



Lemont High School

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Web - www.lhs210.net

Dr. Matt Maxwell, Superintendent

Eric Michaelsen, Principal



Exemplary High Performing School • 2017 National Blue Ribbon Schools Program

Via Email

October 9, 2026

W (AACL)

Michael A. Ayele

P.O.Box 20438

Addis Ababa, Ethiopia

E-mail: waac13@gmail.com ; waac1313@gmail.com ; waac142913@gmail.com

Re: Illinois FOIA Request - 5 ILCS 140/1

Dear W:

This letter is in response to your Freedom of Information Act (FOIA) request dated October 7, 2026, and received in my office on October 7, 2026.

In your letter you requested the following:

I) Requested Records

What I am requesting for prompt disclosure are records in your possession detailing your discussions about [1] the legal obligations of your school district to list the name and annual salary of your employees; [2] the mechanism and the website in use by your school district for the purpose of listing the name and annual salary of your employees; [3] the decision of the Missouri state government to identify Michael A. Ayele (a.k.a.) W as a former employee of the Missouri Department of Mental Health (MODMH) Fulton State Hospital (FSH) who has earned approximately (i) \$19,189 (nineteen thousand one hundred and eighty-nine American dollars) in calendar year 2013; (ii) \$2,322 (two thousand three hundred and twenty-two American dollars) in calendar year 2014; [4] Michael A. Ayele (a.k.a.) W as a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) who (i) has never denied being employed for the MODMH (FSH) in calendar year 2013; (ii) was on (or around) December 20, 2013 "*dismissed*" from the MODMH (FSH); (iii) was on (or around) December 20, 2013 informed that he would "*get his final paycheck from*" the MODMH (FSH) after he returns his Missouri state government issued badge and uniform that consisted of 5 (five) white polo T-shirts; (iv) had on December 20, 2013 returned his Missouri state-government-issued badge; (v) had on December 23, 2013 returned his Missouri state-government-issued uniforms that consisted of 5 white polo T-shirts; (vi) was not provided on (or around) December 23, 2013 the "*final paycheck*" he was promised on (or around) December 20, 2013 after the return of his Missouri state-government-issued badge and uniform; (vii) made numerous telephone calls between December 24, 2013 and December 30, 2013 to the MODMH (FSH) for the purpose of obtaining the "*final paycheck*" that was still owed to him; (viii) received no response to the numerous telephone calls he made between December 24, 2013 and December 30, 2013 for the purpose of obtaining the "*final paycheck*" that was owed to him; (ix) was arrested on (or around) December 30, 2013 after going in person to the MODMH (FSH) to obtain his employment file as well as the "*final paycheck*" that was owed to him; (x) has witnessed his key questions on Title VII of the 1964 and 1991 Civil Rights Act being subjected to frenzy before they were filtered and distorted on internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo; [5] the MODMH (FSH) as a state government agency which refuses to deny that Michael A. Ayele (a.k.a.) W (i) was on (or around) December 20, 2013 informed that he would receive a one-time lump sum payment for the work he did

at the MODMH (FSH) upon the return of his government issued badge and uniform; (ii) returned his Missouri state-government-issued badge and uniform on December 20, 2013 and December 23, 2013 (respectively) for the purpose of receiving the one-time lump sum payment that was promised to him on December 20, 2013; (iii) was not provided with the one-time lump sum payment that was promised to him on December 23, 2013 even though he had returned his Missouri state-government-issued badge and uniforms; (iv) was very much displeased on (or around) December 23, 2013 upon learning that he would not receive the one-time lump sum payment he was promised even though he had returned his Missouri state-government-issued badge and uniform; (v) made numerous telephone calls between December 24, 2013 and December 30, 2013 to the MODMH (FSH) for the purpose of receiving the one-time lump sum payment that was owed to him; (vi) telephone calls to the MODMH (FSH) between December 24, 2013 and December 30, 2013 were either ignored or sent to voicemail; (vii) went to the MODMH (FSH) in person on (or around) December 30, 2013 for the purpose of demanding that he be paid the one-time lump sum payment that was promised to him on (or around) December 30, 2013; (viii) was arrested for the first time in his life on (or around) December 30, 2013 for demanding that he be compensated with the one-time lump sum payment that was promised to him on December 20, 2013; (ix) was arrested for the first time in his life on (or around) December 30, 2013 for demanding that he be provided with the entirety of his employment file at the MODMH (FSH); [6] American courts holding in (i) *Sibron v. New York* that “before an officer places a hand on the person of a citizen in search of anything, he must have constitutionally adequate, reasonable grounds for doing so;” (ii) *Ornelas v. United States* that “the principal components of a determination of reasonable suspicion or probable cause will be the events which occurred leading up to the stop or search, and then the decision whether these historical facts, viewed from the standpoint of an objectively reasonable police officer, amount to reasonable suspicion or to probable cause;” (iii) *Beck v. Ohio* that “the validity of an arrest depends upon whether, at the moment of the arrest, the police officer had probable cause (or a warrant) to believe that the individual could be arrested;” (iv) *Florida v. Royer* that a “police officer restraint of a person amounting to seizure is invalid unless justified by probable cause for the purposes of the Fourth Amendment;” (v) *Hayes v. Florida* that “police officers acting without probable cause and without a warrant violate the Fourth Amendment when they forcibly remove a person from his/her home or other place where she/he was entitled to be;” (vi) *Dunaway v. New York* that “the Fourth Amendment’s proscription of unreasonable searches and seizures applies to arrests, and an arrest without probable cause is unreasonable;” (vii) *Marilyn Centanni v. Eight Unknown Police Officers* that “the seizure and removal of a person to a police station constitutes a de facto arrest requiring probable cause;” (viii) *Kenneth Daugherty v. Campbell* that a “strip search, regardless of how professionally and courteously conducted, is an embarrassing and humiliating experience;” (ix) *Graham v. Connor* that “to determine the appropriate amount of force used by a law enforcement officer, one should examine the severity of the crime at issue, the extent to which the suspect poses an immediate threat to the safety of the officers or others, and whether the suspect is actively resisting arrest or attempting to evade arrest by flight;” (x) *Yvonne Alexis v. McDonald Restaurants of Massachusetts* that “the force with which police officers effected the sudden, unannounced, violent seizure and removal of Yvonne Alexis’s person was not objectively reasonable, especially since there is no evidence or suggestion that she posed a risk of flight, attempted to resist or evade arrest, or threatened the peace, property or safety of anyone;” (xi) *Michael Deorle v. Rutherford* that “problems posed by, and thus the tactics to be employed against, an emotionally distraught individual who is creating a disturbance or resisting arrest are, and must be, differentiated from those involved in efforts to subdue an armed and dangerous criminal who has committed a serious offense;” (xii) *City of Houston, Texas v. John Hill* that a “municipal ordinance that makes it unlawful to interrupt a police officer in the performance of his duty is substantially overbroad, and therefore invalid on its face under the First Amendment;” (xiii) *Simon Jean v. Massachusetts State Police* that “the First Amendment protects the right of individuals to record police officers performing their official duties in public, and police officers may not interfere with or attempt to prevent individuals from engaging in such conduct;” (xiv) *James Butterworth v. Smith* that the “First Amendment protects the right of individuals to discuss their own testimony before a grand jury. A gag order restricting this right is not justified by the state’s interest in maintaining grand jury secrecy;” (xv) *Jeffrey Jones v. Buchanan* that “prisoners have a right to file grievances and lawsuits without facing retaliation. The First Amendment guarantees the right to petition the government for redress of grievances, and prison officials cannot retaliate against prisoners for exercising this right;” (xvi) *Brady v. Maryland* that “the suppression by the prosecution of evidence favorable to an accused violates due process where the evidence is material either to guilt or punishment, irrespective of the good faith or bad faith of the prosecution.”

Response to request:

In response to your requests; 1) The Illinois School Code section that requires school districts to report and post employee salary and compensation information is 105 ILCS 5/10-20.47 (Administrator and teacher salary and benefits; report) and related public reporting mandates under **105 ILCS 5/2-3.103**. [1, 2, 3] 2) Names and annual salaries for our employees can be found on our website at <https://www.lhs210.net/about-us/mandatory-documents-and-notifications> and

on Board Book under every September Board meeting, <https://meetings.boardbook.org/Public/Organization/1271>. In response to your other requests, the District does not have any records in its possession or control pertaining to those items.

As Superintendent and one of the FOIA Officers for the District, I am responsible for granting and denying requests for records under the FOIA. The District's responses contained in this letter intend to be fully responsive to your specific request. If I have misinterpreted your request, please clarify your request in writing to me. In the event your request has been denied by a District Freedom of Information Officer, you may appeal this decision to the Illinois Attorney General -Public Access Counselor, 500 S. 2nd Street, Springfield, Illinois 62701, (877) 299-3642 [public.access@ilag.gov]. You may also appeal this decision by filing suit for injunctive relief in the circuit court.

If you should have further questions, please do not hesitate to contact me.

Sincerely,



Dr. Matt Maxwell
Superintendent
Lemont High School District 210

FOIA Request - 5 ILCS 140/1

External

Inbox



Wed, Oct 7, 7:12 AM (2 days
ago)

Michael Ayele

to mmaxwell, thamilton, me, Michael



W (AACL)

Date: Wednesday, October 7, 2026

Michael A. Ayele
P.O.Box 20438
Addis Ababa, Ethiopia

Freedom of Information Act (FOIA) Request

Hello,

This is Michael A. Ayele sending this message, though I now go by W, and I prefer to be referred to as such. I am writing this letter for the purpose of filing a FOIA request with your office. The basis for this non-commercial records request is Michael A. Ayele (a.k.a.) W's listing on Missouri's Accountability Portal.^[1]

I) Requested Records

What I am requesting for prompt disclosure are records in your possession detailing your discussions about [1] the legal obligations of your school district to list the name and annual salary of your employees; [2] the mechanism and the website in use by your school district for the purpose of listing the name and annual salary of your employees; [3] the decision of the Missouri state government to identify Michael A. Ayele (a.k.a.) W as a former employee of the Missouri Department of Mental Health (MODMH) Fulton State Hospital (FSH) who has earned approximately (i) \$19,189 (nineteen thousand one hundred and eighty-nine American dollars) in calendar year 2013; (ii) \$2,322 (two thousand three hundred and twenty-two American dollars) in calendar year 2014; [4] Michael A. Ayele (a.k.a.) W as a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) who (i) has never denied being employed for the MODMH (FSH) in calendar year 2013; (ii) was on (or around) December 20, 2013 "*dismissed*" from the MODMH (FSH); (iii) was on (or around) December 20, 2013 informed that he would "*get his final paycheck from*" the MODMH (FSH) after he returns his Missouri state government issued badge and uniform that consisted of 5 (five) white polo T-shirts; (iv) had on December 20, 2013 returned his Missouri state-government-issued badge; (v) had on December 23, 2013 returned his Missouri state-government-issued uniforms that consisted of 5 white polo T-shirts; (vi) was not provided on (or around) December 23, 2013 the "*final paycheck*" he was promised on (or around) December 20, 2013 after the return of his Missouri state-government-issued badge and uniform; (vii) made numerous telephone calls between December 24, 2013 and December 30, 2013 to the MODMH (FSH) for the purpose of obtaining the "*final paycheck*" that was still owed to him; (viii) received no response to the numerous telephone calls he made between December 24, 2013 and December 30, 2013 for the purpose of obtaining the "*final paycheck*" that was owed to him; (ix) was arrested on (or around) December 30, 2013 after going in person to the MODMH (FSH) to obtain his employment file as well as the "*final paycheck*" that was owed to him; (x) has witnessed his key questions on Title VII of the 1964 and 1991 Civil Rights Act being subjected to frenzy before they were filtered and distorted on internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo; [5] the MODMH (FSH) as a state government agency which refuses to deny that Michael A. Ayele (a.k.a.) W (i) was on (or around) December 20, 2013 informed that he would receive a one-time lump sum payment for the work he did at the MODMH (FSH) upon the return of his government issued badge and uniform; (ii) returned his Missouri state-government-issued badge and uniform on December 20, 2013 and December 23, 2013 (respectively) for the purpose of receiving the one-time lump sum payment that was promised to him on December 20, 2013; (iii) was not provided with the one-time lump sum payment that was promised to him on December 23, 2013 even though he had returned his Missouri state-government-issued badge and uniforms; (iv) was very much displeased on (or around) December 23, 2013 upon learning that he would not receive the one-time lump sum payment he was promised even though he had returned his Missouri state-government-issued badge and uniform; (v) made numerous telephone calls between December 24, 2013 and December 30, 2013 to the MODMH (FSH) for the purpose of receiving the one-time lump sum payment that was owed to him; (vi) telephone calls to the MODMH (FSH) between December 24, 2013 and December 30, 2013 were either ignored or sent to voicemail; (vii) went to the MODMH (FSH) in person on (or around) December 30, 2013 for the purpose of demanding that he be paid the one-time lump sum payment that was promised to

him on (or around) December 30, 2013; (viii) was arrested for the first time in his life on (or around) December 30, 2013 for demanding that he be compensated with the one-time lump sum payment that was promised to him on December 20, 2013; (ix) was arrested for the first time in his life on (or around) December 30, 2013 for demanding that he be provided with the entirety of his employment file at the MODMH (FSH); [6] American courts holding in (i) *Sibron v. New York* that “before an officer places a hand on the person of a citizen in search of anything, he must have constitutionally adequate, reasonable grounds for doing so;” (ii) *Ornelas v. United States* that “the principal components of a determination of reasonable suspicion or probable cause will be the events which occurred leading up to the stop or search, and then the decision whether these historical facts, viewed from the standpoint of an objectively reasonable police officer, amount to reasonable suspicion or to probable cause;” (iii) *Beck v. Ohio* that “the validity of an arrest depends upon whether, at the moment of the arrest, the police officer had probable cause (or a warrant) to believe that the individual could be arrested;” (iv) *Florida v. Royer* that a “police officer restraint of a person amounting to seizure is invalid unless justified by probable cause for the purposes of the Fourth Amendment;” (v) *Hayes v. Florida* that “police officers acting without probable cause and without a warrant violate the Fourth Amendment when they forcibly remove a person from his/her home or other place where she/he was entitled to be;” (vi) *Dunaway v. New York* that “the Fourth Amendment’s proscription of unreasonable searches and seizures applies to arrests, and an arrest without probable cause is unreasonable;” (vii) *Marilyn Centanni v. Eight Unknown Police Officers* that “the seizure and removal of a person to a police station constitutes a de facto arrest requiring probable cause;” (viii) *Kenneth Daugherty v. Campbell* that a “strip search, regardless of how professionally and courteously conducted, is an embarrassing and humiliating experience;” (ix) *Graham v. Connor* that “to determine the appropriate amount of force used by a law enforcement officer, one should examine the severity of the crime at issue, the extent to which the suspect poses an immediate threat to the safety of the officers or others, and whether the suspect is actively resisting arrest or attempting to evade arrest by flight;” (x) *Yvonne Alexis v. McDonald Restaurants of Massachusetts* that “the force with which police officers effected the sudden, unannounced, violent seizure and removal of Yvonne Alexis’s person was not objectively reasonable, especially since there is no evidence or suggestion that she posed a risk of flight, attempted to resist or evade arrest, or threatened the peace, property or safety of anyone;” (xi) *Michael Deorle v. Rutherford* that “problems posed by, and thus the tactics to be employed against, an emotionally distraught individual who is creating a disturbance or resisting arrest are, and must be, differentiated from those involved in efforts to subdue an armed and dangerous criminal who has committed a serious offense;” (xii) *City of Houston, Texas v. John Hill* that a “municipal ordinance that makes it unlawful to interrupt a police officer in the performance of his duty is substantially overbroad, and therefore invalid on its face under the First Amendment;” (xiii) *Simon Jean v. Massachusetts State Police* that “the First Amendment protects the right of individuals to record police officers performing their official duties in public, and police officers may not interfere with or attempt to prevent individuals from engaging in such conduct;” (xiv) *James Butterworth v. Smith* that the “First Amendment protects the right of individuals to discuss their own testimony before a grand jury. A gag order restricting this right is not justified by the state’s interest in maintaining grand jury secrecy;” (xv) *Jeffrey Jones v. Buchanan* that “prisoners have a right to file grievances and lawsuits without facing retaliation. The First Amendment guarantees the right to petition the government for redress of grievances, and prison officials cannot retaliate against prisoners for exercising this right;” (xvi) *Brady v. Maryland* that “the suppression by the prosecution of evidence favorable to an accused violates due process where the evidence is material either to guilt or punishment, irrespective of the good faith or bad faith of the prosecution.”

II) Request for a Fee Waiver and Expedited Processing

The public has a compelling and legitimate interest in this information because:

- 1) The requested records will enable the public to ascertain if your school district is legally required to list the names and annual salaries of your current and former employees.

- 2) The requested records will enable the public to ascertain if your school district has a dedicated website in use for the purpose of listing the names and annual salaries of your current and former employees.
- 3) The requested records will shed light on the decision of the Missouri state government to identify Michael A. Ayele (a.k.a.) W as a former employee of the Missouri Department of Mental Health (MODMH) Fulton State Hospital (FSH).
- 4) The requested records will shed light on the website used by the Missouri state government for the purpose of identifying Michael A. Ayele (a.k.a.) W as a former employee of the MODMH (FSH).
- 5) The requested records will enable the public to ascertain how your local government agency ensures the accuracy, consistency, and integrity of employment and payroll information that is later disseminated to the public, including whether errors or omissions are corrected once an individual is no longer employed.
- 6) The requested records will enable the public to ascertain if decisions affecting public reporting of employee information are made pursuant to written policies, discretionary practices, or ad hoc determinations, a distinction that bears directly on transparency and accountability in government administration.
- 7) The requested records will shed light on the police brutality Michael A. Ayele (a.k.a.) W experienced between December 30, 2013 and May 2014 when he was last living in the State of Missouri.
- 8) The requested records will shed light on the way in which internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo have filtered and distorted Michael A. Ayele (a.k.a.) W's written publications on matters pertaining to Title VII of the 1964 and 1991 Civil Rights Act by generating unwelcome and unapproved queries such as "*Michael Ayele Missouri state government career*," "*Michael Ayele Joint Commission*," "*Michael Ayele HIPAA*," "*Michael Ayele October 26, 2013*," "*Michael Ayele Catherine Daisy Coleman*," "*Michael Ayele Audrie Taylor Pott*," "*Michael Ayele Mental Health Awareness Month*," "*Michael Ayele NCD January 2000 report*," "*Michael Ayele medical consent case*," "*Michael Ayele Jeanne Clery*," "*Michael Ayele 2021 murder conviction*," "*Michael Ayele death penalty*." [\[ii\]](#)
- 9) The requested records will shed light upon Michael A. Ayele (a.k.a.) W's key questions on Title VII of the 1964 and 1991 Civil Rights Act. [\[iii\]](#)

Expedited processing is justified because

- 1) Michael A. Ayele (a.k.a.) W is a Black ex-immigrant who went to America on an F-1 visa in the month of December 2009 (when he was 18 years of age).
- 2) Michael A. Ayele (a.k.a.) W is a Black ex-immigrant who went to America to pursue his postsecondary academic education.
- 3) Michael A. Ayele (a.k.a.) W is a Black ex-immigrant who has graduated from Westminster College (Fulton, Missouri) with a Bachelor of Arts (B.A.) Degree on (or around) December 31, 2016.
- 4) Michael A. Ayele (a.k.a.) W is a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) who, in calendar year 2011, was an intern of the Callaway County, Missouri local government.
- 5) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who, in calendar year 2013, became a public employee of the Missouri state government after signing an employment contract with the Missouri Department of Mental Health (MODMH) Fulton State Hospital (FSH).

- 6) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who, in calendar year 2013, began to witness many double standards in the way in which local and state government agencies in the State of Missouri were processing complaints involving violence against girls/women.
- 7) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who, in calendar year 2013, began to witness racism and sexism in healthcare services.
- 8) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who unequivocally condemns violence committed against girls and women irrespective of the girl/woman's racial background, sexual orientation, national origin, religious affiliation, disability status and/or age group.
- 9) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who, in calendar year 2013 expressed verbal and written objections to the double standards he witnessed in healthcare services.
- 10) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who has, in the mid-2010s, reported upon instances whereby "*medical professionals*" were forcibly administering psychotropic drugs in an effort to perpetuate racism and discrimination in healthcare services.
- 11) Michael A. Ayele (a.k.a.) W is a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who unequivocally condemns the forcible administration of psychotropic drugs in healthcare settings.
- 12) Michael A. Ayele (a.k.a.) W is a Black ex-immigrant of America who has corresponded with the National Council on Disability (NCD) on the subject of their January 2000 report entitled "*From Privileges to Rights: People Labeled with Psychiatric Disabilities Speak for Themselves.*" [\[iv\]](#)
- 13) This records request pertains to instances of governmental misconduct and the exercise of coercive state authority, including (but not limited to) arrest and police use of excessive force, matters for which delayed disclosure would only serve to further decrease public confidence.
- 14) In the month of February 2021, the American Psychological Association (APA) had issued a press release wherein they had recognized that (i) "*racism is not limited to racist ideas, attributions, expectations, assumptions, and behaviors held by individuals;*" (ii) "*racism has been an enduring, insidious, and pervasive feature of the United States (U.S.) landscape;*" (iii) "*racism has shaped and undermined almost every aspect of U.S. society, including our laws, policies, educational systems, customs, and cultural narratives, weakening our political and civil institutions and creating many political and social fissures;*" (iv) "***racism intersects with other social and personal identities (e.g., age, gender, sexual orientation, religion, ability status, socioeconomic status, etc.) in ways that compound experiences of oppression among diverse groups in the form of sexism, heterosexism, ableism;***" (v) "*white privilege is unearned power that is afforded to white people on the basis of status rather than earned merit and protects white people from the consequences of being racist and benefitting from systemic racism.*" [\[v\]](#)
- 15) On (or around) October 29, 2021, the APA had issued an apology for their complicity in exacerbating racism in American society and government. As you may be aware, when issuing their October 29, 2021 apology, the APA had publicly recognized that the "*discipline of psychology*" (i) "*has since its origins as a scientific discipline in the mid-19th century, contributed to the dispossession, displacement, and exploitation of communities of color;*" (ii) has "*contributed to the financial wealth gap and social class disparities experienced by many communities of color;*" (iii) "*was complicit in contributing to systemic inequities, and hurt many through racism, racial discrimination, and denigration of people of color;*" (iv) has for a long time throughout its history failed to recognize that "*racial inequities result from laws, systems, policies, practices, and cultural narratives that reflect racial bias and white supremacist ideology;*" (v) has for a long time throughout its history failed to recognize that race "*is a social construct with no underlying genetic or biological basis;*" (vi) has for a long time throughout its history failed to condemn "*racism in all forms for its destructive psychological, social, educational and economic effects on human rights and human welfare throughout the lifespan;*" (vii) has for a long time throughout its

history “*promulgated ideas of human hierarchy through the construction, study, and interpretation of racial differences;*” (viii) has for a long time throughout its history “*participated in, and disseminated scientific models and approaches rooted in scientific racism;*” (ix) has for a long time throughout its history promoted pseudoscientific movements such as “*eugenics*” to “*support segregation, sterilization, and antimarriage laws.*”
[vi]

In my judgment, the facts presented in this request for a fee waiver and expedited processing will not bolster public confidence in the circumstances that led to Michael A. Ayele (a.k.a.) W’s December 30, 2013 arrest at the Fulton State Hospital (FSH) (in Fulton, Missouri) because it (the arrest) was done without probable cause. Indeed, as you may be aware, Michael A. Ayele (a.k.a.) W was on (or around) December 20, 2013 hand-delivered a letter informing him that he would be “*dismissed from his employment*” at the FSH, and that in order to get his “*last paycheck,*” he needed to return his badge and his uniform. Upon reading the December 20, 2013 letter hand-delivered to him, Michael A. Ayele (a.k.a.) W immediately turned in his badge. However, because December 21, 2013 and December 22, 2013 fell on a Saturday and Sunday (respectively), Michael A. Ayele (a.k.a.) W was unable to return his Missouri state-government-issued uniforms until December 23, 2013 (which fell on a Monday). Nonetheless, on Monday, December 23, 2013, Michael A. Ayele (a.k.a.) W drove from his home to the FSH to return his uniforms. At the time Michael A. Ayele (a.k.a.) W returned his uniforms on December 23, 2013, he had presented to personnel of the FSH the letter he was hand-delivered on December 20, 2013 informing him that he would get the one-time lump sum payment he was owed for the work he performed upon the return of his badge and uniforms, but unfortunately, he was not provided with the one-time lump sum payment that was promised to him in writing. When this happened, Michael A. Ayele (a.k.a.) W began verbally inquiring with urgency (on December 23, 2013) when he would get the “*final paycheck*” that was promised to him (in writing) on December 20, 2013, but he got no straightforward answers (from the FSH personnel who took his uniform and gave him a “*receipt*”). In other words, despite having complied with the conditions set forth in the December 20, 2013 letter by returning his Missouri state-government-issued badge and uniforms, Michael A. Ayele (a.k.a.) W was not paid the one-time lump sum payment he was explicitly promised on December 23, 2013. Michael A. Ayele (a.k.a.) W was also not provided with any written explanation, documentation, or lawful justification for the refusal to issue the payment that was owed to him (except the “*receipt*” confirming that he had returned his uniforms and his badge). Faced with this unfair and very unpleasant situation, Michael A. Ayele (a.k.a.) W made (between December 24, 2013 and December 30, 2013) repeated, good-faith attempts to resolve the matter through telephone communications with personnel at the FSH, all of which were ignored or sent to voicemail. On (or around) December 30, 2013, feeling extremely frustrated, Michael A. Ayele (a.k.a.) W drove to the FSH in person for the purpose of obtaining [1] the final paycheck he had been promised in writing; [2] access to his employment-related records. Unfortunately, though, Michael A. Ayele (a.k.a.) W’s wage and employment dispute was not resolved on December 30, 2013. Rather, personnel of the FSH chose to escalate the situation and caused Michael A. Ayele (a.k.a.) W to be arrested—despite the absence of probable cause, a warrant, or any objectively reasonable basis to believe that he had committed a crime.
[vii]

In my opinion, the facts presented in this request for a fee waiver and expedited processing will also not bolster public confidence in the case that had been assigned 14CW - CR00084 [which ended up pitting the State of Missouri against Michael A. Ayele (a.k.a.) W: a former Missouri state government employee listed as such on Missouri’s Accountability Portal]. One of the main reasons this records request will not bolster public confidence in the case that had been assigned 14CW - CR00084 is because Michael A. Ayele (a.k.a.) W had decided to represent himself in that case, and he had filed an *Entry of Appearance* and requested the prompt disclosure of *Discovery*. However, before filing his *Entry of Appearance* and requesting the prompt disclosure of *Discovery*, Michael A. Ayele (a.k.a.) W had held meetings with representatives of the Callaway County Prosecutor’s Office informing them that they should not prosecute the case that had been assigned 14CW - CR00084. Unfortunately, though, the Callaway County Prosecutor’s Office informed Michael A. Ayele (a.k.a.) W (in meetings he had with them) that they would be prosecuting the case that had been assigned 14CW - CR00084. Regardless, after filing his *Entry of Appearance* and his request for the *Production of Documents* (*Discovery*),

Michael A. Ayele (a.k.a.) W expected that the courts in Missouri would keep him up to date on the status of the case and any future probable cause hearing (either through email or postal correspondence or telephone) particularly given that he was proceeding pro se (and that he didn't go to law school and that he only attended a few pre-law classes in college), but this didn't happen. In other words, there was no probable cause hearing held for the case that had been assigned 14CW - CR00084. Moreover, Michael A. Ayele (a.k.a.) W was informed that if he wished to get updates on the case that was assigned 14CW - CR00084, he would have to create an account on "Movans:" something he ended up doing. Unhappy with the police brutality (and the retaliatory employment related actions) he experienced on December 30, 2013 (and afterwards), Michael A. Ayele (a.k.a.) W filed cross complaints against the Callaway County Prosecutor's Office, the judge who was overseeing the case 14CW - CR00084 before permanently leaving the State of Missouri in May 2014.

Approximately one year after the ordeal Michael A. Ayele (a.k.a.) W went through in the State of Missouri, the Department of Justice (DOJ) published a report on (or around) March 4, 2015 about police and court practices in Missouri explaining how Missouri police officers *"frequently do not report the force they use at all."* In circumstances where force is reported, *"the force review process falls so short of policy requirements that it is ineffective at improving officer safety or ensuring that force is used properly."* According to the DOJ, Missouri's municipal court practices *"cause significant harm to many individuals who have cases pending before the court"* because of *"the court's routine use of arrest warrants to secure collection and compliance when a person misses a required court appearance or payment. In a case involving a moving violation, procedural failures also result in the suspension of the defendant's license."* Apparently, between 2012 and 2015, Missouri courts (in the City of Ferguson) had imposed *"roughly one Failure to Appear charge per every two citations or summonses issued by the Ferguson Police Department. Since at least 2010, the court has collected more revenue for Failure to Appear charges than for any other charge. This includes \$442,901 (four hundred forty-two thousand nine hundred and one American dollars) in fines for Failure to Appear violation in 2013, which comprised 24% of the total revenue the court collected that year. While the City Council repealed the Failure to Appear ordinance in September 2014, many people continue to owe fines and fees stemming from that charge. And the court continues to issue arrest warrants in every case where that charge previously would have been applied. License suspension practices are similarly unchanged. Once issued, arrest warrants can, and frequently do, lead to arrest and time in jail, despite the fact that the underlying offense did not result in a penalty of imprisonment. Thus, while the municipal court does not generally deem the code violations that come before it as jail-worthy, it routinely views the failure to appear in court to remit payment to the City as jail-worthy, and commonly issues warrants to arrest individuals who have failed to make timely payment."* [viii]

More recently, (in calendar year 2022,) the National Registry of Exoneration published a report affirming that *"race is central to every aspect of criminal justice in the United States. The conviction of innocent defendants is no exception. Thousands of exonerations across dozens of years demonstrate that Black people are far more likely than white people to be convicted of crimes they did not commit. What explains this stark racial disparity? (...) There is no one explanation for the heavy concentration of Black defendants among those convicted of crimes they did not commit. The cases we have identified run from inevitable consequences of patterns in crime and punishment to deliberate acts of racism, with many steps in between. (...) For instance, innocent Black people are about seven-and-a-half times more likely to be convicted of murder than innocent white people. That applies equally to those who are sentenced to death and those who are not. (...) A major cause of this disparity is the high homicide rate in the Black community, a tragedy that kills many Black people and sends many others to prison. (...) In addition, Black people who are convicted of murder are about 80% more likely to be innocent than other convicted murderers. (...) Part of that disparity is tied to the race of the victims. About 13% of murders by Black people have white victims, but twice as many – 26% of innocent Black murder exonerees – were convicted of killing white people. (...) The convictions that led to murder exonerations with Black defendants were almost 50% more likely to include misconduct by police officers than those with white defendants. (...) In addition, on average, Black murder exonerees spent three years longer in prison before release than white murder exonerees. (...) Many of the convictions of Black murder exonerees were influenced by racial discrimination, from unconscious bias and institutional discrimination to explicit racism. (...) Unfortunately, most innocent defendants who are convicted of crimes are not*

exonerated. Judging from the rate of false conviction among death sentences, at least several thousand defendants have been falsely convicted of murder in America in the past 40 years. Judging from the exonerations that have occurred, more than half of them were Black.” [\[ix\]](#)

The core issues presented in this records request are as follows: 1) Is your school district under any legal obligations to list the name and the annual salary of your current and former employees? If yes, will you promptly disclose those records? 2) Is there a website in use by your school district for the purpose of listing the name and annual salary of your current and former employees? If yes, will you promptly disclose those records? 3) Have you had conversations about the decision of the Missouri state government to use an accountability portal for the purpose of listing the name and annual salary of its current and former employees? If yes, will you promptly disclose those records? 4) Have you had conversations about the decision of the Missouri state government to identify Michael A. Ayele (a.k.a.) W as a former employee of the Missouri Department of Mental Health (MODMH) Fulton State Hospital (FSH) who has earned approximately \$19,189 (nineteen thousand one hundred and eighty-nine-dollars American dollars) in calendar year 2013? If yes, will you promptly disclose those records? 5) Have you had conversations about the decision of the Missouri state government to identify Michael A. Ayele (a.k.a.) W as a former employee of the MODMH (FSH) who has earned approximately \$2,322 (two thousand three hundred and twenty-two American dollars) in calendar year 2014? If yes, will you promptly disclose those records? 6) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black Bachelor of Arts (B.A.) Degree graduate of Westminster College (Fulton, Missouri) who has never denied being employed for the MODMH (FSH) in calendar year 2013? If yes, will you promptly disclose those records? 7) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who was on (or around) December 20, 2013 “dismissed” from the MODMH (FSH)? If yes, will you promptly disclose those records? 8) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who was on (or around) December 20, 2013 informed by the MODMH (FSH) that he “*would get his final paycheck*” from the Missouri state government upon the return of his Missouri state-government-issued badge and uniform that consisted of 5 (five) white polo T-shirts? If yes, will you promptly disclose those records? 9) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who has on (or around) December 20, 2013 returned his Missouri state-government-issued badge for the purpose of obtaining the “*final paycheck*” that was owed to him? If yes, will you promptly disclose those records? 10) Have you had conversations about Michael A. Ayele (a.k.a.) W as a Black B.A. Degree graduate of Westminster College (Fulton, Missouri) who has on (or around) December 23, 2013 returned his Missouri state-government-issued white polo T-shirts for the purpose of obtaining the “*final paycheck*” that was owed to him? If yes, will you promptly disclose those records? 11) Have you had conversations about the MODMH (FSH) as a state government agency which refuses to deny that Michael A. Ayele (a.k.a.) W was on (or around) December 20, 2013 informed that he would receive a one-time lump sum payment for the work he did at the MODMH (FSH) upon the return of his Missouri state-government-issued badge and uniform? If yes, will you promptly disclose those records? 12) Have you had conversations about the MODMH (FSH) as a state government agency which refuses to deny that Michael A. Ayele (a.k.a.) W returned his Missouri state-government-issued badge on (or around) December 20, 2013? If yes, will you promptly disclose those records? 13) Have you had conversations about the MODMH (FSH) as a state government agency, which refuses to deny that Michael A. Ayele (a.k.a.) W returned his Missouri state-government-issued uniforms that consisted of 5 (five) white polo T-shirts on (or around) December 23, 2013? If yes, will you promptly disclose those records? 14) Have you had conversations about the MODMH (FSH) as a state government agency which refuses to deny that Michael A. Ayele (a.k.a.) W was not provided with the one-time lump sum payment that was promised to him on December 20, 2013 even though he had by December 23, 2013 returned his Missouri state-government-issued badge and uniform? If yes, will you promptly disclose those records? 15) Have you had conversations about the MODMH (FSH) as a state government agency which refuses to deny that Michael A. Ayele (a.k.a.) W made numerous telephone calls to the MODMH (FSH) between December 24, 2013 and December 30, 2013 for the purpose of obtaining “*the final paycheck*” that was owed to him? If yes, will you promptly disclose those records? 16) Have you had conversations about the MODMH (FSH) as a state government agency which refuses to deny that Michael A. Ayele (a.k.a.) W made numerous telephone calls to the MODMH (FSH) between December 24, 2013 and December 30, 2013 for the purpose of obtaining his employment file? If yes, will you promptly

disclose those records? 17) Have you had conversations about the MODMH (FSH) as a state government agency which refuses to deny that Michael A. Ayele (a.k.a.) W's telephone calls to the MODMH (FSH) between December 24, 2013 and December 30, 2013 were either ignored or sent to voicemail? If yes, will you promptly disclose those records? 18) Have you had conversations about the MODMH (FSH) as a state government agency, which refuses to deny that Michael A. Ayele (a.k.a.) W came in person to the MODMH (FSH) on (or around) December 30, 2013 to demand that he be compensated with the one-time lump sum payment that was owed to him? If yes, will you promptly disclose those records? 19) Have you had conversations about the MODMH (FSH) as a state government agency which refuses to deny that Michael A. Ayele (a.k.a.) W came in person to the MODMH (FSH) on (or around) December 30, 2013 to demand that he be provided with his employment file? If yes, will you promptly disclose those records? 20) Have you had conversations about the MODMH (FSH) as a state government agency which refuses to deny that Michael A. Ayele (a.k.a.) W was arrested for the first time in his life on (or around) December 30, 2013 for demanding that he be compensated with the one-time lump sum payment that was promised to him on (or around) December 20, 2013? If yes, will you promptly disclose those records? 21) Have you had conversations about the MODMH (FSH) as a state government agency which refuses to deny that Michael A. Ayele (a.k.a.) W was arrested for the first time in his life on (or around) December 30, 2013 for demanding that he be provided with his employment file? If yes, will you promptly disclose those records? 22) Have you had conversations about the decision of internet search engines (ISE) such as AOL, Bing/MSN, Google and Yahoo to filter and distort Michael A. Ayele (a.k.a.) W's written publications on documented instances of racism and discrimination by generating unwelcome and unapproved queries such as "*Michael Ayele Missouri state government career*," "*Michael Ayele HIPAA*," "*Michael Ayele October 26, 2013*," "*Michael Ayele Catherine Daisy Coleman*," "*Michael Ayele Audrie Taylor Pott*," "*Michael Ayele Mental Health Awareness Month*," "*Michael Ayele NCD January 2000 report*," "*Michael Ayele medical consent case*," "*Michael Ayele Jeanne Clery*," "*Michael Ayele 2021 murder conviction*," "*Michael Ayele death penalty*?" If yes, will you promptly disclose those records? 23) Have you had conversations about the judicial branch of the U.S. government holding in *Sibron v. New York* that "*before an officer places a hand on the person of a citizen in search of anything, he must have constitutionally adequate, reasonable grounds for doing so*"? If yes, will you promptly disclose those records? 24) Have you had conversations about the judicial branch of the U.S. government holding in *Ornelas v. United States* that "*the principal components of a determination of reasonable suspicion or probable cause will be the events which occurred leading up to the stop or search, and then the decision whether these historical facts, viewed from the standpoint of an objectively reasonable police officer, amount to reasonable suspicion or to probable cause*"? If yes, will you promptly disclose those records? 25) Have you had conversations about the judicial branch of the U.S. government holding in *Beck v. Ohio* that "*the validity of an arrest depends upon whether, at the moment of the arrest, the police officer had probable cause (or a warrant) to believe that the individual could be arrested*"? If yes, will you promptly disclose those records? 26) Have you had conversations about the judicial branch of the U.S. government holding in *Florida v. Royer* that a "*police officer restraint of a person amounting to seizure is invalid unless justified by probable cause for the purposes of the Fourth Amendment*"? If yes, will you promptly disclose those records? 27) Have you had conversations about the judicial branch of the U.S. government holding in *Hayes v. Florida* that "*police officers acting without probable cause and without a warrant violate the Fourth Amendment when they forcibly remove a person from his/her home or other place where she/he was entitled to be*"? If yes, will you promptly disclose those records? 28) Have you had conversations about the judicial branch of the U.S. government holding in *Dunaway v. New York* that "*the Fourth Amendment's proscription of unreasonable searches and seizures applies to arrests, and an arrest without probable cause is unreasonable*"? If yes, will you promptly disclose those records? 29) Have you had conversations about the judicial branch of the U.S government holding in *Marilyn Centanni v. Eight Unknown Police Officers* that "*the seizure and removal of a person to a police station constitutes a de facto arrest requiring probable cause*"? If yes, will you promptly disclose those records? 30) Have you had conversations about the judicial branch of the U.S. government holding in *Kenneth Daugherty v. Campbell* that a "*strip search, regardless of how professionally and courteously conducted, is an embarrassing and humiliating experience*"? If yes, will you promptly disclose those records? 31) Have you had conversations about the judicial branch of the U.S. government holding in *Graham v. Connor* that "*to determine the appropriate amount of force used by a law enforcement officer, one should examine the severity of the crime at issue, the extent to which the suspect poses an immediate threat to the safety of the officers or others, and whether the suspect is actively resisting arrest or attempting to evade arrest by flight*"? If yes, will you promptly disclose those records? 32) Have you had conversations about the judicial branch of the U.S.

government holding in *Yvonne Alexis v. McDonald Restaurants of Massachusetts* that “the force with which police officers effected the sudden, unannounced, violent seizure and removal of Yvonne Alexis’s person was not objectively reasonable, especially since there is no evidence or suggestion that she posed a risk of flight, attempted to resist or evade arrest, or threatened the peace, property or safety of anyone”? If yes, will you promptly disclose those records? 33) Have you had conversations about the judicial branch of the U.S. government holding in *Michael Deorle v. Rutherford* that “problems posed by, and thus the tactics to be employed against, an emotionally distraught individual who is creating a disturbance or resisting arrest are, and must be, differentiated from those involved in efforts to subdue an armed and dangerous criminal who has committed a serious offense”? If yes, will you promptly disclose those records? 34) Have you had conversations about the judicial branch of the U.S. government holding in *City of Houston, Texas v. John Hill* that a “municipal ordinance that makes it unlawful to interrupt a police officer in the performance of his duty is substantially overbroad, and therefore invalid on its face under the First Amendment”? If yes, will you promptly disclose those records? 35) Have you had conversations about the judicial branch of the U.S. government holding in *Simon Jean v. Massachusetts State Police* that “the First Amendment protects the right of individuals to record police officers performing their official duties in public, and police officers may not interfere with or attempt to prevent individuals from engaging in such conduct”? If yes, will you promptly disclose those records? 36) Have you had conversations about the judicial branch of the U.S. government holding in *James Butterworth v. Smith* that the “First Amendment protects the right of individuals to discuss their own testimony before a grand jury. A gag order restricting this right is not justified by the state’s interest in maintaining grand jury secrecy”? If yes, will you promptly disclose those records? 37) Have you had conversations about the judicial branch of the U.S. government holding in *Jeffrey Jones v. Buchanan* that “prisoners have a right to file grievances and lawsuits without facing retaliation. The First Amendment guarantees the right to petition the government for redress of grievances, and prison officials cannot retaliate against prisoners for exercising this right”? If yes, will you promptly disclose those records? 38) Have you had conversations about the judicial branch of the U.S. government holding in *Brady v. Maryland* that “the suppression by the prosecution of evidence favorable to an accused violates due process where the evidence is material either to guilt or punishment, irrespective of the good faith or bad faith of the prosecution”? If yes, will you promptly disclose those records?

Thank you for your attention to this matter.

Michael A. Ayele (a.k.a.) W
Anti-Racist Human Rights Activist
Audio-Visual Media Analyst
Anti-Propaganda Journalist
Gender Pronouns: He/Him/His

Work Cited

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Bing/MSN Unwelcome and Unapproved Query: “*Michael Ayele Cybersecurity Awareness Month.*”

<https://www.bing.com/search?q=Michael+Ayele+Cybersecurity+Awareness+Month>

Bing/MSN Unwelcome and Unapproved Query: “*Michael Ayele Mental Health Awareness Month.*”

<https://www.bing.com/search?q=Michael+Ayele+Mental+Health+Awareness+Month>

Bing/MSN Unwelcome and Unapproved Query: “*Michael Ayele Sexual Assault Awareness Month.*”

<https://www.bing.com/search?q=Michael+Ayele+Sexual+Assault+Awareness+Month>

Bing/MSN Unwelcome and Unapproved Query: “*Michael Ayele Denim Day.*”

<https://www.bing.com/search?q=Michael+Ayele+Denim+Day>

[iii] Even though Michael A. Ayele (a.k.a.) W has never sought nor ever solicited nor ever contacted anyone to have his written publications listed and featured prominently on the AOL, Bing/MSN, Google and Yahoo internet search engines (ISE); Michael A. Ayele (a.k.a.) W has uncovered many instances where his written content was filtered, distorted, misused and misattributed. At the time Michael A. Ayele (a.k.a.) W started to pu

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