

At 8pm on September 12th, 2018 I was checking my son J: 's snap chats. I looked through his phone and noticed a snap name Tincher. My husband and I opened the "Snap" to reveal a sexy picture of Mrs. Tincher's face using a mouse ear snap chat filter. The next day on September 13th, 2018 at approximately 7am I called a few friends who work for Flagler Schools and asked them if this was normal or if I'm overreacting. School employee number one who is a teacher and school employee number two who works in county office both advised me that it was not normal and advised me to call Mr. Peacock right away. They both stated he needed to be made aware of the issue ASAP so he could investigate.

I was in shock that Mrs. Tincher would send a picture like that to a 12 year old student. I wanted to wait until my son got home from school so I could talk to him about it first, to give him a heads up that I knew about it before the school got involved. School employee two (who works in county office) offered to call for me if I wasn't comfortable doing so. He felt this needed to be reported ASAP and I shouldn't wait. I did not call school employee number 2 because of his position, I only called him as a friend to get his take on if this was normal or if I was over reacting. I text school employee number 2 around 10am asking if he got in touch with Mr. Peacock yet. School employee two replied with "yes, I spoke to him and he told me he would be reaching out to you."

I ended up calling ITMS around 11am, 11:30am, 12pm and 12:45pm that day trying to get in touch with Mr. Peacock. I left voicemails and even told the front desk and his secretary to have him call me right away that it was very important. Mr. Peacock did not end up calling me back until around 3pm. When he called he said "Hi. You called and left a message? I'm returning your call". I said "yes as I'm sure you already know because Employee number 2 already called you". He said "nope he didn't tell me anything explain (lie #1) ." So at this point he seemed upset with me that I called employee number 2 over calling him first. So I explained "I only called employee number 2 to get his advice on what I should do as a friend". He then said "well what happened?" (in a very rude tone) I told him about the picture I had opened and he said " My staff is allowed to use social media with the kids. The students respond to it better." I said " The picture Tincher sent has nothing to do with school. This is a personal picture of herself with a sexy filter of her face on snap chat that only last for 30 secs and disappears forever." I tried to explain Snapchat to him. I stated I was not accusing Mrs. Tichner of anything but this was alarming to me and this is how child molestation starts. Mr. Peacock then started screaming at me telling me " Tincher would never do that and the picture was not a big deal and she is allowed to send pics and your son started sending her "streaks" first (lie #2 he told me he knew nothing about this before he called me), any other questions i'm done talking to you."

At this point I was in disbelief on how he was YELLING at me, blaming my 12 year old son. I again tried to explain to him "This picture was inappropriate and

I'm not ok with any teacher or adult sending my 12 year old sexy pictures of themselves, even employee number 2 agreed this is not normal protocol". Mr. Peacock then said " That's employee number two's opinion and employee number two has nothing to do with my school'. He would not give me a chance to even explain anything else. He then said "I will personally make sure J [REDACTED] never receives anything from from any teacher in ITMS again!" (I took as a threat) I then said " I want an explanation from the teacher as to why she sent that snap pic to my son and what her intentions were". Mr. Peacock said " I don't have to take demands from you and I don't have to tell you why". I then said "I'll just call Mr. Tager and let him look into this." He said have a good night and hung up on me.

Mr. Peacock was being unreasonable and clearly didn't care about the picture or my concerns.

I ,then, emailed Tincher asking her why she sent my son the picture. Tincher never replied to me.

Mr. Peacock, then, sent me the attached email a few hours later twisting my story and placing blame on my 12 year old son. He also sent me a poor excuse of why Mrs. Tincher sent the pic in the first place.

I sent him a reply email back at 8am Sept. 14th. (Please see attached emails) He sent me an email 4 hours later "automated" (which was not automated- in my experience automated emails come immediately once the email is received) that he was out of the office until Monday. At this point I wasn't getting anywhere with Mr. Peacock.

I, then, contacted Mr. Tager. Mr. Tager promptly emailed me back and has been taking the situation seriously.

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**Fwd: teacher snap chatting my son**

10 messages

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J W r <j w: realtor@gmail.com>  
To: James Tager <tagerj@flaglerschools.com>

Fri, Sep 14, 2018 at 11:40 AM

Mr. Tager

I'm sorry to have to bother you with this but Mr. Peacock is not taking this seriously. Please read the emails below. I sent my email to Mr. Peacock this morning at 8:11 am. If he was out of the office this morning I would of gotten an auto response immediately from him not hours later at 11:25am. It's sad that this stuff is not taken seriously. I'm very dissappointed in the way I was treated and how this is being handled.

Respectfully,  
J W

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

From: **Paul Peacock** <peacockp@flaglerschools.com>  
Date: Fri, Sep 14, 2018 at 11:25 AM  
Subject: Re:  
To: J W r <j w: realtor@gmail.com>

I am currently out of the office until Monday, September 17, please call Ryan Andrews if you need immediate assistance.

**Paul Peacock**  
Principal, Indian Trails Middle School  
Flagler County Schools

On Sep 14, 2018, at 8:11 AM, J W r <j w: realtor@gmail.com> wrote:

Dear Mr. Peacock,

I appreciate your response. This is the response I expected the first time I spoke to you. Just to clarify I was concerned about Mrs. Tincher sending the personal pictures "streaks" to my son. Not the other way around. J is a 12 year old child, NOT the adult educator that knows better. Yes, J sent a streak yesterday afternoon to her responding back to another "streak" she sent yesterday morning to him of her dog. This was before I had a chance to discuss this matter with him. J had no idea I even knew about this until around 5pm yesterday.

My son, J will NOT be contacting Mrs. Tincher or any adult again via any form of social media. I have blocked her now on his accounts.

Mrs. Tincher needs to be made aware that contacting students with personal pictures via social media is COMPLETELY unprofessional and a bit alarming. I hope she never contacts my son again, or any other students for that matter. Mrs. Tincher needs to be held accountable for her poor decisions.

You said over the phone to me that "I have no problem with teachers using snapchat with students for education". She admitted this was clearly not for educational purposes. I was trying to explain that to you over the phone.

The way you spoke to me on the phone yesterday was unacceptable and unprofessional when your teacher was in the wrong.

I would like an explanation from Mrs. Tincher to why she was sending "streaks" to my son in the first

place? (They were keeping eachother's streaks going) I have screen shots of the snaps going back and forth.

I agree switching J. 's class is in best intrest for the safety and well being of my child.

I'm also asking for this to be further investigated to make sure her intentions were what you are saying they were. Since you had told me yesterday at 3pm you did not speak to her yet and did not look into it. Her statement is not a good explanation to why she was "streaking" him to begin with. (I do appreciate Mrs. Tichers honesty)

I will cc Mrs. Kalcounos so she is aware of what's going on. I'm sure you have done so already. My son has been advised not to speak to anyone regarding this situation unless he has a parent present.

Respectfully,

J. W  
386.931.0580

On Thu, Sep 13, 2018 at 4:34 PM Peacock, Paul <peacockp@flaglerschools.com> wrote:  
Good afternoon Ms. W

I am writing in response to your concern regarding a snapchat communication from your son J to Mrs. Tincher. Mrs. Tincher responded to the "streak" request from your son J by sending a picture of her face with a mouse ears filter applied and no written comment. J sent a "streak" request again this afternoon which was not responded to by Mrs. Tincher and she deleted J from her list of contacts. If J sends another request Mrs. Tincher will block the request.

As a parent you have every right to control communication with your son. I do respect your request for Mrs. Tincher not to communicate via any form of social media. I received a copy of your email to Mrs. Tincher and we will comply with your request.

As to your question asking why she communicated with J she was simply sending a response to keep J's "streak" going.

Finally, for the safety and well being of J as well as Mrs. Tincher, I will have Mrs. Kalcounas change J's Operation Mustang Graduation to a different teacher effective Monday, as there is no OMG class on Friday. This will not impact any of his regular schedule.

Kind regards,



Paul Peacock  
Principal, Indian Trails Middle School  
Flagler County Schools

Thank you,

J. W.

Trademark Realty Group

Superintendent, Flagler Schools

[Quoted text hidden]

---

J W: <j w realtor@gmail.com>  
To: James Tager <tagerj@flaglerschools.com>  
Cc: osypianb@flaglerschools.com

Fri, Sep 14, 2018 at 12:04 PM

Thank you for your prompt response, I appreciate it. I'll be waiting to here from Mr. Osypian. Have a good weekend.  
[Quoted text hidden]

---

Osypian, Benjamin <osypianb@flaglerschools.com>  
To: J W: <j w realtor@gmail.com>  
Cc: James Tager <tagerj@flaglerschools.com>

Fri, Sep 14, 2018 at 12:54 PM

Mrs. W:  
Please provide me with a good contact number to call all you at. Thank you!

Ben Osypian  
[Quoted text hidden]

Ben Osypian  
Chief Human Resources Officer  
Flagler Schools

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J W: <j w realtor@gmail.com>  
To: "Osypian, Benjamin" <osypianb@flaglerschools.com>

Fri, Sep 14, 2018 at 1:00 PM

Mr. Osypian,

You can reach me at 386.931.0580

Thank you,  
J W:  
[Quoted text hidden]

---

J W: <j w realtor@gmail.com>  
To: Cindy Kalcounos <kalcounosc@flaglerschools.com>

Fri, Sep 14, 2018 at 2:00 PM

Mrs. Kalcounos,

I'm forwarded this to you as you are my child's counciler and would like you to be in the loop of what is going on.

Respectfully,  
J W:  
386.931.0580  
[Quoted text hidden]

---

J W: <j w realtor@gmail.com>  
To: "Osypian, Benjamin" <osypianb@flaglerschools.com>

Fri, Sep 14, 2018 at 2:45 PM

Mr. Osypian,

Thank you for taking the time out to talk to me today. You put me at ease about the situation. I have no doubt that you will be handling this the way it should of been in the beginning and appreciate it. I attached the reenactment photo.

Cell: 386.931.0580

"You only list once when you list with me"

Real Estate: Buying, Selling, New Construction & Investing Services

Links: Local Realestate News - Get Pre-approved

- Referrals are greatly appreciated.



--

Thank you,

J. and J. W.

Trademark Realty Group

Cell: 386.931.8196

Cell: 386.931.0580

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Referrals are greatly appreciated.

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**James Tager** <tagerj@flaglerschools.com>

Fri, Sep 14, 2018 at 12:01 PM

To: J. W. <j. w. realtor@gmail.com>

Cc: osypianb@flaglerschools.com

J. ; I am currently in Tampa at a Superintendent's meeting. I am sharing this with Mr. Osypian who is our Chief Human Resources Officer. One of the things he does is to investigate professional standards issues. He will address this with the principal and follow up with you afterwards. I think that moving your son's "OMG" assignment is a positive action. Please know that I understand your concern. Have a good weekend.

Enthusiastically Yours,

James Tager

[Quoted text hidden]

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Jr W r <j rw: realtor@gmail.com>  
To: "Osypian, Benjamin" <osypianb@flaglerschools.com>

Sun, Sep 16, 2018 at 12:57 PM

Mr. Osypian,

After taking over the situation with my husband we would like to file a formal complaint on Mr. Peacock and Mrs. Tincher.  
Please advise me on how to go about this.

Thank you,

Jr W

[Quoted text hidden]

---

Osypian, Benjamin <osypianb@flaglerschools.com>  
To: Jr W: <j rw: realtor@gmail.com>  
Cc: Earl Johnson <johnsone@flaglerschools.com>

Mon, Sep 17, 2018 at 8:23 AM

Mrs. W

Thank you for updating me about your concern. I have attached the formal complaint form that we utilize. Please fill it out and feel free to write on the back if necessary. Once it is filled out, please call the district at (386) 437-7526 or email me. We can then set up a time that you can bring in the form to discuss.

Thank you,

Ben Osypian

[Quoted text hidden]

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 **complaintform2017-1215fill-in.pdf**  
312K

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Jr W r <j rw: realtor@gmail.com>  
To: "Osypian, Benjamin" <osypianb@flaglerschools.com>

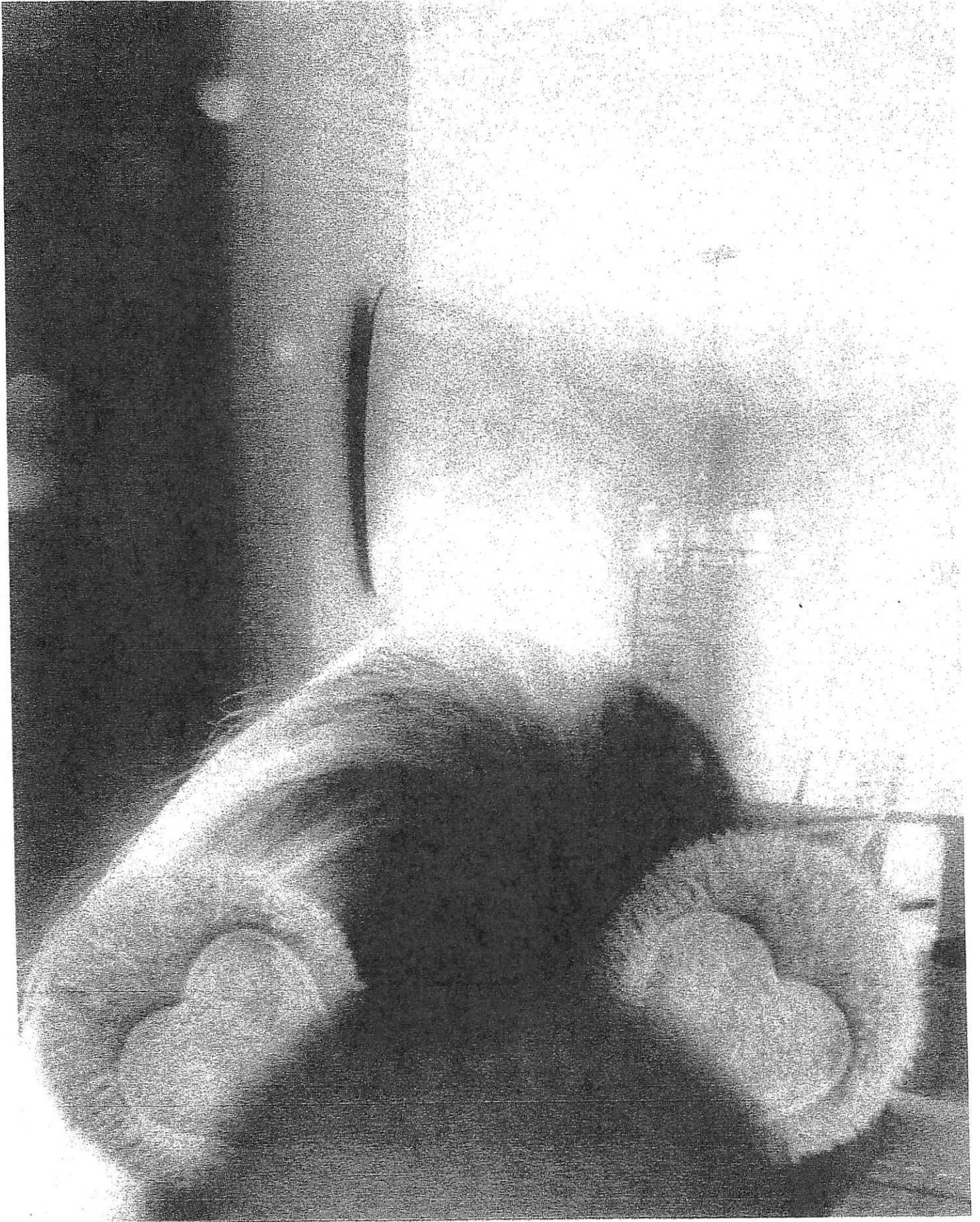
Mon, Sep 17, 2018 at 1:17 PM

Thank you, it will be filled out by today. Please let me know a good time that works for you this week. The sooner the better. Thank you

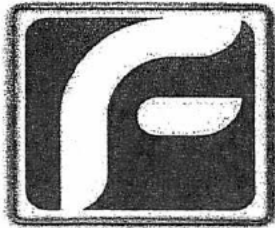
[Quoted text hidden]



Have a great weekend,  
J r W







flaglerschools  
Striving to be the Nation's Premier Learning Organization

### Complaint Form

Date 8-17-2018 Time of Incident 8:00pm Location My sons cellphone

1. Name of individual submitting complaint J W

2. Who is the individual that you are filing the complaint against? Mrs. Shelley Tincher

3. Briefly describe your complaint

At 8pm on Sept, 12th I checked my 12 year olds son's phone and saw Mrs Tincher his teacher was snapchatting inappropriate pictures of herself to my 12 year old son.

4. Was a student involved?  Yes  No

5. Name of student J W Grade 6th School ITMS

6. Was a teacher/administrator involved?  Yes  No

7. Name the individual(s) from question #6 Mrs. Shelley Tincher

8. Additional Information

Mrs. Tincher admitted to Mr. Peacock that she sent J [redacted] "streaks" sending a picture of her face with a mouse ears filter applied. The picture was a sexy picture, Snap chat filters enhance your looks and make you look sexy. Snap chat's delete 30 seconds after you send them leaving no evidence of what you sent. See attached emails. and example of pic attached.

*Please submit this form to your immediate Supervisor or the Chief Human Resources Officer*

- Kid in class do you streak in Spap,  
Can we get your id so we can

- Must accept request - Mom - "Why would you accept  
it?"

M-Common sense not to  
-why did she do what she did?

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**Fwd: teacher snap chatting my son**

10 messages

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J. W. <j. w. realtor@gmail.com>  
To: James Tager <tagerj@flaglerschools.com>

Fri, Sep 14, 2018 at 11:40 AM

Mr. Tager

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Respectfully,  
J. W.

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

From: **Paul Peacock** <peacockp@flaglerschools.com>  
Date: Fri, Sep 14, 2018 at 11:25 AM  
Subject: Re:  
To: J. W. <j. w. realtor@gmail.com>

I am currently out of the office until Monday, September 17, please call Ryan Andrews if you need immediate assistance.

**Paul Peacock**

Principal, Indian Trails Middle School  
Flagler County Schools

On Sep 14, 2018, at 8:11 AM, J. W. <j. w. realtor@gmail.com> wrote:

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My son, J., will NOT be contacting Mrs. Tincher or any adult again via any form of social media. I have blocked her now on his accounts.

Mrs. Tincher needs to be made aware that contacting students with personal pictures via social media is COMPLETELY unprofessional and a bit alarming. I hope she never contacts my son again, or any other students for that matter. Mrs. Tincher needs to be held accountable for her poor decisions.

You said over the phone to me that "I have no problem with teachers using snapchat with students for education". She admitted this was clearly not for educational purposes. I was trying to explain that to you over the phone.

The way you spoke to me on the phone yesterday was unacceptable and unprofessional when your teacher was in the wrong.

I would like an explanation from Mrs. Tincher to why she was sending "streaks" to my son in the first

place? (They were keeping eachother's streaks going) I have screen shots of the snaps going back and forth.

I agree switching J s class is in best intrest for the safety and well being of my child.

I'm also asking for this to be further investigated to make sure her intentions were what you are saying they were. Since you had told me yesterday at 3pm you did not speak to her yet and did not look into it.

Her statement is not a good explanation to why she was "streaking" him to begin with. (I do appreciate Mrs. Tichers honesty)

I will cc Mrs. Kalcounos so she is aware of what's going on. I'm sure you have done so already.

My son has been advised not to speak to anyone regarding this situation unless he has a parent present.

Respectfully,

J W  
386.931.0580

On Thu, Sep 13, 2018 at 4:34 PM Peacock, Paul <peacockp@flaglerschools.com> wrote:  
Good afternoon Ms. W

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Finally, for the safety and well being of J as well as Mrs. Tincher, I will have Mrs. Kalcounas change J's Operation Mustang Graduation to a different teacher effective Monday, as there is no OMG class on Friday. This will not impact any of his regular schedule.

Kind regards,



Paul Peacock  
Principal, Indian Trails Middle School  
Flagler County Schools

Thank you,

J W

Trademark Realty Group



Superintendent, Flagler Schools  
[Quoted text hidden]

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J W <j w: realtor@gmail.com>  
To: James Tager <tagerj@flaglerschools.com>  
Cc: osypianb@flaglerschools.com

Fri, Sep 14, 2018 at 12:04 PM

Thank you for your prompt response, I appreciate it. I'll be waiting to here from Mr. Osypian. Have a good weekend.  
[Quoted text hidden]

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Osypian, Benjamin <osypianb@flaglerschools.com>  
To: J W <j w: realtor@gmail.com>  
Cc: James Tager <tagerj@flaglerschools.com>

Fri, Sep 14, 2018 at 12:54 PM

Mrs. W  
Please provide me with a good contact number to call all you at. Thank you!

Ben Osypian  
[Quoted text hidden]

--  
Ben Osypian  
Chief Human Resources Officer  
Flagler Schools

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J W <j w: realtor@gmail.com>  
To: "Osypian, Benjamin" <osypianb@flaglerschools.com>

Fri, Sep 14, 2018 at 1:00 PM

Mr. Osypian,

You can reach me at 386.931.0580

Thank you,  
J W  
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To: Cindy Kalcounos <kalcounosc@flaglerschools.com>

Fri, Sep 14, 2018 at 2:00 PM

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J W <j w: realtor@gmail.com>  
To: "Osypian, Benjamin" <osypianb@flaglerschools.com>

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Mr. Osypian,

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Cell: 386.931.0580

“You only list once when you list with me”

Real Estate: Buying, Selling, New Construction & Investing Services

Links: Local Realestate News - Get Pre-approved

- Referrals are greatly appreciated.



--

Thank you,

J. [redacted] and J. [redacted] W.

Trademark Realty Group

Cell: 386.931.8196

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**James Tager** <tagerj@flaglerschools.com>

To: J. [redacted] W. [redacted] <j. [redacted] w. [redacted] 3altor@gmail.com>

Cc: osypianb@flaglerschools.com

Fri, Sep 14, 2018 at 12:01 PM

J. [redacted] I am currently in Tampa at a Superintendent's meeting. I am sharing this with Mr. Osypian who is our Chief Human Resources Officer. One of the things he does is to investigate professional standards issues. He will address this with the principal and follow up with you afterwards. I think that moving your son's "OMG" assignment is a positive action. Please know that I understand your concern. Have a good weekend.

Enthusiastically Yours,

James Tager

[Quoted text hidden]

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John W. Johnson <johnsonw@realtor@gmail.com>  
To: "Osypian, Benjamin" <osypianb@flaglerschools.com>

Sun, Sep 16, 2018 at 12:57 PM

Mr. Osypian,

After taking over the situation with my husband we would like to file a formal complaint on Mr. Peacock and Mrs. Tincher.  
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Thank you,

John W.

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To: John W. Johnson <johnsonw@realtor@gmail.com>  
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Thank you,

Ben Osypian

[Quoted text hidden]

---

 complaintform2017-1215fill-in.pdf  
312K

---

John W. Johnson <johnsonw@realtor@gmail.com>  
To: "Osypian, Benjamin" <osypianb@flaglerschools.com>

Mon, Sep 17, 2018 at 1:17 PM

Thank you, it will be filled out by today. Please let me know a good time that works for you this week. The sooner the better. Thank you

[Quoted text hidden]

Have a great weekend,  
J. W





iPhone 5s LTE

2:15 PM

31%

# Friends



**A [redacted]**

Received - 12m



**J [redacted]**

Received - 25m - 19



**T [redacted]**

Received - 4h - 16



**Tincher**

Received - 6h



**M [redacted]**

Received - 7h - 7



**[redacted]**

Received - 7h - 7



**D [redacted]**

Opened - 5h



**New Friend Stories**  
From [redacted] and 4 more...



cricket LTE

2:16 PM

3:30



Tincher



### Chats Delete after 24 Hours

Chats are set to delete 24 hours after they're reviewed. You can change this in the conversation settings.

ME

TODAY

▶ Opened

TINCHER

□ Opened

Send a photo



Hey

Tim

Q W E R T Y U I O P

A S D F G H J K L

↑ Z X C V B N M



space

Send





Tincher



YESTERDAY

ME

▶ Opened

▶ Opened

TINCHER

□ Opened

YOU CHANGED WHEN CHATS DELETE



### Chats Delete after 24 Hours

Chats are set to delete 24 hours after they're viewed. You can change this in the conversation settings.

ME

TODAY

▶ Opened

TINCHER



## Snapchat Investigation of September 13, 2018

### Background

John Fanelli called to report a parent had contacted him and was concerned about a snapchat image her son had received. After a brief discussion, I informed him I would call the parent.

I phoned parent J W approximately 2:00pm after dismissal of students. Parent JW was agitated and accusatory. I attempted to gather the information and responded that I needed to investigate her concern and afford the teacher due process. See statements from Andrews, Neuenfeldt.

I communicated via email to Mrs. W the immediate findings and the action plan. Attached hereto and incorporated herein for reference.

Mrs. W responded via email in which I emailed her back several hours later to let her know I was out of the office that day and gave her an alternative contact if she needed immediate assistance. This was an email not an automated response.

I attempted to phone Mrs. W on Monday for follow up regarding her concern. There was no answer and I chose to not leave a voicemail. I phoned again during the day and then called the additional number provided. I made telephone contact with Mr. W and discussed the entire event. He seemed satisfied with the steps that were taken to safeguard his son. I asked if he would like me to reach out to Mrs. W as well. He said yes and we discussed her availability would not be until after 4:00pm that day. I let him know I would not be able to call after 4:00 but I would call the following morning. Later that day I received Mrs. W's formal complaint and ceased any further communication.

### Investigation

Interviewed Shelley Tincher who was completely cooperative. Spoke to multiple students who had received the snapchat image at the same time student J W did. Randomly selected several students from a list of 20+ that had received the streak snap.

### Findings

Student J W initiated a streak snapchat request to Mrs. Tincher. Mrs. Tincher responded to his request by sending a picture of her face with an animal ears filter that included freckles and made up eyes. It was determined that this was a common practice called a streak snap where the senders attempt to keep the "streak" alive for as many consecutive days as possible by sending, i.e. "selfies" with filters, locations, inanimate objects. The reply went to J W and a long list of other recipients including both current and former students of Mrs. Tincher. While interviewing Mrs. Tincher she received another streak snap request from student J W with a picture of a car door handle with a red "S" for

streak. While in my presence Mrs. Tincher removed J from her list of contacts and ceased and desisted from any further communication with the student. Of the multiple students that were interviewed that had received the same image on the streak snap not one had any concerns regarding the nature and content of the "snap".

### Conclusion

Based on the investigation there was no intent or occurrence of interacting inappropriately with the student. The communication was not inappropriate. The snapchat was not private or secretive but was disseminated to multiple students. The snapchat was not initiated by Mrs. Tincher but was a response to the student's request. The practice of using snapchat as a social media format has been stopped. No disciplinary action whatsoever is appropriate in this case. Mrs. Tincher is a phenomenal teacher who deeply cares for her students.

Investigated by Paul Peacock, Principal  
Indian Trails Middle School 

September 21, 2018

To Whom It May Concern,

Last week Mr. Peacock called Mrs. W in regards to a concern that she had for her child. Mr. Andrews and I were present during the phone call. Mr. Peacock asked for information regarding the complaint. Mrs. W stated that she had talked with Mr. Fanelli about the situation and she should notify him immediately. Mr. Peacock stated that he received a message to contact her but did not have details. Mrs. W informed him that a teacher sent a picture of her face with a filter on it to her son's snapchat account as a streak. Mr. Peacock asked a few clarification in regards to the operational system of snapchat and the mom's tone became defensive. Mr. Peacock informed Mrs. W that he would investigate the situation. He stated that social media can be used and has many benefits for the classroom. Mrs. W continued to be upset and stated that Mr. Fanelli agrees that this is highly inappropriate and demanded an answer as to why the teacher had sent the picture.. Mr. Peacock again told her that he would investigate the concern and would notify her of the results. She then stated that the picture of the teacher's face on snapchat is how child molestation starts. Mr. Peacock responded that he will not continue the conversation with her making such egregious statements against his teacher. He restated again that he would investigate the situation and would ensure that the teachers did not communicate with her son through social media. Mrs. W continued to overtalk and demand the why behind the picture. She stated she would call the district and hung up the phone.

Amy Neuenfeldt

As for my account of the phone call that transpired between Mr. Peacock and Mrs. W. I was in the room as witness to the conversation over speaker phone.

Mr. Peacock began the phone call by informing Mrs. W. he was reaching out to her to gather information. Mrs. W. replied that she assumed Mr. Fanelli has communicated with Mr. Peacock.

Mr. Peacock said that Mr. Fanelli asked me to give you a call and that he needs some information.

Mrs. W. informed Mr. Peacock of the situation regarding her son and a teacher using SnapChat. Mrs. W. went on to say that she had spoken to several individuals as well as Mr. Fanelli and that Mr. Fanelli told her it was definitely inappropriate.

Mr. Peacock said he would need to investigate and that Mr. Fanelli's opinion is his own.

There was further conversation about SnapChat and the scenario that took place and Mrs. W. used opinionative adjectives to describe the photo. Mr. Peacock stated the teacher is able to use social media and that there are many benefits of social media communication.

Mrs. W. disagreed and related this situation to how child molestation starts. Mr. Peacock responded that he would not associate the teacher with such accusations.

Again Mr. Peacock stated he will gather information and he needed to speak to the teacher and students to gather statements and accounts. He also added that he could assure that no teacher will further communicate with Mrs. W.'s student by social media from Indian Trails. The student would not have that teacher the following day and that it would give the school time to develop a plan.

Mrs. W. demanded a reason the teacher was communicating with her student and reiterated how no grown adult should have social media interaction with a child.

Mr. Peacock said he was not going to let the teacher be accused of wrongdoing before he has all the information but that we will develop a plan to separate the student and teacher while we investigate.

Mrs. W.'s voice was elevated and was talking over Mr. Peacock and said she would be calling the district office and hung up.

---

**(no subject)**

1 message

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**Peacock, Paul** <peacockp@flaglerschools.com>

Thu, Sep 13, 2018 at 4:34 PM

To: jrwrealtor@gmail.com

Good afternoon Ms. W

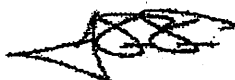
I am writing in response to your concern regarding a snapchat communication from your son J. to Mrs. Tincher. Mrs. Tincher responded to the "streak" request from your son J. by sending a picture of her face with a mouse ears filter applied and no written comment. J. sent a "streak" request again this afternoon which was not responded to by Mrs. Tincher and she deleted J. from her list of contacts. If J. sends another request Mrs. Tincher will block the request.

As a parent you have every right to control communication with your son. I do respect your request for Mrs. Tincher not to communicate via any form of social media. I received a copy of your email to Mrs. Tincher and we will comply with your request.

As to your question asking why she communicated with J. she was simply sending a response to keep J. "streak" going.

Finally, for the safety and well being of J. as well as Mrs. Tincher, I will have Mrs. Kalcounas change J. Operation Mustang Graduation to a different teacher effective Monday, as there is no OMG class on Friday. This will not impact any of his regular schedule.

Kind regards,



**Paul Peacock**  
Principal, Indian Trails Middle School  
Flagler County Schools



**Re:**

1 message

Paul Peacock <peacockp@flaglerschools.com>  
 To: J W <jw@realtor@gmail.com>

Fri, Sep 14, 2018 at 11:25 AM

I am currently out of the office until Monday, September 17, please call Ryan Andrews if you need immediate assistance.

**Paul Peacock**  
 Principal, Indian Trails Middle School  
 Flagler County Schools

On Sep 14, 2018, at 8:11 AM, J W <jw@realtor@gmail.com> wrote:

Dear Mr. Peacock,

I appreciate your response. This is the response I expected the first time I spoke to you. Just to clarify I was concerned about Mrs. Tincer sending the personal pictures "streaks" to my son. Not the other way around. J is a 12 year old child, NOT the adult educator that knows better. Yes, J sent a streak yesterday afternoon to her responding back to another "streak" she sent yesterday morning to him of her dog. This was before I had a chance to discuss this matter with him. J had no idea I even knew about this until around 5pm yesterday.

My son, J, will NOT be contacting Mrs. Tincer or any adult again via any form of social media. I have blocked her now on his accounts.

Mrs. Tincer needs to be made aware that contacting students with personal pictures via social media is COMPLETELY unprofessional and a bit alarming. I hope she never contacts my son again, or any other students for that matter. Mrs. Tincer needs to be held accountable for her poor decisions.

You said over the phone to me that "I have no problem with teachers using snapchat with students for education". She admitted this was clearly not for educational purposes. I was trying to explain that to you over the phone.

The way you spoke to me on the phone yesterday was unacceptable and unprofessional when your teacher was in the wrong.

I would like an explanation from Mrs. Tincer to why she was sending "streaks" to my son in the first place? (They were keeping eachother's streaks going) I have screen shots of the snaps going back and forth.

I agree switching J's class is in best interest for the safety and well being of my child.

I'm also asking for this to be further investigated to make sure her intentions were what you are saying they were. Since you had told me yesterday at 3pm you did not speak to her yet and did not look into it.

Her statement is not a good explanation to why she was "streaking" him to begin with. (I do appreciate Mrs. Tinchers honesty)

I will cc Mrs. Kalcounos so she is aware of what's going on. I'm sure you have done so already.

My son has been advised not to speak to anyone regarding this situation unless he has a parent present.

Respectfully,

J W  
 386.931.0580

On Thu, Sep 13, 2018 at 4:34 PM Peacock, Paul <peacockp@flaglerschools.com> wrote:

Good afternoon Ms. W

I am writing in response to your concern regarding a snapchat communication from your son J to Mrs. Tincer. Mrs. Tincer responded to the "streak" request from your son J by sending a picture of her face with a mouse ears filter applied and no written comment. J sent a "streak" request again this

afternoon which was not responded to by Mrs. Tincher and she deleted J from her list of contacts. If J sends another request Mrs. Tincher will block the request.

As a parent you have every right to control communication with your son. I do respect your request for Mrs. Tincher not to communicate via any form of social media. I received a copy of your email to Mrs. Tincher and we will comply with your request.

As to your question asking why she communicated with Jason she was simply sending a response to keep Jason's "streak" going.

Finally, for the safety and well being of J, as well as Mrs. Tincher, I will have Mrs. Kalcounas change J's Operation Mustang Graduation to a different teacher effective Monday, as there is no OMG class on Friday. This will not impact any of his regular schedule.

Kind regards,



Paul Peacock  
Principal, Indian Trails Middle School  
Flagler County Schools

Thank you,

J W.

Trademark Realty Group

Cell: 386.931.0580

"You only list once when you list with me"

Real Estate: Buying, Selling, New Construction & Investing Services

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- Referrals are greatly appreciated.



Thank you,  
J and J

W.

On September 12, 2018 a student in my Operation Graduation class engaged in an ID "fight" with another student. This is a common misbehavior for students in the first few days after the ID cards are issued. These two students, JW and another student, were swinging their IDs at each other. I immediately corrected the behavior and asked each of the students to make a phone call to their parents to tell them what they were doing in, what they were supposed to be doing at the time, and the steps they were going to take to make sure that it did not happen again. Afterwards, both students asked for my Snapchat account information. In an effort to show that there were no hard feelings for their misbehavior, and because Snapchat is a regular means of communication I use with my students, I shared my account information. Both students sent me streak requests the same day. I replied to their request and the dozens of current streaks I had with other students with a selfie of my face with a Snapchat filter that put bear ears and freckles on my face. I took this picture while grading papers. I thought the picture made me look an Ewok from Star Wars. This picture went to at least 20 other students.

On September 13, 2018 Mr. Peacock came to my room to talk to me about my use of Snapchat with students. I told him that I use it as mode of communication with students and that I have exchange snaps daily with some students (streaks). He told me that a parent had expressed some concern and that he would relay what we discussed to assuage her concerns. Later that day, Mr. Peacock informed that the conversation with the concerned parent did not go well and that the conversation ended with her insinuating that such communication would result in molestation. I appreciate the fact that Mr. Peacock immediately defended my character and informed Mrs. W. that her allegations were baseless and without cause. As we were discussing the issue, the student in question (JW) sent another streak snap to me. I showed the picture of a car door handle with a red "S" to my principal. Mr. Peacock asked me to remove the student from my list of contacts and cease responding to him, which I did in his presence. When I returned to my classroom, I saw an email from Mrs. W. about her concerns. The tone of her email was accusatory and combative. She was demanding justification for my actions which she deemed inappropriate. I immediately forwarded the email to my principal and asked him to please respond. I did not feel comfortable communicating in any way with a person who was making such outrageous allegations about me.

Mr. Peacock has been incredibly supportive and understanding in this matter. He has conducted a fair and thorough investigation. I showed him my Snapchat account and several snaps sent to students and received from them. He has seen first hand through formal and informal observations my professionalism and interactions with students.

Yesterday, Mr. Peacock made me aware of a formal complaint filed against me by Mrs. W. After reading her complaint, I am offering my unequivocal rebuttal to her accusations which I find to false and slanderous in nature. The picture she is deeming as "sexy" was designed to make a person's face resemble a teddy bear. I believe that some of the vitriol stems from the misbehavior and correction her son received in my class the previous day. While Mrs. W. has every right to regulate the methods and means of communication for her son, she is not the arbiter of propriety across the county. Allowing a parent to level such unfounded and defamatory accusations against teachers is demoralizing and disappointing. After serving the county for the past two years and our profession for the last four, my hope would be for due process and some semblance of faith in my motives on the part of my employers. I am entrusted with the safety and wellbeing of 145 students

every day. The fact that the word of one person can undo all the trust and respect I have worked so hard to build is heartbreaking.

Another concern I have regarding the complaint stems from the fact that an administrator from the county office, John Fanelli, is commenting and making judgements about my conduct based on the word of another person without seeing the picture in question. I find the conduct of both school employees mentioned in the complaint to be unprofessional and defamatory in nature. I feel that my gender and physical appearance are being used to call into question my professionalism and moral character. Years of service and highly effective evaluations should afford me the professional courtesy to be consulted or questioned about my conduct before blanket judgements are made against me.

I have been a teacher of English/Language Arts at the secondary level for the past four years. One of the most integral tools to my craft has been social media. From the very first class I taught at Mainland High School, I have seen the value and efficacy of reaching and teaching students through the platforms in which they spend substantial amounts of time. Some published estimates contend that teens are spending up to nine hours a day in various apps. As a teacher whose primary interest is the success and future of every student, I would be remiss to ignore these outlets as potential extensions of my classroom.

The platform used by the majority of my students during my first year was Twitter. After a moment of hesitation, I created my first Twitter account (@TincherTeaches). I immediately began to see the benefits of the account. Students were tweeting about what they learned in class. They could contact me through direct messages about questions they had on assignments. I could share articles or posts that were pertinent to the content of my class. I could remind them of important dates for testing, study sessions, and due dates. I held review sessions via Twitter. I posted readings and vocabulary lists. Twitter was recognized by Volusia county as such a vital tool that they run professional development discussions through the platform and there are nationwide Professional Learning Communities that exist on Twitter. I created a separate professional account on Twitter to learn and grow as an educator (@TincherMHS).

The following year a new platform superceded Twitter as the primary mode of communication for my students: Snapchat. I researched the app and discussed its use with my students. After careful consideration, I decided to create a Snapchat account for the purposes of staying connected to students. They could submit photos of assignments for review or even submission. An additional benefit of Snapchat was my ability to see their stories and their ability to see mine. I became a "real person" to them and they responded to my openness with trust. This trust allowed me to maximize their engagement in my classroom, because they trusted me to teach them things that were important. They trusted me to have their best interests at heart in every lesson I designed, every activity I assigned, and every word I spoke in class. I was able to gain a deeper understanding of who they were as well. I could see their soccer games, their dance rehearsals, their birthday celebrations, their promposals. I was able to translate this into a better rapport because I could engage them in conversations about things I saw in their stories. They knew that I cared about them beyond my classroom. My investment in them made them invested in learning what I was teaching.

During my two years of teaching at Mainland High School in Volusia county, I was recognized as Mainland's Rookie Teacher of the Year and nominated as Volusia County's English Teacher of the Year. I taught English Honors III and Advanced Placement Language Composition. I received highly effective evaluations both years. I was selected and trained to become a Check and Connect mentor.

I was recognized as a teacher leader and given a leadership role on my campus. I opened my classroom to students for tutoring during lunch. I was the sponsor of the Spirit Club and organized the student cheering section. I attended three Mainland High School graduations, even one when I was no longer a teacher in Volusia county. I did this because I am personally invested in the success of my students. Not just their success in my class, but success in life. They matter to me. I have used these various forms of social media to stay connected to my former students. I have helped them in their college classes. I have read term papers and proofread theses. I have checked on their well being during hurricanes and military deployments. I have been able to share in their celebrations and lend support during their trials.

When I joined Flagler County schools and began teaching at Indian Trails, my approach did not change. The students in my room were people of significance to me. I developed rapport and relationships. I tailored my instruction to their needs, abilities, and interests. It quickly became apparent that the preferred social media platform was Snapchat. Most students at Indian Trails Middle School do not use Twitter at all, but many have Snapchat accounts. After carefully creating respect and rapport in my classroom, I began sharing my Snapchat account with students. The interactions with my middle school students were the same as my high school students. I have helped students with homework. I have helped them sign up for tutoring. I have told them whether it was a Garnet or Gold day after a holiday. I have encouraged them to try their best. I have helped them with writing assignments in other classes.

One difference from the high school to the middle school was the practice of streaks (sending daily snaps back and forth). Snapchat counts these interactions and the ultimate goal is to continue a streak for days on end, into the hundreds. When I was asked to participate in a streak with a student, I immediately envisioned maintaining a streak with students through and beyond graduation. It was yet another way to cultivate a strong rapport. It was important to them, so it became important to me. My experience has shown that when I value what they value, they reciprocate in exponential ways. I never disseminate my Snapchat to all students. I never give it out. I wait for students to request my Snapchat account, and then allow them access after careful consideration. I wish that there was a word for the awe and wonder they express when they find out their teacher has Snapchat and streaks.

As a teacher, I am annually evaluated on my performance as a professional. One of the four domains in which I am evaluated is Planning and Preparation (Domain 1). In this domain is a category for Demonstrating Knowledge of Students including interests and cultural heritage. The use of social media has given me a window into my students in a way that classroom conversations cannot. This glimpse of their lives outside of the classroom has allowed me to incorporate aspects of it inside my classroom. Another domain in the evaluation rubric is Classroom Environment (Domain 2). This domain in the Danielson rubric includes categories like Creating an Environment of Respect and Rapport and Establishing a Culture of Learning. Using social media as an extension of my classroom has allowed me to successfully develop rapport and respect with my students. Using their social media as a means of learning has helped me make great strides towards establishing a culture of learning. I have literally transformed their social outlet into a tool for learning. Another domain in the Danielson rubric is Instruction (Domain 3). In this domain are categories for Communicating with Students, Questioning and Discussion Techniques, Engaging Students in Learning, and Demonstrating Flexibility and Responsiveness. As means for communicating with students, social

media has no competition. Students do not check email with fidelity. They check Snapchat religiously. It is by far and away the most effective way to communicate with students outside of the classroom. Through 1 on 1 direct message conversations, I could ask guiding questions and lead students to the learning outcomes intended. Using social media has been instrumental in engaging students in learning. Snapchat and Twitter have enabled me to be incredibly responsive to student needs and flexible for their learning's sake.

Overall, my use of social media has made me a more effective teacher both in the eyes of my students and by the evaluation tool used to evaluate my professional practice.

I am attaching the statements from former students regarding my conduct on social media for your consideration. The fact that I must provide statements from students to defend myself against the allegations of a single parent is a sad commentary on the state of the situation.



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**Mrs. Tincher**

1 message

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**Mary Bessette** <mbessette1221@gmail.com>  
To: Shelley Tincher <tinchers@flaglerschools.com>

Tue, Sep 18, 2018 at 6:29 PM

To whom it may concern,

Mrs. Tincher is by far one of the finest teachers I have come across in my many years in the school system, as I have been both student and staff member. She consistently goes above and beyond what is required of her to ensure her students are fully understanding and performing to their highest ability. Her openness, honesty, compassion and extensive knowledge played an enormous part in my success along with many others. As I said previously, she was very open with all of her students. Her door, and her social media has always been open to her students whether it be for missed assignments, misunderstood homework, writers block, etc. The fact that she was so available to me made me feel comfortable, I knew that she actually cared if I remembered what she taught in class that day - unlike most teachers. Mrs. Tincher helped my writing get published in a special book of poems written by students. I came to her for help both in person and online while writing the poem. Being published is still one of the proudest memories I have from high school. Even after I moved on from her class she was available if I or another student needed help. Like most of her students, I went on to teachers that weren't as kind, understandable and clear on directions. They didn't care if I understood what they said or if I was struggling with an essay, but lucky for me Mrs. Tincher still answered my twitter DM's or my instagram messages and she was able to decode difficult directions, assist with grammar and writers block if I had it. For others, they were able to contact her via social media to ask if she would write recommendation letters for big colleges - which could change that students life. Her compassion and willingness to work even when not necessary has truly changed lives and has absolutely impacted mine. She is one of the finest teachers this generation will see, and we are so lucky to have her.

Best wishes,  
Mary Bessette  
Head Sales  
PuppyPlayGround.com  
888-828-3416

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## Social Media Interactions

1 message

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**Jada Dukes** <jada.z.dukes@students.cookman.edu> Tue, Sep 18, 2018 at 8:39 PM  
To: Tinchers@flaglerschools.com

Greetings And Humble Salutations, I am Jada Dukes. I know Ms. Tincher from attending Mainland High School for four months. She was my AP English teacher. She would add her students on Snapchat to inform us about certain things in class that were happening as a reminder. She never used it in a provocative way. It was also a way for me to keep in touch with her after I left Mainland to head back to my first high school Atlantic High. She also would post videos and pictures of her daily life outside school of her enjoying her family and friends.

Jada Dukes

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## Tinchers Use of Social Media

1 message

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**Wright Smith** <pmommvisuals@gmail.com>

Tue, Sep 18, 2018 at 6:06 PM

To: Shelley Tincher <tinchers@flaglerschools.com>

Mrs. Tincher opened up her social media to students to allow for academic connections that students may lack the chance to get in a normal classroom environment I had Mrs. Shelley Tincher as a teacher my 11th grade year and she opened up her social media's for students to to recieve 1on1 help that they may not get in a classroom setting it was something new however extremely useful and she was always professional in these interactions. Even after graduating Mrs. Shelley Tincher has continued to devote her free time to help me grow as a student and as a man. There were plenty of times that I waited till the last minute to do school work and Mrs.Shelley Tincher was prompt and extremely helpful and professional. Without the help of Mrs.Tincher I would've probably struggled through my first years of college.

Wright Smith.

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**Social Media**

1 message

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**Tamia Mcrae** <mcrayetamia@gmail.com>  
To: tinchers@flaglerschools.com

Wed, Sep 19, 2018 at 3:09 AM

I had the pleasure of having Mrs. Tincher as my English teacher my Junior year of high school. She was very great at teaching the subject of English she helped me establish my love for writing. What made her teaching method amazing was her use of communicating with us through social media. For example, there was a time I missed school so i missed the essay we needed for homework. The essay was due the next day. I was able to SnapChat Mrs. Tincher and get a photo of the assignment. Because we used SnapChat I was able to turn in my homework on time and also not be behind with my work.

Thank you,  
Tamia McRae

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## Social Media

1 message

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**Felton, Maya** <mayafel7269@flaglercps.org>  
To: Shelley Tincher <tinchers@flaglerschools.com>

Tue, Sep 18, 2018 at 10:57 PM

I have my former teacher Mrs. Tincher on my Social Media app called Snapchat. At the time that I added her, I was falling behind in that class. I wasn't sure when to turn in assignments or what to do when I had them. I used Snapchat to reach out to her so I can verify dates on assignments and finally start turning in my assignments, especially on time. Having her on Snapchat helped especially because I use the app all the time so it was easier to communicate with her. After adding her on Snapchat it was easier for to pull my grades up because I had better access to her. She was even nice enough to grade my late work after turning it in. Using Social Media to reach out was better emailing her because I rarely remember I even have an email plus I am Social Media a lot.



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**Social media usage**

1 message

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**H:** , E <eh...@flaglercps.org>  
**To:** Shelley Tincher <tinchers@flaglerschools.com>

Tue, Sep 18, 2018 at 6:03 PM

Dear Mrs Tincher or whomever this may concern to,

Mrs tincher has not used social media in a negative way/misuse way with students such as myself. Last year when I had her as my LA teacher she sent out messages relating to me having missing assignments such as for a reading assignment I believe she told me that I needed to submit it since I hadn't past the due date. Through Snapchat she has also informed me of preparing for state tests such as the FSA's and EOC's even though the EOC's she reminded us of weren't related to her own subject. She has also used social media as a way to get groups of students to participate in after school events such as one that related towards making posters for dances and such after school. Overall Mrs. Tincher has only used social media as a good method of informing students to do things and as a method of sharing possible aspects of being involved with the schools extra curriculars that happen after school.

Sincerely,

E H: .....

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E H:

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## Accusations

1 message

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**Emma Tice** <emmatice1@gmail.com>  
To: Tinchers@flaglerschools.com

Tue, Sep 18, 2018 at 6:06 PM

Having Mrs. Tincher on social made it a better way to contact her. When having her as my teacher, I could easily text her and ask what assignments entailed if I had any confusion and ask about missing work when I would miss school days. When going into high school, my friend and I needed her help over the summer on the summer assignment. We were able to contact her on social media and review previous lessons she had taught us. I feel that she is not overstepping boundaries. It is very useful to have teachers on social media. Please take into consideration.

Hopefully this helps! So sorry this has happened!

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## Snapchat Usage

1 message

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A i, Ji <j. @flaglercps.org>  
To: Shelley Tincher <tinchers@flaglerschools.com>

Tue, Sep 18, 2018 at 9:14 PM

The following statement is in recognition of the recent accusation that Mrs. Tincher has been inappropriately using social media to communicate and interact with students.

Throughout my time of having connections with Mrs. Tincher through Snapchat, we have only discussed pieces of literature and other topics of education, such as Rick Riordan's, "*Percy Jackson and the Olympians*." Moreover, this statement extends throughout two years of communication access with my previous teacher. Mrs. Tincher has never violated or used snapchat inappropriately when communicating with me. In addition, the recent accusation is seemingly false to the extent of my knowledge and my peers have never suggested Mrs. Tincher would partake in such inappropriate behavior.

Overall, I believe Mrs. Tincher has been falsely accused.

Regards,  
J A.

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## Snapchat

1 message

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P, A <a @flaglercps.org>

Tue, Sep 18, 2018 at 8:20 PM

To: Shelley Tincher <tinchers@flaglerschools.com>

Social media is practically everything nowadays. I can hardly go one minute without checking on my friends. Sometimes when I had work that needed to be done, I didn't always remember what it was. But thankfully, Mrs. Tincher used to post on Snapchat the assignments that needed to be done to help remind us about it. Also, if I ever needed help on an assignment, I could always contact her on Snapchat and ask her a question that would help me. I think the fact that she connects with us through social media gets me more involved with assignments.

**Accusation Email**

1 message

G, R, <@flaglercps.org> Tue, Sep 18, 2018 at 7:53 PM  
 To: Shelley Tincher <tinchers@flaglerschools.com>

Mrs. Tincher has allowed us to use social media in an educational way. She has never used it in an inappropriate way with me. Not a lot of students, including myself, check our emails on a regular basis. If we had any assignments that were missing, needed to be turned in, or just anything she needed to tell us, she would Snapchat us or send us a DM on instagram. It's been an incredibly helpful thing for me because I am more likely to check Snapchat before I check my school email.

I hope this clears up soon! I'm so sorry this is happening!

In Christ,  
 R G

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 In Christ,  
 R G



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**Social Media**

1 message

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P. , C <c . . .>@flaglercps.org> Tue, Sep 18, 2018 at 6:16 PM  
To: Shelley Tincher <tinchers@flaglerschools.com>

Hello I am C [REDACTED]

Mrs. Tincher was my teacher for 7th and 8th grade reading. Mrs. Tincher gave us her social media and it made our lives easier. When Mrs. Tincher was absent it was easy to snapchat her because she always had her phone on her so she could answer our questions faster. Also when we went on the 8th grade field trip we could quickly send her a selfie on snapchat cause it was easier to take it and send it. Now that I am in high school it is still nice to text Mrs. Tincher and ask her questions if we need her. I love that we have Mrs. Tincher's social media has made it a lot easier to communicate her.

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**URGENT**

1 message

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N. ., l, <i\_ @flaglercps.org>  
To: Shelley Tincher <tinchers@flaglerschools.com>

Tue, Sep 18, 2018 at 7:07 PM

Hello, are they really accusing you of having inappropriate relationships with students on social media? Because that accusation isn't the slightest bit true. You are a wonderful role model who helps her students as much as you possibly can. Just because you have actually befriended students, that most certainly does not mean you are having an inappropriate relationship with them. It is a fast, efficient way for people you to communicate with your students. If at any time you are worried about them and need a quick response, you send them a dm and you almost immediately receive a response. If I was ever absent, you made sure that you told me what I would be missing and if I missed something very important. You are not only a formal to teacher to students, you are also a great friend, leader and overall wonderful person to know. I am very sorry that accusations have ever come your way because they are one thousand percent not true. You are a wonderful person and everyone should know that. Social media has never and will never be misused by you in any way because you are a wonderful person who has very strong values on what is right and wrong. I hope this gets resolved very quickly because I hate that you have to go through this, knowing how good of a person you are, you do not deserve this.

Sincerely,

l . Ni...