



flaglerschools
Striving to be the Nation's Premier Learning Organization

P. O. Box 755 ■ 1769 E. Moody Blvd. ■ Bldg. 2 ■ Bunnell, FL 32110

Phone (386) 437-7526 ■ Fax (386) 437-7577

www.flaglerschools.com

March 15, 2017

BOARD OF EDUCATION

Trevor Tucker
Chairman
District 4

Janet McDonald
Vice Chairman
District 2

Dr. Maria P. Barbosa
Board Member
District 5

Andy Dance
Board Member
District 1

Colleen Conklin
Board Member
District 3

Student School Board Member
Brittany Franklin
Flagler Palm Coast H.S.

Student School Board Member
Kobi Kane
Matanzas H.S.

Teacher of the Year
Andrew Hutcheson
Matanzas High School

Employee of the Year
Brandon Seminara
Flagler County Youth Center

Jacob Oliva
Superintendent

Pastor Jeralyn Dennie

Dear Pastor Dennie,

This letter summarizes the results of Flagler County School District's investigation into your allegations that Paul Peacock and/or the school district acted inappropriately by the following actions against you.

- Retaliation and unethical behavior from Paul Peacock, Principal of Indian Trails Middle School due to several complaints submitted by you and your raising a concern about the Open for Business student group's project.
- Lack of processes by Indian Trails Middle School

As we discussed, Flagler County School District takes such allegations very seriously and will not tolerate inappropriate behavior in our workplace. All of our stakeholders are encouraged to bring such matters to our attention at any time, without fear of any adverse action being taken against them for doing so.

In my capacity as Director of Human Resources, I can confirm that our investigation is now complete. The conclusions are as follows:

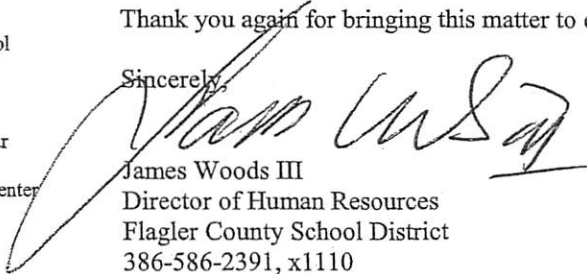
There is no evidence of retaliation or unethical behavior towards you. I can confirm that through this investigation, the District has found that there was unwarranted behavior towards you by Mr. Peacock and, that the Future Problem Solvers Program at Indian Trails Middle School lacked a system that would provide effective communication to parents and students about the new program and the procedures to be followed at the middle school level. The school's failure to have this system in place prior to the start of the school year resulted in the perception of inequities.

Should you experience any further problems, please feel free to let me know or to speak with another trusted member of management. Any future misconduct, including any retaliation, will be dealt with swiftly and severely as the circumstances dictate.

Please do not hesitate to ask questions or speak up about matters that concern you. If you feel any form of retaliation occurs, report it immediately, so it can be addressed quickly.

Thank you again for bringing this matter to our attention.

Sincerely,


James Woods III
Director of Human Resources
Flagler County School District
386-586-2391, x1110

"An Equal Opportunity Employer"