

On Tuesday September 22, 2022 at around 1:55pm I went to Mr. Peacock's room to check on the status of my classroom air.

-Additional information: My air condition in my classroom has not been working properly. The heat has been blowing out of my air vents for almost three weeks. The room is significantly hotter than any of my colleagues and even the hallways which are not air conditioned. My students have been miserable, some crying and others sweating while sitting still. I have let the office know of the issue multiple times and the issue had remained unresolved. I teach in a high support kindergarten classroom where I have four ESE students, one EBD student, three ESOL students and two retained students. My classroom comes with its own struggles, however air-condition should not be one of them. -

When I walked into Mr. Peacock's office he started the conversation in a joking tone, "I don't know if I want your bad energy in my room" I knew he was making a joke about the car accident that I was recently in and then my ankle that I had just broke. I know that I have had a run of bad luck so I laughed as well. He then approached me and my para-Ms. Ingrid. while carrying a metal baseball bat. I am aware this was not in threat to hurting us but I do believe that it was used as intimidation. He walked up asking what we needed. I asked if there was an update on my AC as I was told it would be handled. He instantly seemed annoyed and told me that district has told him the warm air comes on to dehumidify the room. I began to state that although it may be warm, when he held his hand up and insisted, I let him finish. I understood and allowed him to finish. He stated that the air coming through was to dehumidify the room and mine was set higher so maintenance at district office was coming in to check it.

I then said, "I understand that but the air coming out is not warm, it is hot and my students are sweating just sitting still. I feel like it is a hazardous work environment and not fair to be giving them tests and work while they are all miserable."

Mr. Peacock's expression immediately went from content to annoyed. He started to huff out of annoyance and then proceeded to say in a loud voice, "Well I have called them and the only other option is to make a big move." His tone was aggressive and extremely annoyed. I could feel the tension in the room so I said, "Do you want me to send an email to anyone, I don't mind being the squeaky wheel?" (Mind you I said this with kindness and desperation, absolutely no aggression at all, I feel it is important to say this because it is hard to interpretate in writing.)

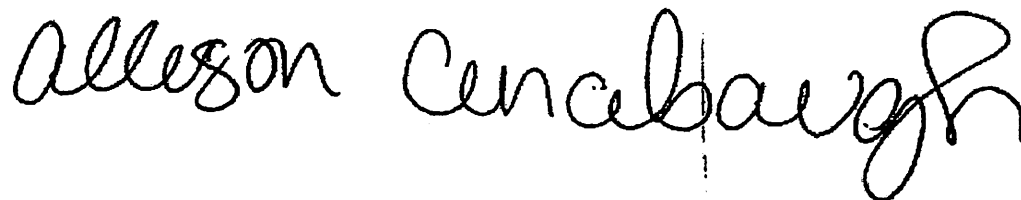
He then looks at me as if I have just completely disrespected him and raises his voice to a yell and says, "Let me tell you something right now, I don't need you calling or emailing, ANYONE." While pointing a finger at me. I instantly became extremely uncomfortable. I was on a scooter with a broken ankle and he was raising his voice pointing at me with a metal baseball bat in his hands. My para who was with me was so upset she began to turn around and walk away. This is when Mr. Peacock then ushers me to leave the room and continues to look me in the eye with anger and says, "Because THAT is frustrating." I said, "yes, it is." And wheeled myself out of the room where he shut the door behind me and within 60 seconds the room busted out in laughter. I was mortified and humiliated. I even went to the nurse to have my blood pressure taken because I was not feeling well. I was at a 164/103 with a pulse rate of 141. This is when I realized how wrong this was. I have never had high blood pressure before or an issue with it, but being so humiliated caused it to raise that high. It was in that moment I decided that I would not stand to be treated this way in my workplace by anyone.

After returning to my classroom a student that volunteers in my class from Buddy Taylor asked me if I was okay, because she heard Mr. Peacock "screaming at me" when she was coming to my class. At this point I knew I needed to report the incident.

Two days after the incident Mr. Tincher who was in the room when the incident occurred pulled me aside to tell me that Mr. Peacock "only gets like that with people he really respects" and that is why he got "like that with me" because he "respects me". I was shocked because I, like anyone, know that is not how anyone should speak to any other person let alone someone they "respect."

I have worked for Flagler schools for 5 years. I have never, ever been in any type of grievance. I have never written a complaint or had one written on me. I love my job down to my core. I fully embody the job, experience and responsibility it takes to teach our youth. I have never looked at this career as a job, I have always felt it was my passion, however being spoken to like that made me feel, for the first time, like I didn't want to come back to work. I do not want to leave my school or my students in which I have built mentorships with, I know these kids and their families. I take pride in working with some of our toughest kids here and making their experience, and others, better. I also love myself and value what I do and I will not allow anyone to speak to me in an aggressive tone or try to intimidate me in any manner. I will be respected and I will show it. Thank you for taking the time to ensure that I am treated with dignity in my workplace environment.

***I would also like to add that many of my colleagues encouraged me not to complain or go to HR about this because I may face retaliation with unfair or false reprimands or harassment in the future. I would like to add that I have never, ever been written up prior to this incident, nor have I ever had a verbal warning. I have never gotten in any type of disciplinary misconduct at work and have received "Highly Effective" on all of my evaluations. I feel this is important to add, if I do need to fear unfair treatment or retaliation.**



On Tuesday, October 6, 2022 this writer advised Mr. Paul Peacock, during a Principal's Meeting at Flagler Palm Coast High School, that a complaint against him had been received and that this writer would contact him with additional information.

Note: This writer could not provide Mr. Peacock with further information regarding the complaint at the time of the Principal's Meeting because a meeting between this writer and the complainant had not yet occurred.

On Tuesday, October 11, 2022 this writer met with Ms. Elizabeth Diaz, union president, Ms. Allison Cencebaugh, teacher, and Ms. Angela O'Brien, Director of Org. Talent at the Government Service Building. This writer reviewed the written complaint with Ms. Cencebaugh and she confirmed it to be an accurate account of her recollection of events regarding the complaint. Ms. Cencebaugh stated that her goal for filing this complaint was to ensure she was never spoken to that way by a supervisor again. Ms. Cencebaugh also stated she did not want to