

Green

Notice of Complaint/Level 2

Peacock, Paul <peacockp@flaglerschools.com>

Thu, Jan 26, 2023 at 8:24 PM

To: Cathy Mittelstadt <mittelstadt@flaglerschools.com>

Cc: michael3@legalteamforlife.com, Paul Peacock <peacockp@flaglerschools.com>

Sent via email only to Cathy Mittelstadt and copied only to myself and Michael Chiumento

January 26, 2023

Cathy Mittelstadt, Superintendent, Flagler County Schools

Written Complaint, Level 2 Grievance from employee Paul Peacock

Dear Superintendent Mittelstadt:

This is an addendum to the official form that is required to be filed for a level 2 grievance. Please note that this written reply has been delivered to you within the required ten (10) days on January 26, 2023, as set forth in policy.

My complaint has remained consistent beginning with my first complaint filed December 16, 2022 which is that I should be compensated in the amount of \$7500.00 for the bargaining supplement. Whether it is the opinion of Ms. Lashakia Moore or Kristy Gavin or a combination of both in re. "Denial of Level One Grievance with Supporting Reasons" that I failed to provide documented evidence to support my claim please consider the following:

Due to the fact that I was abruptly removed from the Chief of Operations and Chief Negotiator positions it is reasonable to expect to be compensated for the remainder of the calendar year, which would at least be 6 months' notice, before my wages were significantly reduced. I contend that I was unjustly removed due to the libelous statements made about me by School Board Member Colleen Conklin to you, Superintendent Mittelstadt. Ms. Conklin followed her libelous statements with a directive to you that I should be removed from said position. You complied by terminating me as the Chief Negotiator and demoting me from my position as the Chief of Operations at the district level to a school based level position. I can provide documented evidence of the actual text messages between you, Superintendent Mittelstadt, and Ms. Conklin upon request.

The decision to pay me or not to pay me is yours to make, however if you deny my request please understand that I will appeal your decision to the School Board. I will ask to be placed on the School Board agenda to present my appeal at which time I will provide hard copies of all of the communication between you, Superintendent Mittelstadt and Colleen Conklin to show a pattern of abuse and intermeddling into personnel and operational decisions and demands made by Ms. Conklin and carried out by you. That information will be provided to give context to the events of my demotion and dismissal for the school board consideration and to petition the board to have Ms. Conklin disqualified and removed from voting and deliberation on the outcome and findings of my complaint due to Ms. Conklin's prejudicial and conscious subjective emotion toward me. A copy of my appeal to the school board including the exchanges between you and Ms. Conklin will be forwarded to the School Board Association, Department of Education, and the Attorney General for review to determine if Sunshine Laws, ethics violations and/or a hostile work environment exists within the Flagler School Board and Superintendent's office.

I would like nothing more than to put this issue behind us and move forward with the business of Wadsworth Elementary School and the fantastic teachers, staff and students who deserve my full attention. The manner in which I was treated was and is wrong and violates multiple principles of professional conduct.

Paul Peacock



Paul Peacock
Principal, Wadsworth Elementary School