.E. K-12)			CAMPUS?		OFF CAMPUS			
OFFENDER SUSPECTED OF USING: NOT APPLICABLE					COURT ORDER TYPE:						
SEQUENCE # OF			LOCATION TYPE:			TYPE WEAPON/FORCE INVOLVED		CRIMINAL ACTIVITY/GANG IFO			
OFFENSE DESCRIPTION:											
OFFENSE CODE:	ASCF CODE:	KRS CODE:	CLASS:	DEGREE:	COUNTS:						
BIAS MOTIVATION:			METHOD ENTRY:		NUMBER PREMISES:						
SCHOOL NAME:			SCHOOL TYPE:			<input type="checkbox"/> Res Hall	<input type="checkbox"/> Separate Campus	CAMPUS?			
OFFENDER SUSPECTED OF USING:					<input type="checkbox"/> VAWA	<input type="checkbox"/> Title IX	COURT ORDER TYPE:				
SEQUENCE # OF			LOCATION TYPE:			TYPE WEAPON/FORCE INVOLVED		CRIMINAL ACTIVITY/GANG IFO			
OFFENSE DESCRIPTION:											
OFFENSE CODE:	ASCF CODE:	KRS CODE:	CLASS:	DEGREE:	COUNTS:						
BIAS MOTIVATION:			METHOD ENTRY:		NUMBER PREMISES:						
SCHOOL NAME:			SCHOOL TYPE:			<input type="checkbox"/> Res Hall	<input type="checkbox"/> Separate Campus	CAMPUS?			
OFFENDER SUSPECTED OF USING:					<input type="checkbox"/> VAWA	<input type="checkbox"/> Title IX	COURT ORDER TYPE:				
SEQ #	PROPERTY DESCRIPTION			TYPE OF LOSS		VALUE	RECVRD VALUE	REC. COND.	DT RECOVERED		
GENERAL	PROPERTY DESCRIPTION										
	OWNER APPLIED NUMBER					SERIAL NUMBER					
	MAKE					MODEL			OWNER		
	PROPERTY DESCRIPTION										
	OWNER APPLIED NUMBER					SERIAL NUMBER					
MAKE					MODEL			OWNER			
SEQ #	PROPERTY DESCRIPTION			TYPE OF LOSS		VALUE	RECVRD VALUE	REC. COND.	DT RECOVERED		
GENERAL	PROPERTY DESCRIPTION										
	OWNER APPLIED NUMBER					SERIAL NUMBER					
	MAKE					MODEL			OWNER		
	PROPERTY DESCRIPTION										
	OWNER APPLIED NUMBER					SERIAL NUMBER					
MAKE					MODEL			OWNER			
TOTAL STOLEN VALUE:			TOTAL RECOVERED VALUE:			TOTAL VEHICLES STOLEN:		TOTAL VEHICLES RECOVERED:			
INCIDENT STATUS	CLOSED DATE	CLEARANCE TYPE		CLEARED EXCEPTIONALLY			EX. CLEARANCE DATE	UCR REPORTING FOR OTHER AGENCY			
OPEN								<input type="checkbox"/> YES			
ORIGINATING OFFICER			ASSIGNED TO		UNIT/BADGE #	REVIEWED BY		SUPPLEMENTED BY			
Harper, Raymond			Harper, Raymond		5261						

KYIBRS REPORT
COMMONWEALTH OF KENTUCKY

DRAFT

VICTIM SEQUENCE 1 of 2		VICTIM NAME GARCIA, JOSE					PHONE
LICENSE/ID STATE:		LICENSE/ID NUMBER:					
<input type="checkbox"/> Address Unknown	ADDRESS: 3001 CRITENDEN DR					VICTIM TYPE: SCHOOL STAFF	
CITY: LOUISVILLE			STATE: KY	ZIP CODE: 40209	KY RESIDENT: RESIDENT		
DATE OF BIRTH 9/14/1979	SSN	HEIGHT	WEIGHT	EYE COLOR	HAIR COLOR		
GENDER		RACE		ETHNIC ORIGIN		PEACE OFFICER? <input type="checkbox"/> YES	
NBR 1	OFFENDER # 1	VICTIM RELATIONSHIP TO OFFENDER: VICTIM WAS OTHERWISE KNOWN		NBR	OFFENDER #	VICTIM RELATIONSHIP TO OFFENDER: VICTIM WAS	
VICTIM OF OFFENSE(S) 00822		AGG ASSAULT/ HOMICIDE CIRC		ADDTL JUSTIFIABLE HOMICIDE CIRC			
LEOKA ASSIGNMENT				LEOKA ACTIVITY			

SUSPECT SEQ. # 1 of 1		NAME: WOODCOCK, SHAUN					ARRESTED? <input type="checkbox"/> YES	ARREST DATE
LICENSE/ID STATE:		LICENSE/ID NUMBER:						
ADDRESS			DATE OF BIRTH:	PHONE:	KY RESIDENT:			
CITY		STATE:	ZIP CODE:					
SSN	SEX	RACE	ETHNIC ORIGIN NOT HISPANIC	HEIGHT	WEIGHT	EYE COLOR	HAIR COLOR	
ARRESTEE SEQ. # of	MULTIPLE ARREST IND.	ARREST TYPE		RELATED CITATION NUMBERS				
				1	4	8		
		ARRESTEE ARMED WITH		2	5	7		
				3	6	9		

SUSPECT SEQ. # of		NAME:					ARRESTED? <input type="checkbox"/> YES	ARREST DATE
LICENSE/ID STATE:		LICENSE/ID NUMBER:						
ADDRESS			DATE OF BIRTH:	PHONE:	KY RESIDENT:			
CITY:		STATE:	ZIP CODE:					
SSN	SEX	RACE	ETHNIC ORIGIN	HEIGHT	WEIGHT	EYE COLOR	HAIR COLOR	
ARRESTEE SEQ. # of	MULTIPLE ARREST IND.	ARREST TYPE		RELATED CITATION NUMBERS				
				1	4	7		
		ARRESTEE ARMED WITH		2	5	8		
				3	6	9		

WITNESS/OTHER SEQ. of		WITNESS/OTHER NAME					PHONE
LICENSE/ID STATE:		LICENSE/ID NUMBER:					
ADDRESS:						DATE OF BIRTH	
CITY:	STATE:	ZIP CODE:	SSN:				

KYIBRS REPORT: VICTIM SUPPLEMENT

COMMONWEALTH OF KENTUCKY

DRAFT

VICTIM SEQUENCE		VICTIM NAME						PHONE	
2 of 2		BRUMFIELD, SILAS							
LICENSE/ID STATE:		LICENSE/ID NUMBER:							
<input type="checkbox"/> Address Unknown		ADDRESS: 3001 CRITENDEN DR						VICTIM TYPE: SCHOOL STAFF	
CITY: LOUISVILLE			STATE: KY		ZIP CODE: 40209		KY RESIDENT: RESIDENT		
DATE OF BIRTH	SSN	HEIGHT	WEIGHT	EYE COLOR		HAIR COLOR			
1/14/1978									
GENDER		RACE			ETHNIC ORIGIN			PEACE OFFICER?	
[REDACTED]		[REDACTED]			[REDACTED]			<input type="checkbox"/> YES	
NBR	OFFENDER #	VICTIM RELATIONSHIP TO OFFENDER: VICTIM WAS			NBR	OFFENDER #	VICTIM RELATIONSHIP TO OFFENDER: VICTIM WAS		
1	1	OTHERWISE KNOWN							
VICTIM OF OFFENSE(S)			AGG ASSAULT/HOMICIDE CIRC			ADDTL JUSTIFIABLE HOMICIDE CIRC			
00822									
LEOKA ASSIGNMENT					LEOKA ACTIVITY				
VICTIM SEQUENCE		VICTIM NAME						PHONE	
of									
LICENSE/ID STATE:		LICENSE/ID NUMBER:							
<input type="checkbox"/> Address Unknown		ADDRESS:						VICTIM TYPE:	
CITY:			STATE:		ZIP CODE:		KY RESIDENT:		
DATE OF BIRTH	SSN	HEIGHT	WEIGHT	EYE COLOR		HAIR COLOR			
GENDER		RACE			ETHNIC ORIGIN			PEACE OFFICER?	
								<input type="checkbox"/> YES	
NBR	OFFENDER #	VICTIM RELATIONSHIP TO OFFENDER: VICTIM WAS			NBR	OFFENDER #	VICTIM RELATIONSHIP TO OFFENDER: VICTIM WAS		
VICTIM OF OFFENSE(S)			AGG ASSAULT/HOMICIDE CIRC			ADDTL JUSTIFIABLE HOMICIDE CIRC			
LEOKA ASSIGNMENT					LEOKA ACTIVITY				

VICTIM DATA

KYIBRS REPORT: NARRATIVE

COMMONWEALTH OF KENTUCKY

DRAFT***SYNOPSIS:***

Suspect (JCPS Employee-Shaun Woodcock) has made on separate occasions threatening comments that he "Has a gun in his car and would use it to blow the heads off of victims". Victims (JCPS Employee's Silas Bloomfield and Jose Garcia) are the reported victims of these threats as made to JCPS Investigator by their supervisor Shawn Blackston. The victims apparently on separate occasions have reported these threats to their supervisor. The Supervisor is reporting this information on behalf of the victims who appear to be fearful for their lives, thus making them hesitant to report directly. Based upon information received by investigator it is likely there are other victims who would likely report similar activity regarding the suspect, but again are afraid to step forward due to fear of retaliation by suspect in some manner. Victim's supervisor informed that should they desire to pursue legal remedies a warrant process will need to take place for prosecution.

INVESTIGATION:***ATTACHMENTS:******METHODS OF OPERATION:***

Sandra Brooks

3-23-22.

I had a conversation with David on 2-18-22. He was telling me some thing that Shawn was saying to him about him & other Co-workers threatening with gun, and name calling. I went to Desmond with my concerns about my safety and my Co-workers. He also mentioned Shawn slanders my name but using the name Karen.

- *Gusy Mitchell told them to ignore Shawn.
- Shawn calls her Karen.
- Zach was disrespected by Shawn.

This is Jose GARCIA 3-23-22

I had ~~it~~ A problem
with Shawn Woodcock

Like in 1-20-22

I WAS sitting down in BreakRoom

AND Shawn told me to get out of

his chair there were 2 chairs
there AND I told him that it was
Jeps chair AND then he said he

would smack the shit out of me
AND I said to him your not going
to touch me. ~~that~~

there was couple of guys there
As witnesses. Like RAY HALMINTON
Dawn Jeff Smith

From the day Shaun came back from being terminated I have felt threatened by him. The first day I worked with Shaun he was throwing things and yelling about how he had been screwed over. I felt like he was a volatile person and was hoping the situation would change and I would be working with Dantare Neal, Dantare is the first person I worked with here.

Shaun's anger soon was directed towards me and it was always something petty like how I put the ladder in the van and more often just no reason at all. Shaun told me on numerous occasions that he wanted to work alone.

Shaun constantly talked about people he felt slighted by. Shaun said frequently he wished he could "beat the shit" out of Sandy Brooks. Shaun also complained about Jeff Smith and told me Jeff got him in trouble. Shaun says Jeff keeps "rattling him out". Every time Shaun felt like he was in trouble he would try to figure out who "told" on him and threatened that he would follow the person after work and hurt them.

I have turned in many instances of Shans threats and abusive behavior and will make a copy of Everything available when Compliance tells me I can.

Day RL

Ice storm (maybe 2 months ago)

Shawn approach me in the parking lot after punching out at midnight. About me "running my mouth about him"

When I came in the scissor lift was on a trailer outside behind the building.

We were waiting to be assisted work for that day and my foreman (Bryan Page) was out, so Zach was dispatching work out. I ask Zach if he would like me to be the scissor lift inside due to Ice storm that was to come in town later that evening. Zach ask me why I didn't do it last night? I told him that I didn't use it last night, that is when David Brumfield spoke up and stated that Shawn & Him used it the night before and Shawn was out today, the control box was in Bryan Page office.

I told Shawn that I was only offering to help, due to Ice coming in town to bring the lift in.

- BRADLEY Kelman Remo Shop

- Boots story w/ Toni + Brad.
- license + Permist issues from Shaun
- "Black Cloud of misery"
- * Creates ~~work~~ ^{Hostile} work environment for others.
- * Bolly others @ work.

~~ADD~~
TO Whom It May Concerns

Tuesday Feb 8 2022

I Jeff Smith

was sitting in Breakroom when Shawn Woodcock came into Breakroom

Told Chewy he took Shawn seat.

(Shawn) He said, "Really"? Chewy said "What"? ~~He said~~ Shawn said, "you think your funny in front of your friends". "It won't be funny when I slap your fu#@ing face". It is awkward at Time Clock sometimes. Shawn was suspended once, moral was great. Soon as he returned moral dropped. Hearing the same stories about him calling electrical inspectors, complaining about no permits.

I can work with just about ~~anyone~~ anyone. He is a little different than most people. He's been calling me a rat since Day one, May 20th 2020. I tried to shake hands with him & ~~shook~~ end the name calling.

We stuck throughs, Everything
was good for about a week. ~~It~~
Then a week later I was a
Rat again.

He seems to have anger
issues.

J. Smith
3-23-2022
RWOOD

- * Creates a hostile work environment
- Permits + licenses conduct.

