

Dear JCPS Racial Justice Team

This is a fluid situation that requires immediate action. Our team is still in its planning stages, but we realized we must act quickly if we hope to salvage the situation for Nicole and maximize attention to the district's failure to address the Mayes situation properly.

We met today and discussed short and long term goals and will continue to improve on this document as time moves forward and the situation evolves. Present were Nicole, Lavonne, Traci, Gay, Mandy McClaren, Krystal Spencer, Michael McCloud, Nicole's daughters and husband Barry.

Please update the items below with your thoughts, suggestions, questions, changes. This document will be presented to AROS tonight.

Short and Long-Term Goals

1. Create DJRJ Team and Action Plan
2. Help Nicole get fair treatment. Get ahead of scissors story before people are misinformed.
3. Pressure Marty to do the right thing and terminate Mayes. Needs to be tried in court of public opinion. Give Marty political will to fire Mayes. He needs our help. He can't appear to be doing it on a whim.
4. Use this incident as a launching point to uncover and address systemic racism within entire district. Make list of demands and focus on raising awareness until they are addressed.

Actions

1. Attend AROS meeting 3/36 – Call Chris to add to agenda – Update and inform ally groups. Invite them to support.
2. Nicole, daughters, husband, Lavonne, Kelley, Rob? Speak at 3/27 Board Meeting
3. Arrange speakers for ongoing meetings to keep pressure up
4. Article in paper
5. Opinion pieces in paper
6. Opinion letters on Dear JCPS
7. Share details on social media
8. Transcribe quotes from audio and remind people of this man's bigoted behavior and ongoing abuse
9. Contact ACLU – Michael
10. Bring Carla up to speed - Gay
- 11.

Notes about situation to work into speeches:

Nicole's classroom is only one on 4th floor with only one way out

The doors open outward.

There is a hole where a deadbolt used to be.

Standard precautions not followed by school/district. Teacher blamed. The fact that they removed some students shows that they knew these drills can be triggering for those with trauma. The school/district should have taken standard precautions to make sure they removed ALL students who could be made to feel uncomfortable. When that didn't happen, teacher is left to improvise in a no-win situation.

No training provided. Vague emails. Not given leeway or alternatives should student indicate uncomfortable. Learn from these events and improve. Could have been avoided if a standard had been followed. Admin needs training to recognize when triggering event. Provide alternative.

Disparities are rampant.

Why does a white male principal with years of history of verbal and emotional abuse, caught on audio, stay in role during investigation while female black teacher is removed from classroom during investigation following allegation from one incident. He is permitted to continue spreading misinformation. Nicole unable to defend or even find allies. Told not to talk with students and parents. Cruel and unenforceable and enables a corrupt agenda. Told cannot talk to Pollio during investigation.

Had to sign permission slip to attend Black History programming. Not to participate in ALICE.

Mayes asking about genitals should have been removed immediately for sexual misconduct.

Defenders say intent was what mattered with Jerry. Why was Nicole not given the same benefit? Does anyone truly believe she intended to do harm to her students? Or did she intend to empower them and help them feel safe while conducting a very traumatizing drill that no one should be having to participate in? But especially when no escalation protocol was in place.

Lens language applies both ways, too. Pollio, what lens are you using when you assume there is not two sides to the story? Attempts to talk to teacher? Why was no E2 even attempted? Nicole deserves the same benefits as Mayes.

Tone and word choice in letters. Include screenshots. Threaten to hire security, trespassing order, make contact.

45 min on training/1:15 on drill

Rumor is that Findley was fired on GroupMe. Something having to do with ALICE and scissors.

YPAS – don't know why I wrote this. Lol.

Teacher not given opportunity to explain, respond, seek restoration of relationship prior to charges being brought. Were other student voices sought? Feels like targeting.

Teacher did what seemed prudent, reasonable, given circumstances in uncharted waters and lack of training. Responded to questions from students in good faith. Verbalizations, demonstration, return demonstration. Instructions included words like "fight intruder," "arm yourself." Where was the training

that talked about what to do when unique situations in uncharted territory happened? She followed the expectations set.

These actions against Nicole are adult focused, not student focused. Removing well loved teacher from classroom, especially when there are racial challenges in the school, is not prudent.

Communication has become a security risk. Compare responses to threats from Iroquois vs. Manual. Number of threats happening. Chaos. "Not concerned."

Toxic, unhealthy environment.

What about the stress these drills cause to teachers? Psych prevention steps.

[Other stories not included here:](#)

Child in closet never investigated

Klingenfus married student

Mayes' track record

- Bigoted history with trans, gay, other students.

- PRP situation – missing money, Christian statement in email, bullying

- Comments on audio tape

- Always whispering to secretary

- Flailed arms with Lavonne's daughter – "I can't talk to her."

- Letters on Dear JCPS

Manual has highest number of 504s?

76% of public charges were from JCPS = pipeline to prison

Other schools also needing attention

- Cane Run – high number of transfers – talks shit about parents

- Shawnee – transfer or get overstaffed

- TAPP – retaliation

Katy Zeitz

Alonzo – black man accused of abuse

District wide - Tone and attitude used toward AA parents, teachers

- "You don't know how things work around here." – Chris Perkins secretary

Secretary should be gatekeeper but not person problems are “escalated” to. They are not next in charge.

“Even Stevie Wonder could see this was corrupt.”

List of Demands

Systemwide standard protocol

District wide training on what to say/do, not to say/do

District wide trauma informed care

Send clear message racism will not be tolerated

Remove policy that instructs no contact with other parents or students

Replace SROs with counselors and supports.

More front end supports, less punitive measures.