



BOARD OF EDUCATION

October 25, 2022

Trevor Tucker
Chairman
District 4

Mr. Paul Peacock
2399 Narrow Way
Deland, FL 32720

Hand Delivered

Dr. Colleen Conklin
Vice Chairman
District 3

Re: Investigation Disposition of Unsubstantiated

Jill Woolbright
Board Member
District 1

Dear Mr. Peacock,

Janet McDonald
Board Member
District 2

This is to advise you that the investigation into the allegation you yelled at a teacher in your office regarding her request to have the air conditioning in her room fixed has been completed and reviewed. As a result of the Professional Standards Committee review of the investigation, they have concluded the accusation against you is unsubstantiated.

Cheryl Massaro
Board Member
District 5

Please consider this matter closed. Thank you for your cooperation throughout the investigation and please do not hesitate to contact me if you have any questions.

Roymara Louissaint
Student School Board Member
Flagler-Palm Coast H.S.

Respectfully,

Isabella Tietje
Student School Board Member
Matanzas H.S.

Robert R. Ouellette,
Chief Human Resources Officer

Cara Cronk
Principal of the Year
Buddy Taylor Middle School

cc: Ms. Lashakia Moore, Assistant Superintendent

Amy Neuenfeldt
Assistant Principal of the Year
Indian Trails Middle School

Signature of Administrator

10-26-22
Date

James Gambone
Teacher of the Year
Flagler-Palm Coast H.S.

Signature of Employee denoting receipt
of a copy

10/26/22
Date

Judy Gallo
Employee of the Year
Food & Nutritional Services

Cathy Mittelstadt
Superintendent

"An Equal Opportunity Employer"



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**FLAGLER SCHOOLS
OFFICE OF PROFESSIONAL STANDARDS
INVESTIGATIVE SUMMARY**

Employees:	<i>Paul Peacock</i>	Worksite:	<i>Wadsworth Elementary School</i>
SSN:		Position:	<i>Principal</i>
Date of Birth		Date of Report:	<i>September 28, 2022</i>
Contract Status:		Investigation By:	<i>Robert R. Ouellette</i>
Length of Service:		Committee Rev.	

Pertinent History:

There are no previous dispositions by the Professional Standards Committee regarding Mr. Paul Peacock.

Allegations:

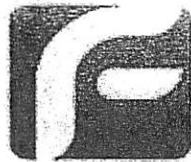
It is alleged that Paul Peacock yelled at a teacher during a meeting while giving her a directive not to seek assistance or process a work order due to a lack of air conditioning in her classroom.

Legal Sufficiency:

If substantiated, the above allegation would constitute violations of the Principles of Professional Conduct for the Education Profession and School Board Policies, 511.2 and 676 in that Paul Peacock would be guilty of (1) Aware of the importance of maintaining the respect and confidence of one's colleagues, of students, of parents, and of other members of the community, the educator strives to achieve and sustain the highest degree of ethical conduct. (2) Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.

Investigation:

On or September 28, 2022 this writer received a paper copy of a written complaint submitted to the Human Resources Department by Allison Cencebaugh, teacher, at Wadsworth Elementary School. Ms. Cencebaugh's written complaint is attached below:



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Complaint Form

Date 9/20/22 Time of incident 1:55 Location Mr. Peacocks Office

1. Name of individual submitting complaint Allison Cencebaugh

2. Who is the individual that you are filing the complaint against? Mr. Peacock

3. Briefly describe your complaint

Mr. Peacock violated the Principles of Professional conduct #4 and #3.

4. Was a student involved? Yes No

5. Name of student P M Grade 7 School BTMS

6. Was a teacher/administrator involved? Yes No

7. Name the individual(s) from question #6 Paul Peacock, Chris Tincher, Nicole Prutis, Robby Hallock, Ingrid Boscaino

8. Additional Information

I have added a paper with the details of my complaint

Please submit this form to your immediate supervisor or the Coordinator for Professional Standards.

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.)

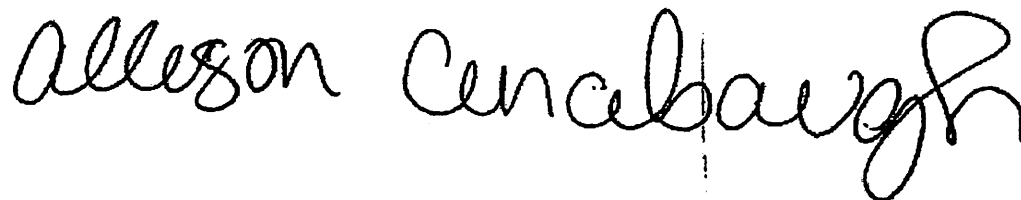
He then looks at me as if I have just completely disrespected him and raises his voice to a yell and says, "Let me tell you something right now, I don't need you calling or emailing, ANYONE." While pointing a finger at me. I instantly became extremely uncomfortable. I was on a scooter with a broken ankle 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

be alone in the room with Mr. Peacock again. Ms. Cencebaugh stated that she was so upset by the incident she contemplated quitting her job since she lives in Volusia County and chooses to work in Flagler. Ms. Cencebaugh stated that after the incident in Mr. Peacock's office, she returned to her room with Ms. Ingrid Boscaino, paraprofessional and at that time Ms. Boscaino stated she was considering not continuing to work at Wadsworth Elementary because of Mr. Peacock's behavior in the office. Ms. Cencebaugh also stated that Ms. Boscaino urged her to ,”Do something about what happened.” Ms. Cencebaugh confirmed that she met with Mr. Tincher, assistant principal two days after the incident and referred to her comments in the written statement. Ms. Cencebaugh stated that Mr. Peacock did not do anything to overtly threaten or intimidate her with the bat he had in his hands during their conversation on the day in question. Ms. Cencebaugh stated that after the incident she took the class to the library and was questioned by a middle school student volunteer named PM as to why Mr. Peacock had yelled at her. Ms. Cencebaugh stated PM told her she was walking in the hall by Mr. Peacock's office and heard Mr. Peacock yelling and she saw Ms. Cencebaugh in the office as she walked by.

On Thursday, October 13, 2022 this writer met with Mr. Paul Peacock, Principal, and Angela O'Brien on the campus of Wadsworth Elementary School. This writer stated to Mr. Peacock that he was sorry this was not a pleasant reason to meet and that this notice to appear was regarding the complaint initially mentioned to Mr. Peacock at the Principal's meeting. The writer then introduced Ms. O'Brien to Mr. Peacock and provided Mr. Peacock with a copy of the Notice to Appear Document. Mr. Peacock stated that since there was a witness present he was refusing to sign the document and he did not appreciate this writer's "Gestapo Tactics."

On Thursday, October 13, 2022 this writer met with Ms. Nicole Puritis, Principal's Secretary, And Angela O'Brien on the campus of Wadsworth Elementary School. Ms. Puritis stated that she did recall being in Mr. Peacock's office when Ms. Cencebaugh came to discuss her concerns with the air conditioning (AC) in her classroom, and in fact she was talking to Mr. Peacock about the same issue when the teacher entered the office. Ms. Puritis stated she did hear Ms. Cencebaugh offer to "call" about the AC, but Mr. Peacock replied that "He's got it and will take care of the issue." Ms. Puritis stated she felt Ms. Cencebaugh seemed overwhelmed that day due to her injured foot and two student issues she was dealing with. Ms. Puritis stated that Mr. Peacock had offered to move Ms. Cencebaugh's class prior to the discussion in his office and that Ms. Cencebaugh seemed frustrated due to the options available. Ms. Puritis stated she did recall the paraprofessional did walk in to the office at the same time as Ms. Cencebaugh. Ms. Puritis stated that nobody raised their voices during the interaction in question between Ms. Cencebaugh and Mr. Peacock. Ms. Puritis stated that Mr. Peacock was not yelling or pointing during the interaction in question. Ms. Puritis stated that the conversation ended when Ms. Cencebaugh said thank you and left the room after Mr. Peacock said he would take care of the issue. Ms. Puritis stated that Mr. Peacock, herself and the others in the office were leaving the office behind Ms. Cencebaugh and no one was laughing at Ms. Cencebaugh.

On Thursday, October 13, 2022 this writer met with Mr. Chris Tincher, Assistant Principal, and Angela O'Brien on the campus of Wadsworth Elementary School. Mr. Tincher stated that he recalled the time Ms. Cencebaugh came into Mr. Peacock's office to discuss the problem with the AC in her classroom. Mr. Tincher stated that when Ms. Cenebaugh and the paraprofessional entered the room he was discussing curriculum issues with Ms. Puritis and Mr. Peacock. Mr. Tincher stated that Ms. Cencebaugh began by talking about the AC still not working in her classroom and how she felt it was an unsafe environment in her classroom because of it. Mr. Tincher described Ms. Cencebaugh tone of voice as "forceful and close to yelling." Mr. Tincher stated that Ms. Cencebaugh told Mr. Peacock she was "Not going to have this." Mr. Tincher stated that Mr. Peacock replied that he had just told her he was working on the issue and there was nothing

else he could do. Mr. Tincher stated that at that point Ms. Cencebaugh stated "Alright" and stormed out of the office. Mr. Tincher stated he did not find Mr. Peacock to be yelling during the discussion with Ms. Cencebaugh, and that he has a loud voice. Mr. Tincher reiterated that Mr. Peacock told Ms. Cencebaugh the issue was being worked on and that he did not say it in a yelling tone of voice. Mr. Tincher stated the AC is now working in the classroom in question. Mr. Tincher stated that he feels that Ms. Cencebaugh's written statement about her discussion with him is inaccurate. Mr. Tincher stated that he cannot recall the exact date he met with Ms. Cencebaugh but it was more than two days after the incident in question. Mr. Tincher stated that when he met with Ms. Cencebaugh he told her that Mr. Peacock met with her that way because he respects her. Mr. Tincher stated he shared a story with Ms. Cencebaugh about when he was a teacher and his former principal counselled him when he was upset. Mr. Tincher felt he is misquoted in Ms. Cencebaugh's statement about their meeting because he was communicating to her that he meets with those he respects in the way that meeting took place. Mr. Tincher stated that during the meeting in question Mr. Peacock did not yell or scream, and he felt Ms. Cencebaugh was badgering Mr. Peacock in the meeting by making demands and suggesting to go "higher" with the AC concerns. Mr. Tincher stated that Mr. Peacock spoke to Ms. Cencebaugh in a supervisory tone of voice that was not unprofessional. Mr. Tincher stated that he did not recall Robby Hallock being in the room when the meeting in question took place. Mr. Tincher stated that Mr. Peacock is turning around the culture at this school.

On Thursday, October 13, 2022 this writer met with Mr. Robby Hallock, Behavior Interventionist and Angela O'Brien on the campus of Wadsworth Elementary School. Mr. Hallock stated he did recall a time when he was in Mr. Peacock's office when Ms. Cencebaugh entered asking about the AC issue in her classroom. Mr. Hallock stated Mr. Peacock told her the issue was being addressed and Ms. Cenebaugh asked if Mr. Peacock wanted her to call someone about the matter. Mr. Hallock stated that Mr. Peacock told Ms. Cencebaugh he was dealing with the problem and did not need her to call anyone. Mr. Hallock stated that Mr. Peacock was not yelling and would not classify Mr. Peacock's tone as raising his voice. Mr. Hallock stated that Ms. Cencebaugh seemed frustrated. Mr. Hallock stated he believed Mr. Peacock's words and tone were meant to communicate that he had the issue covered and he was giving her "firm directions" regarding the matter. Mr. Hallock stated that there was no one in the office laughing when Ms. Cencebaugh left the room.

On Thursday, October 13, 2022 this writer met with Ms. Ingrid Boscaino, paraprofessional, and Angela O'Brien on the campus of Wadsworth Elementary School. Ms. Boscaino stated she was in Mr. Peacock's office when Ms. Cencebaugh came in to discuss the broken AC in her classroom. Ms. Boscaino stated the tone of voice Mr. Peacock used towards Ms. Cencebugh was wrong as a leader in her opinion. Ms. Boscaino stated that at first, Ms. Cencebuagh asked what was going on with the AC and Mr. Peacock provided an explanation as to the current progress. Ms. Boscaino stated Ms. Boscaino then asked if he wanted her to call someone. Ms. Boscaino stated Mr. Peacock replied, "Well don't you go around me and say nothing" or words to that affect. Ms. Boscaino stated that the prior sentence was said by Mr. Peacock with a raised voice and an attitude. Ms. Boscaino stated that she was concerned about speaking with this writer about this issue because she is a substitute paraprofessional and did not want to lose her job and that she stays in the position because she feels Ms. Cencebaugh needs her help. Ms. Boscaino stated there were other people in the room when the issue in question took place. Ms. Boscaino stated that in her opinion the way Mr. Peacock spoke to Ms. Cencebaugh was embarrassing. Ms. Boscaino stated that when she and Ms. Cencebaugh walked out of the office the door might have been slammed behind them. Ms. Buscaino stated Ms. Cencebaugh said she heard them laughing when the door closed but she did not hear it.

On Thursday, October 13, 2022 this writer met with Ms. M. R. -M., School Registrar and Angela O'Brien on the campus of Wadsworth Elementary School. Ms. M stated her daughter is a student at Buddy Taylor Middle School and that after school each day she and other middle school students that are related to staff members at Wadsworth Elementary School come to the campus. Ms. M stated that she recently got permission to have her daughter volunteer in Ms. Cencebaugh's class some afternoons and that it has been a very positive experience for her daughter. Ms. M stated that she was concerned that if she or her daughter spoke to this writer she might not be allowed to volunteer in the classroom anymore. Ms. M stated that her daughter stated that one afternoon she was walking alone to Ms. Cencebaugh's class from the middle school and she heard Mr. Peacock yelling at Ms. Cencebaugh, as she walked by his office. Ms. M stated her daughter asked Ms. Cencebaugh, later that day, why she was crying and why Mr. Peacock was yelling at her. Ms. M stated her daughter told her Ms. Cencebaugh never answered her questions.

Note: After speaking with Ms. M. R. M. this writer chose not to interview the student because health issues that could be exacerbated by a discussion of her recollection of the incident in question.

On Wednesday, October 19, 2022 this writer met with Mr. Paul Peacock, School Principal, and Ms. Lashakia Moore, Assistant Superintendent, at the Government Services Building. Mr. Peacock was provided an opportunity to review the written complaint filed by Ms. Cencebaugh and this writer read a summary of the interview conducted with Ms. Cencebaugh. This writer asked Mr. Peacock if he would like to share his response or recollection to Ms. Cencebaugh's complaint and Mr. Peacock responded by saying, "I have nothing to say." Mr. Peacock stated that he had sent a statement via email to Ms. Moore and that this statement contained both his recollection of the events in question and a complaint against this writer for actions allegedly taken during the course of the investigation. Mr. Peacock then shared his thoughts and concerns verbally with this writer and Ms. Moore but in the end he stated that he did not want a summary of the interview in the record and instead deferred to the written statement he emailed to Ms. Moore.

On Wednesday, October 19, 2022 this writer received a written statement from Mr. Paul Peacock, Principal, via email sent by Ms. Lashakia Moore, Assistant Superintendent. See statement attached below:

Mrs. Lashakia Moore, Assistant Superintendent, Equity Coordinator, Flagler County Schools

Dear Mrs. Moore:

I am appealing to you as the Flagler County Schools Equity Coordinator that Mr. Bob Ouellette cease and desist with retaliation and harassment due to my reporting of multiple violations. Copies of the violations and dates submitted will be provided upon request. Please consider this a formal complaint regarding the treatment I was subjected to with the NTA that was "served" on 10/13/22 by Chief of HR, Bob Ouellette.

The manner in which I was treated in front of multiple school board employees is highly irregular and unprofessional. Bob Ouellette entered the school unannounced and demanded to meet with me immediately. He created a major disruption and impacted the safety and well-being of students with his demands of pulling multiple instructional, staff and administrative personnel from their supervision and responsibilities. He told multiple individuals "you are next. I need you and you." As I stepped to the door of my office he entered with an unknown female and stated "This is a NTA this will not be a pleasant visit" as he served notice in front of the individual that I did not know and I was not introduced to until I requested to know who is this person. He then introduced the female individual as the Director of HR. Upon my confused look, as I was not aware such a position existed that was board approved, he corrected the statement and stated she was the Director of Organizational Talent. The female then stated "basically I am the director of HR". I was even more confused as I reviewed the job description for the Director of Organizational Talent and could not reconcile why she would be involved in a full-fledged investigation.

The NTA states I allegedly "yelled" at a teacher. Multiple witnesses were present during the exchange. Bob Ouellette represented the union was behind the complaint. No grievance information was given, Ouellette just mentioned Union President Liz Diaz was behind the need for an investigation. No effort was made to arrive at a satisfactory resolution on an informal basis as required by School Board Policy #649. The policy also states that, "The board and the Superintendent recognize that good morale among its employees is necessary. Problems are solved as they arise by sincere efforts of all persons concerned to work toward constructive solutions of such problems in an atmosphere of courtesy and cooperation."

The form used for the NTA is used for instructional personnel giving the employee the right to be represented by the union. This form does not apply to Principals. And to the best of my knowledge has never been used in such a manner with administrative personnel. In asking the other principals in the district if they had ever received a NTA in such a manner, no one had ever received such a notice.

A statement of the complaint by the complainant was never provided to me. Any complaint alleging a violation of the law, school board policy or professional standards of conduct against a school board employee shall be in writing and shall bear the signature of the person filing the complaint. This was not provided as is required by School Board Policy #650.

This is my total and complete statement regarding the event. For the record the alleged incident was witnessed by multiple board employees. Allison Cencebaugh entered into my office in the middle of a meeting, Nicole Puritis and Chris Tincher were seated at my desk. Ms. Cencebaugh interrupted and began aggressively making demands about her AC. She was loud and demonstrative. After her diatribe I

explained we had made multiple inquiries about the AC and I had personally called Kory Bush to make sure the fix was in process. I relayed the information discussed with Mr. Bush that a humidifier could be malfunctioning and it was a priority. I reiterated we would gladly assist her in relocation while the repairs were made, she had already refused multiple times, I stated we had a suitable space available, Ms. Cencebaugh continued to interrupt saying her students were suffering and it was unacceptable, I repeated the fact that the work order had been submitted and followed up on. I was seated during this entire exchange. Ms. Cencebaugh continued to badger and repeat herself multiple times and I again repeated everything possible was being done and it was in process. And again offered to relocate her room, she interrupted and said, "do I need to call, who do I need to call, I will make the call, who is over you that I can call?" I stood up and motioned toward the door and said "Ms. Cencebaugh everything that needs to be or can be is being done, you do not need to call anyone. I walked past her to the door attempting to get her to leave she continued to talk to Mr. Tinchler, she turned and saw me at the door and finally turned to leave.

The fact that school board policy was violated multiple times during the investigation and the use of force in the investigation applied show a serious lack of professionalism and the investigation being directed at me personally creating a hostile and abusive work environment.

This is my complete statement regarding this incident. If there are any additional questions, please provide those in writing prior to tomorrow's meeting.

If a meeting is still needed I plan to appear on Wednesday October 19th at 4pm. Please confirm that the District Equity Coordinator LaShakia Moore will be present for any and all proceedings dealing with Bob Ouellette and the HR Department. If this request cannot be met, please reschedule at a time that she is available. If my request to have Mrs. Moore present is denied I will need me more time in order to schedule my personal attorney to be in attendance.

Sincerely,

Paul Peacock

cc. Michael D. Chiumento, Esquire

PSIV Investigator, Office of Professional Practices Services, Division of Public School, Florida
Department of Education 325 West Gaines Street, Turlington Building, Room 224, Tallahassee, Florida
32399-0400

**FLAGLER SCHOOLS
OFFICE OF PROFESSIONAL STANDARDS
INVESTIGATIVE SUMMARY**

Employees:	<i>Paul Peacock</i>	Worksite:	<i>Wadsworth Elementary School</i>
SSN:		Position:	<i>Principal</i>
Date of Birth		Date of Report:	<i>September 28, 2022</i>
Contract Status:		Investigation By:	<i>Robert R. Ouellette</i>
Length of Service:		Committee Rev.	<i>10-24-22 <u>Unskb.</u></i>

Pertinent History:

Present:
Mr. Peacock
Mr. Ouellette

There are no previous dispositions by the Professional Standards Committee regarding Mr. Paul Peacock.

Allegations:

It is alleged that Paul Peacock yelled at a teacher during a meeting while giving her a directive not to seek assistance or process a work order due to a lack of air conditioning in her classroom.

Legal Sufficiency:

If substantiated, the above allegation would constitute violations of the Principles of Professional Conduct for the Education Profession and School Board Policies, 511.2 and 676 in that Paul Peacock would be guilty of (1) Aware of the importance of maintaining the respect and confidence of one's colleagues, of students, of parents, and of other members of the community, the educator strives to achieve and sustain the highest degree of ethical conduct. (2) Shall not engage in harassment or discriminatory conduct which unreasonably interferes with an individual's performance of professional or work responsibilities or with the orderly processes of education or which creates a hostile, intimidating, abusive, offensive, or oppressive environment; and, further, shall make reasonable effort to assure that each individual is protected from such harassment or discrimination.

Investigation:

On or September 28, 2022 this writer received a paper copy of a written complaint submitted to the Human Resources Department by Allison Cencebaugh, teacher, at Wadsworth Elementary School. Ms. Cencebaugh's written complaint is attached below:



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Engage. Educate. Empower.

Complaint Form

Date 9/20/22 Time of Incident 1:55 Location Mr. Peacocks office

1. Name of individual submitting complaint Allison Cencebaugh

2. Who is the individual that you are filing the complaint against? Mr. Peacock

3. Briefly describe your complaint
Mr. Peacock violated the Principles of Professional conduct #4 and #3.

4. Was a student involved? Yes No

5. Name of student P M Grade 7 School BTMS

6. Was a teacher/administrator involved? Yes No

7. Name the individual(s) from question #6 Paul Peacock, Chris Tincher, Nicole Prutis, Robby Hallock, Ingrid Boscaino

8. Additional Information
I have added a paper with the details of my complaint

Please submit this form to your immediate supervisor or the Coordinator for Professional Standards.

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. Tinchler 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.**

Allison Cencebaugh

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

be alone in the room with Mr. Peacock again. Ms. Cencebaugh stated that she was so upset by the incident she contemplated quitting her job since she lives in Volusia County and chooses to work in Flagler. Ms. Cencebaugh stated that after the incident in Mr. Peacock's office, she returned to her room with Ms. Ingrid Boscaino, paraprofessional and at that time Ms. Boscaino stated she was considering not continuing to work at Wadsworth Elementary because of Mr. Peacock's behavior in the office. Ms. Cencebaugh also stated that Ms. Boscaino urged her to, "Do something about what happened." Ms. Cencebaugh confirmed that she met with Mr. Tincher, assistant principal two days after the incident and referred to her comments in the written statement. Ms. Cencebaugh stated that Mr. Peacock did not do anything to overtly threaten or intimidate her with the bat he had in his hands during their conversation on the day in question. Ms. Cencebaugh stated that after the incident she took the class to the library and was questioned by a middle school student volunteer named PM as to why Mr. Peacock had yelled at her. Ms. Cencebaugh stated PM told her she was walking in the hall by Mr. Peacock's office and heard Mr. Peacock yelling and she saw Ms. Cencebaugh in the office as she walked by.

On Thursday, October 13, 2022 this writer met with Mr. Paul Peacock, Principal, and Angela O'Brien on the campus of Wadsworth Elementary School. This writer stated to Mr. Peacock that he was sorry this was not a pleasant reason to meet and that this notice to appear was regarding the complaint initially mentioned to Mr. Peacock at the Principal's meeting. The writer then introduced Ms. O'Brien to Mr. Peacock and provided Mr. Peacock with a copy of the Notice to Appear Document. Mr. Peacock stated that since there was a witness present he was refusing to sign the document and he did not appreciate this writer's "Gestapo Tactics."

On Thursday, October 13, 2022 this writer met with Ms. Nicole Puritis, Principal's Secretary, And Angela O'Brien on the campus of Wadsworth Elementary School. Ms. Puritis stated that she did recall being in Mr. Peacock's office when Ms. Cencebaugh came to discuss her concerns with the air conditioning (AC) in her classroom, and in fact she was talking to Mr. Peacock about the same issue when the teacher entered the office. Ms. Puritis stated she did hear Ms. Cencebaugh offer to "call" about the AC, but Mr. Peacock replied that "He's got it and will take care of the issue." Ms. Puritis stated she felt Ms. Cencebaugh seemed overwhelmed that day due to her injured foot and two student issues she was dealing with. Ms. Puritis stated that Mr. Peacock had offered to move Ms. Cencebaugh's class prior to the discussion in his office and that Ms. Cencebaugh seemed frustrated due to the options available. Ms. Puritis stated she did recall the paraprofessional did walk in to the office at the same time as Ms. Cencebaugh. Ms. Puritis stated that nobody raised their voices during the interaction in question between Ms. Cencebaugh and Mr. Peacock. Ms. Puritis stated that Mr. Peacock was not yelling or pointing during the interaction in question. Ms. Puritis stated that the conversation ended when Ms. Cencebaugh said thank you and left the room after Mr. Peacock said he would take care of the issue. Ms. Puritis stated that Mr. Peacock, herself and the others in the office were leaving the office behind Ms. Cencebaugh and no one was laughing at Ms. Cencebaugh.

On Thursday, October 13, 2022 this writer met with Mr. Chris Tincher, Assistant Principal, and Angela O'Brien on the campus of Wadsworth Elementary School. Mr. Tincher stated that he recalled the time Ms. Cencebaugh came into Mr. Peacock's office to discuss the problem with the AC in her classroom. Mr. Tincher stated that when Ms. Cenebaugh and the paraprofessional entered the room he was discussing curriculum issues with Ms. Puritis and Mr. Peacock. Mr. Tincher stated that Ms. Cencebaugh began by talking about the AC still not working in her classroom and how she felt it was an unsafe environment in her classroom because of it. Mr. Tincher described Ms. Cencebaugh tone of voice as "forceful and close to yelling." Mr. Tincher stated that Ms. Cencebaugh told Mr. Peacock she was "Not going to have this." Mr. Tincher stated that Mr. Peacock replied that he had just told her he was working on the issue and there was nothing

else he could do. Mr. Tincher stated that at that point Ms. Cencebaugh stated "Alright" and stormed out of the office. Mr. Tincher stated he did not find Mr. Peacock to be yelling during the discussion with Ms. Cencebaugh, and that he has a loud voice. Mr. Tincher reiterated that Mr. Peacock told Ms. Cencebaugh the issue was being worked on and that he did not say it in a yelling tone of voice. Mr. Tincher stated the AC is now working in the classroom in question. Mr. Tincher stated that he feels that Ms. Cencebaugh's written statement about her discussion with him is inaccurate. Mr. Tincher stated that he cannot recall the exact date he met with Ms. Cencebaugh but it was more than two days after the incident in question. Mr. Tincher stated that when he met with Ms. Cencebaugh he told her that Mr. Peacock met with her that way because he respects her. Mr. Tincher stated he shared a story with Ms. Cencebaugh about when he was a teacher and his former principal counselled him when he was upset. Mr. Tincher felt he is misquoted in Ms. Cencebaugh's statement about their meeting because he was communicating to her that he meets with those he respects in the way that meeting took place. Mr. Tincher stated that during the meeting in question Mr. Peacock did not yell or scream, and he felt Ms. Cencebaugh was badgering Mr. Peacock in the meeting by making demands and suggesting to go "higher" with the AC concerns. Mr. Tincher stated that Mr. Peacock spoke to Ms. Cencebaugh in a supervisory tone of voice that was not unprofessional. Mr. Tincher stated that he did not recall Robby Hallock being in the room when the meeting in question took place. Mr. Tincher stated that Mr. Peacock is turning around the culture at this school.

On Thursday, October 13, 2022 this writer met with Mr. Robby Hallock, Behavior Interventionist and Angela O'Brien on the campus of Wadsworth Elementary School. Mr. Hallock stated he did recall a time when he was in Mr. Peacock's office when Ms. Cencebaugh entered asking about the AC issue in her classroom. Mr. Hallock stated Mr. Peacock told her the issue was being addressed and Ms. Cencebaugh asked if Mr. Peacock wanted her to call someone about the matter. Mr. Hallock stated that Mr. Peacock told Ms. Cencebaugh he was dealing with the problem and did not need her to call anyone. Mr. Hallock stated that Mr. Peacock was not yelling and would not classify Mr. Peacock's tone as raising his voice. Mr. Hallock stated that Ms. Cencebaugh seemed frustrated. Mr. Hallock stated he believed Mr. Peacock's words and tone were meant to communicate that he had the issue covered and he was giving her "firm directions" regarding the matter. Mr. Hallock stated that there was no one in the office laughing when Ms. Cencebaugh left the room.

On Thursday, October 13, 2022 this writer met with Ms. Ingrid Boscaino, paraprofessional, and Angela O'Brien on the campus of Wadsworth Elementary School. Ms. Boscaino stated she was in Mr. Peacock's office when Ms. Cencebaugh came in to discuss the broken AC in her classroom. Ms. Boscaino stated the tone of voice Mr. Peacock used towards Ms. Cencebaugh was wrong as a leader in her opinion. Ms. Boscaino stated that at first, Ms. Cencebaugh asked what was going on with the AC and Mr. Peacock provided an explanation as to the current progress. Ms. Boscaino stated Ms. Boscaino then asked if he wanted her to call someone. Ms. Boscaino stated Mr. Peacock replied, "Well don't you go around me and say nothing" or words to that affect. Ms. Boscaino stated that the prior sentence was said by Mr. Peacock with a raised voice and an attitude. Ms. Boscaino stated that she was concerned about speaking with this writer about this issue because she is a substitute paraprofessional and did not want to lose her job and that she stays in the position because she feels Ms. Cencebaugh needs her help. Ms. Boscaino stated there were other people in the room when the issue in question took place. Ms. Boscaino stated that in her opinion the way Mr. Peacock spoke to Ms. Cencebaugh was embarrassing. Ms. Boscaino stated that when she and Ms. Cencebaugh walked out of the office the door might have been slammed behind them. Ms. Boscaino stated Ms. Cencebaugh said she heard them laughing when the door closed but she did not hear it.

On Thursday, October 13, 2022 this writer met with Ms. M. R. M. School Registrar and Angela O'Brien on the campus of Wadsworth Elementary School. Ms. M. stated her daughter is a student at Buddy Taylor Middle School and that after school each day she and other middle school students that are related to staff members at Wadsworth Elementary School come to the campus. Ms. M. stated that she recently got permission to have her daughter volunteer in Ms. Cencebaugh's class some afternoons and that it has been a very positive experience for her daughter. Ms. M. stated that she was concerned that if she or her daughter spoke to this writer she might not be allowed to volunteer in the classroom anymore. Ms. M. stated that her daughter stated that one afternoon she was walking alone to Ms. Cencebaugh's class from the middle school and she heard Mr. Peacock yelling at Ms. Cencebaugh, as she walked by his office. Ms. M. stated her daughter asked Ms. Cencebaugh, later that day, why she was crying and why Mr. Peacock was yelling at her. Ms. M. stated her daughter told her Ms. Cencebaugh never answered her questions.

Note: After speaking with Ms. M. R. M. this writer chose not to interview the student because health issues that could be exacerbated by a discussion of her recollection of the incident in question.

On Wednesday, October 19, 2022 this writer met with Mr. Paul Peacock, School Principal, and Ms. Lashakia Moore, Assistant Superintendent, at the Government Services Building. Mr. Peacock was provided an opportunity to review the written complaint filed by Ms. Cencebaugh and this writer read a summary of the interview conducted with Ms. Cencebaugh. This writer asked Mr. Peacock if he would like to share his response or recollection to Ms. Cencebaugh's complaint and Mr. Peacock responded by saying, "I have nothing to say." Mr. Peacock stated that he had sent a statement via email to Ms. Moore and that this statement contained both his recollection of the events in question and a complaint against this writer for actions allegedly taken during the course of the investigation. Mr. Peacock then shared his thoughts and concerns verbally with this writer and Ms. Moore but in the end he stated that he did not want a summary of the interview in the record and instead deferred to the written statement he emailed to Ms. Moore.

On Wednesday, October 19, 2022 this writer received a written statement from Mr. Paul Peacock, Principal, via email sent by Ms. Lashakia Moore, Assistant Superintendent. See statement attached below:

Mrs. Lashakia Moore, Assistant Superintendent, Equity Coordinator, Flagler County Schools

Dear Mrs. Moore:

I am appealing to you as the Flagler County Schools Equity Coordinator that Mr. Bob Ouellette cease and desist with retaliation and harassment due to my reporting of multiple violations. Copies of the violations and dates submitted will be provided upon request. Please consider this a formal complaint regarding the treatment I was subjected to with the NTA that was "served" on 10/13/22 by Chief of HR, Bob Ouellette.

The manner in which I was treated in front of multiple school board employees is highly irregular and unprofessional. Bob Ouellette entered the school unannounced and demanded to meet with me immediately. He created a major disruption and impacted the safety and well-being of students with his demands of pulling multiple instructional, staff and administrative personnel from their supervision and responsibilities. He told multiple individuals "you are next. I need you and you." As I stepped to the door of my office he entered with an unknown female and stated "This is a NTA this will not be a pleasant visit" as he served notice in front of the individual that I did not know and I was not introduced until I requested to know who is this person. He then introduced the female individual as the Director of HR. Upon my confused look, as I was not aware such a position existed that was board approved, he corrected the statement and stated she was the Director of Organizational Talent. The female then stated "basically I am the director of HR". I was even more confused as I reviewed the job description for the Director of Organizational Talent and could not reconcile why she would be involved in a full-fledged investigation.

The NTA states I allegedly "yelled" at a teacher. Multiple witnesses were present during the exchange. Bob Ouellette represented the union was behind the complaint. No grievance information was given, Ouellette just mentioned Union President Liz Diaz was behind the need for an investigation. No effort was made to arrive at a satisfactory resolution on an informal basis as required by School Board Policy #649. The policy also states that, "The board and the Superintendent recognize that good morale among its employees is necessary. Problems are solved as they arise by sincere efforts of all persons concerned to work toward constructive solutions of such problems in an atmosphere of courtesy and cooperation."

The form used for the NTA is used for instructional personnel giving the employee the right to be represented by the union. This form does not apply to Principals. And to the best of my knowledge has never been used in such a manner with administrative personnel. In asking the other principals in the district if they had ever received a NTA in such a manner, no one had ever received such a notice.

A statement of the complaint by the complainant was never provided to me. Any complaint alleging a violation of the law, school board policy or professional standards of conduct against a school board employee shall be in writing and shall bear the signature of the person filing the complaint. This was not provided as is required by School Board Policy #650.

This is my total and complete statement regarding the event. For the record the alleged incident was witnessed by multiple board employees. Allison Cencebaugh entered into my office in the middle of a meeting, Nicole Puritis and Chris Tincher were seated at my desk. Ms. Cencebaugh interrupted and began aggressively making demands about her AC. She was loud and demonstrative. After her diatribe I

explained we had made multiple inquiries about the AC and I had personally called Kory Bush to make sure the fix was in process. I relayed the information discussed with Mr. Bush that a humidifier could be malfunctioning and it was a priority. I reiterated we would gladly assist her in relocation while the repairs were made, she had already refused multiple times, I stated we had a suitable space available, Ms. Cencebaugh continued to interrupt saying her students were suffering and it was unacceptable, I repeated the fact that the work order had been submitted and followed up on. I was seated during this entire exchange. Ms. Cencebaugh continued to badger and repeat herself multiple times and I again repeated everything possible was being done and it was in process. And again offered to relocate her room, she interrupted and said, "do I need to call, who do I need to call, I will make the call, who is over you that I can call?" I stood up and motioned toward the door and said "Ms. Cencebaugh everything that needs to be or can be is being done, you do not need to call anyone. I walked past her to the door attempting to get her to leave she continued to talk to Mr. Tincher, she turned and saw me at the door and finally turned to leave.

The fact that school board policy was violated multiple times during the investigation and the use of force in the investigation applied show a serious lack of professionalism and the investigation being directed at me personally creating a hostile and abusive work environment.

This is my complete statement regarding this incident. If there are any additional questions, please provide those in writing prior to tomorrow's meeting.

If a meeting is still needed I plan to appear on Wednesday October 19th at 4pm. Please confirm that the District Equity Coordinator LaShakia Moore will be present for any and all proceedings dealing with Bob Ouellette and the HR Department. If this request cannot be met, please reschedule at a time that she is available. If my request to have Mrs. Moore present is denied I will need me more time in order to schedule my personal attorney to be in attendance.

Sincerely,

Paul Peacock

cc. Michael D. Chiumento, Esquire

PSIV Investigator, Office of Professional Practices Services, Division of Public School, Florida
Department of Education 325 West Gaines Street, Turlington Building, Room 224, Tallahassee, Florida
32399-0400



**Flagler County Schools
Initial Investigation Form (IIF)**

Report Take By: Robert Ouellette

Date Reported: 9/28/22

<u>Respondent's Information</u>	
Accused Employee: Paul Peacock	Work Site: Wadsworth Elementary School
SSN (Last 4 digits):	Position: Principal
Date of Birth:	Hire Date:
Length of Service:	Tenure Status: Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>

<u>Complainant(s) Information</u>	<u>Witness(es) Information</u>
Name/Grade Level or Position <i>(Sample: Doe, John /5th Grade)</i>	Name/Grade Level or Position <i>(Sample: Doe, Jane / Paraprofessional)</i>
Paul Peacock	Chris Tincher, Assistant Principal
Allison Cembanga	para?
	student? PM
	Nicole Partis
	Robby Hallock
	Ingrid Boscaino

<u>Check List</u>		
Statements Received? (Witnesses, Accused, Victim)	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	
Supervisor Contacted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Name:
Law Enforcement Contacted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Agency:
DCF Contacted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Name:
Parent/Guardian Contacted?	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Name:

Supplemental Information: (who, what, where, when, how, and why)
Attach additional pages as needed.

On September 28, 2022 this writer received a written complaint from Ms. Allison Cencebaugh, teacher at Wadsworth Elementary School, regarding an interaction she had with Mr. Paul Peacock, Principal. (See attached statement)>



*Tips For Writing An
Initial Investigation Form
(IIF)*

Note: When writing an IIF it is important that the writer's personal opinions and biases do not enter into the report's content.

The information must be written in a factual context.

It is important not to insert what you think might have happened or your opinions. All information recorded must be able to stand on its own and be verifiable where ever possible.

The completion of an IIF must be timely: Best practice would be to complete and submit the document to the Coordinator of Professional Standards the same day of the initial report of the incident.

Report writing reminders:

- Write clearly structured sentences.
- Be concise and clear in each description.
- If you are being told something then clearly state who told you and what was said.
- If you experienced or observed the incident then state exactly what and how much you witnessed.
- If you were called to a location by someone then state that in the report, who, where at, time, for what reason.
- If you initiated a sequence of events then state what was done, why and how.
- If you were told to initiate the event sequence then state that in the report: who told you, the events you did and follow up by others.

The intent of the report is to have on file an accurate written sequence of events. When you write the report you are writing it for an individual that was neither present nor aware that the event took place at the time the incident occurred or when the report was written. This document is a matter of public record.

Check sheet for reviewing the report. This check sheet can be used internally by the administrator who is unfamiliar with writing an IIF.

- Does the report state clearly what the incident was?*
- Does the report state from whom the information came from and the relationship this person has to the writer and organization?*
- Does the report state what action took place at the time of the incident or after the fact? And who performed the action?*
- Does the report have personal opinions or biases in the description of the incident events?*
- Does the report make sense or does it create more questions that need to be answered?*
- Does the report have all of the required names of complainants and witnesses?*

10-11-22

L. Diaz / A.C.

- Goal: To not be spoken that way by supervisor again. Felt attacked to point of wanting to leave. "Give in Valusia but chose Flagler."
- Can not put in work orders.
 - I don't want to be alone w/ him in room.

- After, back in classroom, I.B. said I am not going to work her; you need to do something.
- Our schools falling apart need to.

- Spoken Teacher in office.

- We had library that day, Pheobe McCoy, Kathy McCoy
- Door open as she was passing by.

10/13/22

(P1)

Nicole P. T.

tht week heavy AC week.

- I was talking about it.

- "I can call" "He said no I got it." (we are going to take care of it)

- She was overwhelmed that day "foot" "two student"

- She was frustrated walking in - Opting to move class

- She flustered nobody raised voice we were made out,
walked in with her. no laughing."

"Wasn't yelling or pointing"

she said

"OK, thank you then left."

10/13/22 Chris T.

- Paul, me Nicole, Talking currier.

- AC. comp's in a Pava. She starts about
AC not working as a ke. - being forceful close
to yelling "I am not going to have this."

I just told you working on it. nothing else I can
do. ~~to~~ "Alright stormes out"

- I didn't find him to yell, he has a loud voice.

- Told her we are working on this w/ AC. Not
fixed now, making major issue not yelling.

word
days • Met w/ her 2 days later that conversation with
who he respects. He relayed story about past
issue w/ TC Cui (Felt misquoted.) Only has those
conversation w/ those he respects. ~~to~~ Paul directly

10/13/22

P2

"Badgering"

Chris T.

Paul did not yell or scream. / AC. making demands not saying higher things. Supervisor tone not unprof.

Some tone.

"I don't remember Robby in there."

"Culture of place is turning around her to Paul"

10/13/22

Ingrid Boscaino

Was wrong

- Tone of voice for what he said was wrong, as leader I saw it as wrong.
- Allison want to ask about when AC would be fixed.
- some hot, some cold. - wanted AC fixed.

- Haey what's gonna ow/ AC.

- He gives explanation. - Well don't go about me and say nothing. (Now, I going to tell you don't go about me.) (Raised w/ attitude)
- I'm subj not good for me to say.
- My opinion, there were other people there, it was embarrassing, disrespectful. I don't know when hell time here but sh needs me, I stay for her.
- Ms. C. Ha - closed door.
might have slamed door. AC said they longer but I doubt if here

10/13/92

R.H.

- she asking about AC.
- He said he addressing
- she said he calling her work
- He said he had it but didn't want to address.
- No yelling - not classifying raising voice
- She was frustrated
- He was letting her know due diligence he had it. come on
- not sure. - Mr. Pearce making it clear "firm direct"

Mr. Longman that have calls.

10/13/2

M (M - Registrar

Daughter ~~John~~ shared she saw AC. crying ask who was my wrong one thousand mother.

1:70 - Over heard Pearce yelling at her - I all kids walking by thru bulges in Mr. C's class.

- Afraid get upset

Written Complaint Received September 28, 2022

2 messages

Ouellette, Robert <ouelletter@flaglerschools.com>
To: "Cencebaugh, Allison" <cencebaugha@flaglerschools.com>
Cc: Heather Morin <morinh@flaglerschools.com>

Fri, Oct 7, 2022 at 11:21 AM

Dear Ms. Cencebbaugh,

This email is to let you know that I received your written complaint on Wednesday, September 28, 2022. Please call my secretary, Heather Morin at extension 1163, to schedule a meeting with me to discuss your concern in greater detail. I can meet with you either on the campus of Wadsworth Elementary School or in my office at HR if you prefer.

Respectfully,

Robert Ouellette
Chief Human Resources Officer



Cencebaugh, Allison <cencebaugha@flaglerschools.com>
To: "Ouellette, Robert" <ouelletter@flaglerschools.com>

Fri, Oct 7, 2022 at 1:22 PM

Thank you for your email. I will set up a meeting to come to your office, thank you.
[Quoted text hidden]

Written Complaint Received September 28, 20221 message

Ouellette, Robert <ouelletter@flaglerschools.com>
To: "Cencebaugh, Allison" <cencebaugha@flaglerschools.com>
Cc: Heather Morin <morinh@flaglerschools.com>

Fri, Oct 7, 2022 at 11:21 AM

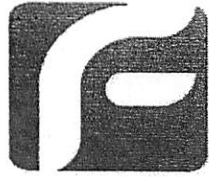
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Respectfully,

Robert Ouellette
Chief Human Resources Officer





Complaint Form

Date 9/20/22 Time of Incident 1:55 Location Mr. Peacocks office

- Name of individual submitting complaint Allison Cencebaugh
- Who is the individual that you are filing the complaint against? Mr. Peacock

3. Briefly describe your complaint
Mr. Peacock violated the Principles of Professional conduct #4 and #3.

4. Was a student involved? Yes No

5. Name of student P M Grade 7 School BTMS

6. Was a teacher/administrator involved? Yes No

7. Name the individual(s) from question #6 Paul Peacock, Chris Tincher, Nicole Prutis, Robby Hallock, Ingrid Boscaino

8. Additional Information
I have added a paper with the details of my complaint

Please submit this form to your immediate supervisor or the Coordinator for Professional Standards.

9/20/22

On Tuesday September 20, 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.**

Allison Cencabaugh



Flagler County Schools

Notice to Appear

Employee Name Paul Peacock Date 10/13/22

Department/School Wadsworth Elementary School

Administrator's Name Robert Ouellette

You are hereby asked to appear for a meeting on Wednesday, October 19, 2022 at 4:00 PM

Purpose for this meeting is to discuss the following:

- | | |
|---|--|
| <input checked="" type="checkbox"/> Allegations | <input type="checkbox"/> Tardiness |
| <input type="checkbox"/> Infraction of Rules | <input type="checkbox"/> Insubordination |
| <input type="checkbox"/> Contract Violations | <input type="checkbox"/> Performance Evaluations |

Other(s) _____

This meeting will take place at the following location: _____
Mr. Ouellette's office on the first floor of the Government Services Building

Please provide details of item(s) checked above and date(s) of occurrence. (see attachment, if applicable) (citing statute, board policy and code of ethics is not necessary.)

This meeting is regarding the following allegations:

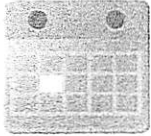
It was alleged that on September 20, 2022 you "yelled" at a teacher in your office regarding her request to have the air conditioning in her classroom fixed. It is alleged this incident occurred in front of other school board employees. You are not to speak with members of your staff about this incident prior to your scheduled NTA meeting.

This meeting may result in disciplinary action. Any employee will have the right to request representation, by the union, a union member, or a personal representative of his/her choice. Signature denotes receipt of document only.

Supervisor signature	Date	Employee signature	Date
<i>Refused to sign</i>		<i>[Signature]</i>	
<u>Agreement to Waive Contractual Time Schedule for a Notice to Appear Meeting</u>			

All parties have agreed to waive the required _____ hour wait-period before scheduling this meeting and have agreed to meet on _____ at _____.

Supervisor signature	Date	Employee signature	Date
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NTA Meeting with Paul Peacock

Created by: Robert Ouellette · Your response: ✓ Yes, I'm going

Time

4pm - 4:30pm (Eastern Time - New York)

Guests

- ~~Angela O'Brien~~
- Robert Ouellette
- Lashakia Moore
- Paul Peacock

Date

Wed Oct 19, 2022

Where

Mr. Ouellette's Office on the First Floor of GSB

Description

NTA meeting to review a discuss complaint made by teacher.

My Notes

Meeting today with Mr. Peacock

1 message

Moore, Lashakia <moorel@flaglerschools.com>
To: "Ouellette, Robert" <ouelletter@flaglerschools.com>
Cc: Cathy Mittelstadt <mittelstadt@flaglerschools.com>

Wed, Oct 19, 2022 at 8:40 AM

Hello Bob, Mr. Peacock has requested that I attend all meetings between the two of you. Please add me to the invitation for the meeting that is scheduled for 4:00 today. Thank you!

LaShakia Moore

Assistant Superintendent of Academics

Flagler Schools

MooreL@flaglerschools.com

"A teacher affects eternity; he can never tell where his influence stops." Henry Brooks Adams

Paul's Statement

1 message

Moore, Lashakia <moorel@flaglerschools.com>
To: "Ouellette, Robert" <ouelletter@flaglerschools.com>

Wed, Oct 19, 2022 at 4:18 PM

LaShakia Moore

Assistant Superintendent of Academics

Flagler Schools

MooreL@flaglerschools.com

"A teacher affects eternity; he can never tell where his influence stops." Henry Brooks Adams



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Mrs. Lashakia Moore, Assistant Superintendent, Equity Coordinator, Flagler County Schools

Dear Mrs. Moore:

I am appealing to you as the Flagler County Schools Equity Coordinator that Mr. Bob Ouellette cease and desist with retaliation and harassment due to my reporting of multiple violations. Copies of the violations and dates submitted will be provided upon request. Please consider this a formal complaint regarding the treatment I was subjected to with the NTA that was "served" on 10/13/22 by Chief of HR, Bob Ouellette.

The manner in which I was treated in front of multiple school board employees is highly irregular and unprofessional. Bob Ouellette entered the school unannounced and demanded to meet with me immediately. He created a major disruption and impacted the safety and well-being of students with his demands of pulling multiple instructional, staff and administrative personnel from their supervision and responsibilities. He told multiple individuals "you are next. I need you and you." As I stepped to the door of my office he entered with an unknown female and stated "This is a NTA this will not be a pleasant visit" as he served notice in front of the individual that I did not know and I was not introduced to until I requested to know who is this person. He then introduced the female individual as the Director of HR. Upon my confused look, as I was not aware such a position existed that was board approved, he corrected the statement and stated she was the Director of Organizational Talent. The female then stated "basically I am the director of HR". I was even more confused as I reviewed the job description for the Director of Organizational Talent and could not reconcile why she would be involved in a full-fledged investigation.

The NTA states I allegedly "yelled" at a teacher. Multiple witnesses were present during the exchange. Bob Ouellette represented the union was behind the complaint. No grievance information was given, Ouellette just mentioned Union President Liz Diaz was behind the need for an investigation. No effort was made to arrive at a satisfactory resolution on an informal basis as required by School Board Policy #649. The policy also states that, "The board and the Superintendent recognize that good morale among its employees is necessary. Problems are solved as they arise by sincere efforts of all persons concerned to work toward constructive solutions of such problems in an atmosphere of courtesy and cooperation."

The form used for the NTA is used for instructional personnel giving the employee the right to be represented by the union. This form does not apply to Principals. And to the best of my knowledge has never been used in such a manner with administrative personnel. In asking the other principals in the district if they had ever received a NTA in such a manner, no one had ever received such a notice.

A statement of the complaint by the complainant was never provided to me. Any complaint alleging a violation of the law, school board policy or professional standards of conduct against a school board employee shall be in writing and shall bear the signature of the person filing the complaint. This was not provided as is required by School Board Policy #650.

This is my total and complete statement regarding the event. For the record the alleged incident was witnessed by multiple board employees. Allison Cencebaugh entered into my office in the middle of a meeting, Nicole Puritis and Chris Tincher were seated at my desk. Ms. Cencebaugh interrupted and began aggressively making demands about her AC. She was loud and demonstrative. After her diatribe I