
From: Paul Peacock <jppeacock@juno.com>
Sent: Wednesday, March 08, 2023 5:13 PM
To: gavink@flaglerschools.com; mittelstadt@flaglerschools.com;
massaroc@flaglerschools.com; chongc@flaglerschools.com; furryw@flaglerschools.com;
conklinc@flaglerschools.com; hunts@flaglerschools.com
Cc: michael3@legalteamforlife.com; messina@fsba.org; jppeacock@juno.com
Attachments: Exhibits pages 1-8.pdf

Good afternoon Kristy,

I understand my request to have a board member disqualified from these proceedings is probably without precedence therefor I am seeking clarification for when a decision on Colleen Conklin being disqualified will be heard and decided. The text messages, obtained under the Freedom of Information Act, clearly demonstrate inappropriate and hostile communication, including the directive issued by Colleen Conklin to Cathy Mittelstadt to remove me from the bargaining team as the Chief Negotiator, which further demonstrates Ms. Conklin's prejudice toward me. Ms. Conklin has abused her power and created a hostile work environment (pages 1 - 3 attached). Ms. Conklin directed Ms. Mittelstadt to remove me from bargaining and made libelous statements about me (pages 4 - 6 attached). Ms. Conklin made unprofessional and hostile statements (pages 7 - 8 attached). Ms. Conklin's text messages are shaded.

I do not have confidence that I will receive a fair hearing of my grievance if Ms. Conklin is allowed to participate. I have dozens of documented events where Ms. Conklin, as a single board member, has inappropriately communicated and made demands in personnel and operational decisions that were carried out by Superintendent Mittelstadt as directed.

I seek protection under the whistle blower act, for reporting unethical and hostile behavior by a school board member, and believe I could be the victim of retaliation.

For clarification purposes please outline the appeal procedure scheduled to go before the board on March 28, 2023. I understand I have until March 14, 2023 to provide documentation to support my position. Please notify me of the decision regarding Ms. Conklin's participation in this process. If she is allowed to participate and my appeal is denied it is my understanding I would have the right to appeal the board's decision through the Division of Administrative Hearing in front of an administrative law judge.

Sincerely,
Paul Peacock

I really just need to get this off my chest. How the heck do you have a leadership day and not include your school board in your retreat but instead offer a drive by for us to attend if we want. ??? Are we part of your leadership team? Or just some annoying group that happens to be part of the legal structure you have to deal with. I won't be attending today. I won't do a drive by hello since there is zero substance to our involvement. I was hoping I was wrong. Disappointed. 🤔 smh

July 19
2021

I've read the email and letters multiple times. I can't interpret it any other way. I'm sorry you have gone in this direction. There are no words to describe my disappointment. I am sorry to say you have not only lost my support but my confidence in leading our district. I can't tell how difficult and painful it is for me to say that but we need courageous leadership at this time. You disregarded the committee's recommendations and you are simply leading from a place of fear and intimidation and not from an instructional leaders perspective. There is too much at stake at this point and time. I'm sorry.



You just gave creeps like this the
ultimate win.

Thanks

June Agenda meeting 7/7
For approval
On 7/21.....
Maybe share the current
contract at the 5/17 info
workshop if any board members
want to suggest any changes.

Thanks

Whew

Tue, May 10, 4:31 PM

PAUL SHOULD NOT BE
INVOLVED IN BARGAINING
ANYMORE

He's an idiot. Our emails are
blowing up and social media is a
mess

Are you seeing the emails

5



Yes, big misstep agreed. He walked it back and took ownership.

Union was in front of their communication to membership, which is creating more frustration.

That's not what I'm hearing. Hearing he told people the board initially agreed. They've lost faith in our team. He should not be part of bargaining moving forward.

6

I think Paul is making everything worse

I'm hearing people are pissed off again today 🤔

Was there consensus by the board on the 5% and it final? If so I totally missed that. If so why was the TA placed in front of us?

All of this will be revisited the 5% is part of an article in the contract that ultimately needs to be revised

I pretty sure the board did not agree on denying the 5%. This needs to be addressed. Paul is a nightmare

⑦
n
12 years of highly effective,
including this year
Never any official reprimands
Teacher of the year
Great scores
Multiple years as a Florida High
Impact teacher
8 years as the 6th grade team
lead
And we FREAKING FIRE HER!

WE LITERALLY SUCK

THIS DISTRICT COMPLETELY
SUCKS

We treat kids and teachers like
shit and when teachers are brave
enough to speak up for our most
vulnerable kids we FUCKEN FIRE
THEM!!

Really!?! I am so disgusted by
this I can't even comprehend
that we did this. PATHETIC

I hope she SUES THE SHIT OUT
OF OUR DISTRICT

AND I HOPE SHE WINS
DISGUSTED BY WHO WE HAVE
BECOME