



Complaint Form- LEVEL TWO

To appeal a Level One decision or the lack of a timely response after a Level One conference at the campus, please fill out this form completely and submit it by hand delivery, fax, or U.S. mail to the Superintendent or designee within the time established in board policy FNG (LOCAL). Appeals will be heard in accordance with FNG (LEGAL) and (LOCAL), with any exceptions outlined therein.

PARENT NAME: John and Lynne "Shae" Segovia

STUDENT'S NAME: Alexa Segovia

ADDRESS: 3404 Brush Creek Drive

Weatherford, TX 76087

TELEPHONE NO: 817-901-4646

CAMPUS: Aledo High School

PRINCIPAL: Dan Peterson

To whom did you present your complaint at Level One? Dan Peterson

(A Level Two appeal cannot take place without a decision from the campus at Level One)

Date of conference: April 14, 2018

Date you received a response to the Level One conference: Mr. Peterson said he doesn't know
if he can share the investigation
results with us.

Please explain specifically how you disagree with the outcome at Level One:

Per Employee Handbook 2017-2018 page 63 Notice to Parents. (If Mr. Peterson is claiming
the malicious act that took place on March 28th by Megan Reynolds was NOT an act of bullying
we strongly disagree with that finding).

Please describe the outcome or remedy you seek for this complaint. (Same as presented in Level I form)

We seek a verbal apology by Megan Reynolds to be delivered in front of both teams, coaches,
administrators, and any parents of the witnesses who wish to attend. We are also requesting
that Dr. City take a stronger stance against bullying. The message must be clear regardless of
ones participation in athletics. 3 days of ISS is not sufficient for this malicious act.

Please attach a copy of your original complaint and any documentation submitted at Level One.

Please also attach a copy of the Level One response/decision you received.

Digitally signed by John D. Segovia
DN: cn=John D. Segovia, o=Fox Three, ou,
email=j.segovia@fxthree.com, c=US
Date: 2018.04.17 07:54:24 -05'00



Parent signature: _____

If you will be represented by someone other than yourself, please identify the person representing you.

Name: _____

Address: _____

Telephone: _____

Date of filing: _____ Date Received by District: 4-17-2018 W. King

via email

Complainant, please note:

Please ensure you have completed this form entirely before submitting. Forms lacking complete information may not be able to be addressed within the timeline constraints. Any additional evidence or information may be attached to this form.

All evidence may be presented no later than the Level One conference. Please keep a copy of this completed form and any supporting documentation for your records.

Lynn McKinney

From: John Segovia <jdsegovia@gmail.com>
Sent: Tuesday, April 17, 2018 8:41 AM
To: Lynn McKinney; Dan Peterson; Sherry Taylor; David Durnil
Cc: Shae Segovia
Subject: Level II Complaint Form Submission
Attachments: Open Record Request E-Mail Addresses.txt; Parent_Concerns_Form_Packet Completed Level II.pdf; Open Records Request Form_2017-2018 E-Mail (Hale).pdf

Mrs. McKinney,

Please accept the attached Level II complaint. (This only pertains to the student who performed the bullying act) A separate grievance if necessary will be filed based on the findings once we can read them over. For example, we have made it very clear that we expect ALL of those involved to suffer appropriate consequences. The one who performed the bullying act, the one who approved the bullying act, the one who caused the bullying act, and those educators/coaches who chose not to stop it while it was occurring. We will not accept anything short of true accountability.

A bit of explanation is warranted since not all fields are applicable to this complaint submission.

I had a phone conversation with Mr. Peterson on April 14th early evening. I asked Mr. Peterson for the investigation results and he said, "he never had anyone ever ask for that and he would have to check to see if he could release the results". His claim is beyond my understanding of the process involved with any bullying report. Per the Employee Handbook 2017-2018 page 63 Notice to Parents clearly states that the victims parents are to be notified at the conclusion of an investigation. Since Mr. Peterson has yet to disclose the results of his investigation we are submitting this grievance on two grounds, 1: Untimely notification to the victims parents of the results. 2: If Mr. Peterson's findings do not classify this egregious act as bullying we strongly disagree with that finding and request to discuss the matter with Dr. Citty and yourself.

A few questions I would like answered.

When was the official conclusion of Mr. Peterson's investigation?

Was it prior to Megan Reynolds being sent to ISS? (We are not asking about the punishment levied)

Was ISS based on the findings?

What athletic ramifications have been levied by Mr. Buchanan or Coach Myers? (Since this would be punishment aside from the administration and only applies to those in athletics, I believe it does not fall under the protections set forth by FERPA). If you deem it does, please explain. Either way I ask you find out, and if you can't share the details, you can share if any were levied. My guess is NOTHING has taken place. I can explain in further detail when we meet.

FYI - I have attached an Open Records Request that I have forwarded to Mr. Rick Herrin.

Thank you,

John Segovia

Lynn McKinney

From: Lynn McKinney
Sent: Monday, April 30, 2018 5:51 PM
To: 'John Segovia'; Shae Segovia
Subject: Level 2 response
Attachments: Scanned from a Xerox Multifunction Printer.pdf

Dear Mr. and Mrs. Segovia,

I have attached for your review the Level 2 response. If you have any questions please let me know. If you decide to appeal to the school board please complete and return the Level 3 paperwork to me and I will work to get the meeting scheduled for you. Dr. Citty also plans to contact you.

Respectfully,

Lynn McKinney
817-441-8327



ALEDO INDEPENDENT SCHOOL DISTRICT

April 30, 2018

John and Shae Segovia
3404 Brush Creek Drive
Weatherford, Texas 76087

Dear Mr. and Mrs. Segovia,

Thank you for bringing your concerns forward in the Level 2 Hearing you attended with Mr. Peterson and myself on April 20, 2018. As Board Policy FNG allows, we began the appeal process at Level 2 because of Mr. Peterson's direct involvement with this situation and the investigation at the high school which would preclude a Level 1 hearing with him (see attachment #1).

Your Level 2 paperwork (see attachment #2) states that:

"If Mr. Peterson is claiming the malicious act that took place on March 28th by ----- was not an act of bullying we strongly disagree with that finding".

The school agrees with you, through the high school investigation it was determined that the incident on March 28th met the definition of bullying (see attachment #3).

In the written concerns you provided during the Level 2 Hearing you request the following remedies:

1. Remedy requested: You seek a verbal apology from the student that was determined to be bullying your child in front of both teams (JV and Varsity Softball), coaches, administrators, and any parents of the witnesses who wish to attend.

Remedy is denied.

My investigation since our Level 2 meeting on April 20, 2018 have included: conversations with Coach Myers, Mr. Durnil, Daniel 9GC Assistant Principal, Angi Tims, Daniel 9GC Principal, and Dan Peterson, AHS Principal. From my conversations with these staff members it was relayed that a personal face to face apology has been extended to Alexa by the following: Coach Myers, Coach Gay, Mr. Durnil, and Mr. Peterson. In addition, I have extended my apology to you in our Level 2 hearing that this incident occurred.

Upon the conclusion of the student investigation, disciplinary action was taken with the student found guilty of bullying. Forcing an apology from this student, especially in a public venue, will not serve to positively heal the hurt that has occurred.

2. Remedy requested: You have requested that Dr. Citty take a stronger stance against bullying. You state the message must be clear regardless of ones participation in athletics.

Remedy is granted.

Dr. Citty expects each staff member to follow all the laws, policies, and procedures we have in place to protect students from bullying, regardless of the school setting. When this does not occur properly, his expectation is that corrective action is taken by the campus administration. Corrective action was taken and documented in this case.

Dr. Citty directed Coach Buchanan to hold a mandatory retraining session on bullying policies and procedures, with oversight by Sherry Taylor, HR Director, for all high school coaching staff, this event occurred on April 17th.

In addition, Dr. Citty has been in conversation with Mrs. Maurer, AHS Campus Behavior Coordinator, and Mr. Peterson, AHS Principal, and has directed staff to formalize in writing and train all staff for the 2018-2019 school year on our practice of students losing both practice and event time in extra-curricular activities when a student is assigned to In-School Suspension (ISS) and/or Out of School Suspension (OSS).


3. Remedy requested: 3 days of ISS is not sufficient for this malicious act.

Remedy is not available.

As we have discussed, the discipline of a student other than you own child, will not be discussed with you due to privacy laws. I have reviewed the corrective actions taken in this situation and appropriate action was taken; both by the campus administration and the coaching staff.

Thank you for bringing your concerns forward through the appeal process. If you have any questions or concerns about this Level 2 response letter please contact me. If you disagree with the decisions made at Level 2 you have the right to appeal to Level 3. I have enclosed that paperwork (see attachment #4). My goal is to work with you and the high school staff so that we may move forward in a collaborative manner as Alexa enters AHS and continues in the extra-curricular activity she enjoys.

Respectfully,



Lynn McKinney
Deputy Superintendent
817-441-8327

Aledo ISD
184907

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

Complaints

In this policy, the terms "complaint" and "grievance" shall have the same meaning.

**Other Complaint
Processes**

Student or parent complaints shall be filed in accordance with this policy, except as required by the policies listed below. Some of these policies require appeals to be submitted in accordance with FNG after the relevant complaint process:

1. Complaints alleging discrimination or harassment based on race, color, gender, national origin, disability, or religion shall be submitted in accordance with FFH.
2. Complaints concerning dating violence shall be submitted in accordance with FFH.
3. Complaints concerning retaliation related to discrimination and harassment shall be submitted in accordance with FFH.
4. Complaints concerning bullying or retaliation related to bullying shall be submitted in accordance with FFI.
5. Complaints concerning failure to award credit or a final grade on the basis of attendance shall be submitted in accordance with FEC.
6. Complaints concerning expulsion shall be submitted in accordance with FOD and the Student Code of Conduct.
7. Complaints concerning any final decisions of the gifted and talented selection committee regarding selection for or exit from the gifted program shall be submitted in accordance with EHBB.
8. Complaints concerning identification, evaluation, or educational placement of a student with a disability within the scope of Section 504 shall be submitted in accordance with FB and the procedural safeguards handbook.
9. Complaints concerning identification, evaluation, educational placement, or discipline of a student with a disability within the scope of the Individuals with Disabilities Education Act shall be submitted in accordance with EHBAE, FOF, and the procedural safeguards handbook provided to parents of all students referred to special education.
10. Complaints concerning instructional resources shall be submitted in accordance with EF.
11. Complaints concerning a commissioned peace officer who is an employee of the District shall be submitted in accordance with CKE.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

12. Complaints concerning intradistrict transfers or campus assignment shall be submitted in accordance with FDB.
13. Complaints concerning admission, placement, or services provided for a homeless student shall be submitted in accordance with FDC.

Notice to Students and Parents

The District shall inform students and parents of this policy through appropriate District publications.

Guiding Principles

Informal Process

The Board encourages students and parents to discuss their concerns with the appropriate teacher, principal, or other campus administrator who has the authority to address the concerns. Concerns should be expressed as soon as possible to allow early resolution at the lowest possible administrative level.

Informal resolution shall be encouraged but shall not extend any deadlines in this policy, except by mutual written consent.

Formal Process

A student or parent may initiate the formal process described below by timely filing a written complaint form.

Even after initiating the formal complaint process, students and parents are encouraged to seek informal resolution of their concerns. A student or parent whose concerns are resolved may withdraw a formal complaint at any time.

The process described in this policy shall not be construed to create new or additional rights beyond those granted by law or Board policy, nor to require a full evidentiary hearing or "mini-trial" at any level.

Freedom from Retaliation

Neither the Board nor any District employee shall unlawfully retaliate against any student or parent for bringing a concern or complaint.

General Provisions

Filing

Complaint forms and appeal notices may be filed by hand-delivery, by electronic communication, including e-mail and fax, or by U.S. Mail. Hand-delivered filings shall be timely filed if received by the appropriate administrator or designee by the close of business on the deadline. Filings submitted by electronic communication shall be timely filed if they are received by the close of business on the deadline, as indicated by the date/time shown on the electronic communication. Mail filings shall be timely filed if they are post-marked by U.S. Mail on or before the deadline and received by the appropriate administrator or designated representative no more than three days after the deadline.

Scheduling Conferences

The District shall make reasonable attempts to schedule conferences at a mutually agreeable time. If a student or parent fails to

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

	appear at a scheduled conference, the District may hold the conference and issue a decision in the student's or parent's absence.
Response	At Levels One and Two, "response" shall mean a written communication to the student or parent from the appropriate administrator. Responses may be hand-delivered, sent by electronic communication to the student's or parent's e-mail address of record, or sent by U.S. Mail to the student's or parent's mailing address of record. Mailed responses shall be timely if they are postmarked by U.S. Mail on or before the deadline.
Days	"Days" shall mean District business days. In calculating time lines under this policy, the day a document is filed is "day zero." The following business day is "day one."
Representative	<p>"Representative" shall mean any person who or organization that is designated by the student or parent to represent the student or parent in the complaint process. A student may be represented by an adult at any level of the complaint.</p> <p>The student or parent may designate a representative through written notice to the District at any level of this process. If the student or parent designates a representative with fewer than three days' notice to the District before a scheduled conference or hearing, the District may reschedule the conference or hearing to a later date, if desired, in order to include the District's counsel. The District may be represented by counsel at any level of the process.</p>
Consolidating Complaints	Complaints arising out of an event or a series of related events shall be addressed in one complaint. A student or parent shall not file separate or serial complaints arising from any event or series of events that have been or could have been addressed in a previous complaint.
Untimely Filings	<p>All time limits shall be strictly followed unless modified by mutual written consent.</p> <p>If a complaint form or appeal notice is not timely filed, the complaint may be dismissed, on written notice to the student or parent, at any point during the complaint process. The student or parent may appeal the dismissal by seeking review in writing within ten days from the date of the written dismissal notice, starting at the level at which the complaint was dismissed. Such appeal shall be limited to the issue of timeliness.</p>
Costs Incurred	Each party shall pay its own costs incurred in the course of the complaint.
Complaint and Appeal Forms	Complaints and appeals under this policy shall be submitted in writing on a form provided by the District.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

Copies of any documents that support the complaint should be attached to the complaint form. If the student or parent does not have copies of these documents, copies may be presented at the Level One conference. After the Level One conference, no new documents may be submitted by the student or parent unless the student or parent did not know the documents existed before the Level One conference.

A complaint or appeal form that is incomplete in any material aspect may be dismissed but may be refiled with all the required information if the refiling is within the designated time for filing.

Level One

Complaint forms must be filed:

1. Within 15 days of the date the student or parent first knew, or with reasonable diligence should have known, of the decision or action giving rise to the complaint or grievance; and
2. With the lowest level administrator who has the authority to remedy the alleged problem.

In most circumstances, students and parents shall file Level One complaints with the campus principal.

If the only administrator who has authority to remedy the alleged problem is the Superintendent or designee, the complaint may begin at Level Two following the procedure, including deadlines, for filing the complaint form at Level One.

If the complaint is not filed with the appropriate administrator, the receiving administrator must note the date and time the complaint form was received and immediately forward the complaint form to the appropriate administrator.

The appropriate administrator shall investigate as necessary and schedule a conference with the student or parent within ten days after receipt of the written complaint. The administrator may set reasonable time limits for the conference.

Absent extenuating circumstances, the administrator shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the administrator may consider information provided at the Level One conference and any other relevant documents or information the administrator believes will help resolve the complaint.

Level Two

If the student or parent did not receive the relief requested at Level One or if the time for a response has expired, the student or parent

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

may request a conference with the Superintendent or designee to appeal the Level One decision.

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level One response or, if no response was received, within ten days of the Level One response deadline.

After receiving notice of the appeal, the Level One administrator shall prepare and forward a record of the Level One complaint to the Level Two administrator. The student or parent may request a copy of the Level One record.

The Level One record shall include:

1. The original complaint form and any attachments.
2. All other documents submitted by the student or parent at Level One.
3. The written response issued at Level One and any attachments.
4. All other documents relied upon by the Level One administrator in reaching the Level One decision.

The Superintendent or designee shall schedule a conference within ten days after the appeal notice is filed. The conference shall be limited to the issues and documents considered at Level One. At the conference, the student or parent may provide information concerning any documents or information relied upon by the administration for the Level One decision. The Superintendent or designee may set reasonable time limits for the conference.

The Superintendent or designee shall provide the student or parent a written response within ten days following the conference. The written response shall set forth the basis of the decision. In reaching a decision, the Superintendent or designee may consider the Level One record, information provided at the Level Two conference, and any other relevant documents or information the Superintendent or designee believes will help resolve the complaint.

Recordings of the Level One and Level Two conferences, if any, shall be maintained with the Level One and Level Two records.

Level Three

If the student or parent did not receive the relief requested at Level Two or if the time for a response has expired, the student or parent may appeal the decision to the Board.

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

The appeal notice must be filed in writing, on a form provided by the District, within ten days of the date of the written Level Two response or, if no response was received, within ten days of the Level Two response deadline.

The Superintendent or designee shall inform the student or parent of the date, time, and place of the Board meeting at which the complaint will be on the agenda for presentation to the Board.

The Superintendent or designee shall provide the Board the record of the Level Two appeal. The student or parent may request a copy of the Level Two record.

The Level Two record shall include:

1. The Level One record.
2. The notice of appeal from Level One to Level Two.
3. The written response issued at Level Two and any attachments.
4. All other documents relied upon by the administration in reaching the Level Two decision.

The appeal shall be limited to the issues and documents considered at Level Two, except that if at the Level Three hearing the administration intends to rely on evidence not included in the Level Two record, the administration shall provide the student or parent notice of the nature of the evidence at least three days before the hearing.

The District shall determine whether the complaint will be presented in open or closed meeting in accordance with the Texas Open Meetings Act and other applicable law. [See BE]

The presiding officer may set reasonable time limits and guidelines for the presentation, including an opportunity for the student or parent and administration to each make a presentation and provide rebuttal and an opportunity for questioning by the Board. The Board shall hear the complaint and may request that the administration provide an explanation for the decisions at the preceding levels.

In addition to any other record of the Board meeting required by law, the Board shall prepare a separate record of the Level Three presentation. The Level Three presentation, including the presentation by the student or parent or the student's representative, any presentation from the administration, and questions from the Board with responses, shall be recorded by audio recording, video/audio recording, or court reporter.

Aledo ISD
184907

STUDENT RIGHTS AND RESPONSIBILITIES
STUDENT AND PARENT COMPLAINTS/GRIEVANCES

FNG
(LOCAL)

The Board shall then consider the complaint. It may give notice of its decision orally or in writing at any time up to and including the next regularly scheduled Board meeting. If the Board does not make a decision regarding the complaint by the end of the next regularly scheduled meeting, the lack of a response by the Board upholds the administrative decision at Level Two.



Complaint Form- LEVEL TWO

To appeal a Level One decision or the lack of a timely response after a Level One conference at the campus, please fill out this form completely and submit it by hand delivery, fax, or U.S. mail to the Superintendent or designee within the time established in board policy FNG (LOCAL). Appeals will be heard in accordance with FNG (LEGAL) and (LOCAL), with any exceptions outlined therein.

PARENT NAME: John and Lynne "Shae" Segovia
 STUDENT'S NAME: Alexa Segovia
 ADDRESS: 3404 Brush Creek Drive
Weatherford, TX 76087
 TELEPHONE NO: 817-901-4646
 CAMPUS: Aledo High School
 PRINCIPAL: Dan Peterson

To whom did you present your complaint at Level One? Dan Peterson

(A Level Two appeal cannot take place without a decision from the campus at Level One)

Date of conference: April 14, 2018

Date you received a response to the Level One conference: Mr. Peterson said he doesn't know
if he can share the investigation
results with us.

Please explain specifically how you disagree with the outcome at Level One:
Per Employee Handbook 2017-2018 page 63 Notice to Parents. (If Mr. Peterson is claiming
the malicious act that took place on March 28th by Megan Reynolds was NOT an act of bullying
we strongly disagree with that finding).

Please describe the outcome or remedy you seek for this complaint. (Same as presented in Level I form)
We seek a verbal apology by Megan Reynolds to be delivered in front of both teams, coaches,
administrators, and any parents of the witnesses who wish to attend. We are also requesting
that Dr. Citty take a stronger stance against bullying. The message must be clear regardless of
ones participation in athletics. 3 days of ISS is not sufficient for this malicious act.

Please attach a copy of your original complaint and any documentation submitted at Level One.

Please also attach a copy of the Level One response/decision you received.

Digitally signed by John D. Segovia
DN: cn=John D. Segovia, o=Fox Three, ou,
email=j.segovia@fxthree.com, c=US
Date: 2018.04.17 07:54:24 -0500



Parent signature: _____

If you will be represented by someone other than yourself, please identify the person representing you.

Name: _____

Address: _____

Telephone: _____

Date of filing: _____ Date Received by District: 4-17-2018 McKenney
173 email

Complainant, please note:

Please ensure you have completed this form entirely before submitting. Forms lacking complete information may not be able to be addressed within the timeline constraints. Any additional evidence or information may be attached to this form.

All evidence may be presented no later than the Level One conference. Please keep a copy of this completed form and any supporting documentation for your records.



Aledo ISD Administrator Bullying Report Form

This form is to be completed in conjunction with the Aledo ISD Incident Investigation and Witness Statement forms.

Administrator(s) Investigating: Maurer Campus: AHS Date Alleged Incident Reported: 29 March 2018
 Reported By: Anonymous Date Investigation Started: 29 March 2018

Name and Grade of Alleged Victim(s)	Alexa Segovia 9 th
Name and Grade of Alleged Bully(ies)	[REDACTED]
Name and Grade of Possible Witness(es)	JV and Varsity Softball Teams
Date(s) and time(s) of Alleged Incident(s)	Wednesday 28 March 2018 @ approx 3:15 PM
Describe Alleged Incident:	
[REDACTED] confronted Alexa in the center of the classroom in front of the JV and Varsity softball team about statements she made about the Varsity teams and their performance in the previous game. [REDACTED] also confronted Alexa about her "bullying" other teammates on Varsity and JV. [REDACTED] yelled and did use curse words (Bullshit) at times towards Alexa.	

Do(es) the alleged incident(s) meet the definition of bullying?	Yes	No
If yes, did the victim use reasonable self defense?	X	
If the alleged incident(s) was not discrimination, prohibited harassment, dating violence, or retaliation and/or bullying, was it other improper conduct as defined by the Student Code of Conduct?		
Bullying has been confirmed due to (specify reason):		
The incident was considered a single significant act by one student directed towards another that exploited and imbalance of power.		

Notification of Parents

Student Name	Parent Name	Date Notification Made	How Notification Made	Counseling Referred To	Date Referred
[REDACTED]	[REDACTED]	[REDACTED]	Phone Call Home	School Counselor	[REDACTED]

District Action

Referred for Discipline	Yes	No
If yes, disciplinary action recommended:	X	

In School Suspension

Recommendations for eligible transfer:

Date Investigation Completed:


5 April 2018

Date Investigation Report Submitted to Superintendent
or Designee:

Investigator's Name:

Tessa Maurer

Investigator's Signature:



Investigator's Date:

17 April 2018

Principal's Signature:

Principal's Date:



Aledo ISD Incident Investigation Form

Administrator(s) Investigating: Maurer

Campus: AHS

Date Alleged Incident Reported: 29 March 2018

Reported By: Anonymous

Date Investigation Started: 29 March 2018

Name and Grade of Alleged Victim(s)	Alexa Segovia, 9 th		
Name and Grade of Alleged Bully(ies)	[REDACTED]		
Name and Grade of Possible Witness(es)	JV and Varsity Softball Teams		
Date(s) and time(s) of Alleged Incident(s)	Wednesday 28 March 18 2 approx. 3:15 PM		
Is the alleged victim eligible for services through Special Education or Section 504?	X	YES	If yes, consult ARD or Section 504 committee prior to assigning discipline
Is the alleged bully eligible for services through Special Education or Section 504?	X	YES	If yes, consult ARD or Section 504 committee prior to assigning discipline

Attach all statements taken from Victim(s), Bully(ies), and Witness(es)

Step A

Please indicate YES or NO to each of the following items with regard to the alleged bullying incident(s)

YES	NO	Specify
X		Is a single significant act or pattern of acts by one or more students directed at another student that exploits an imbalance of power [REDACTED] confronted Alexa in the center of the classroom in front of the JV and Varsity softball team about statements she made about the Varsity teams and their performance in the previous game. [REDACTED] also confronted Alexa about her "bullying" other teammates on Varsity and JV. [REDACTED] yelled and did use curse words (Bullshit) at times towards Alexa.
	X	Cyberbullying (Cyberbullying is defined as bullying that is done through the use of any electronic communication device, including the use of a cellular or other type of telephone, a computer, a camera, electronic mail, instant messaging, text messaging, a social media application, an Internet website, or any other Internet-based communication tool)

(If "No" was answered to ALL of the questions above, the alleged incident(s) does not meet the definition of bullying. If necessary, move investigation to Student Code of Conduct Violation.)

Step B

Please indicate YES or NO to each of the following items with regard to the alleged bullying incident(s):

YES	NO	Specify
	X	Engaged in written expression

Last revised September, 2017

X		Engaged in verbal expression	The incident in question was a verbal exchange that happened between the students.
	X	Engaged in expression through electronic means	
	X	Engaged in physical conduct	

(If "No" was answered to ALL of the questions above, the alleged incident(s) does not meet the definition of bullying. If necessary, move investigation to Student Code of Conduct Violation.)

Step C

Please indicate YES or NO to each of the following items with regard to the alleged bullying incident(s):

YES	NO		Specify
X		Occurred on or delivered to school property or to the site of a school-sponsored or school-related activity on or off school property	Incident occurred during 7 th period on Wednesday 28 March 2018 – Softball athletic period in the classroom located in the fieldhouse
	X	Occurred on a publicly or privately owned school bus or vehicle being used for transportation of students to or from school or a school-sponsored or school-related activity	
	X	Cyberbullying that occurred off school property or outside of a school-sponsored or school-related activity (if yes marked to this item, proceed directly to Step E)	

(If "No" was answered to ALL of the questions above, the alleged incident(s) does not meet the definition of bullying. If necessary, move investigation to Student Code of Conduct Violation.)

Step D

Please indicate YES or NO to each of the following items with regard to the alleged bullying incident(s):

YES	NO		Specify
	X	Has the effect or will have the effect of physically harming a student	
	X	Has the effect or will have the effect of damaging a student's property	
	X	Placed a student in reasonable fear of harm to the student's person or of damage to the student's property	
X		Is sufficiently severe, persistent, or pervasive enough that the action or threat creates an intimidating, threatening or abusive educational environment for a student/victim	The incident did create an atmosphere that was intimidating for the victim.

X		Materially and substantially disrupts the educational process or orderly operation of a classroom or school	This incident disrupted the orderly process of practice/class for both teams that day.
	X	Infringes on the rights of the victim at school	

(If "No" was answered to ALL of the questions above, the alleged incident(s) does not meet the definition of bullying. If necessary, move investigation to Student Code of Conduct Violation.)

Step E

(only complete if cyberbullying occurred off school property or outside of a school-sponsored or school-related activity)
Please indicate YES or NO to each of the following items with regard to the alleged bullying incident(s)

YES	NO		Specify
		Cyberbullying that occurred off school property or outside of a school sponsored or school related activity and infringes on the rights of the victim at school	
		Cyberbullying that occurred off school property or outside of a school sponsored or school related activity and interferes with a student's educational opportunities	
		Cyberbullying that occurred off school property or outside of a school sponsored or school related activity and substantially disrupts the orderly operation of a classroom, school, or school-sponsored or school related activity	

(If "No" was answered to ALL of the questions above, the alleged incident(s) does not meet the definition of bullying. If necessary, move investigation to Student Code of Conduct Violation.)

Step F

Please indicate YES or NO to each of the following items with regard to the alleged bullying incident(s)

YES	NO		Specify
	X	The alleged incident(s) meet the definition of discrimination, prohibited harassment, dating violence, or retaliation as defined in FFH (LOCAL)	

(If "Yes" was answered to the question above, refer to FFH (LOCAL) and conduct a formal investigation.)

Step G

Please indicate YES or NO to each of the following items with regard to the alleged bullying incident(s):

YES	NO		Specify
	X	Encouraged a student to commit or attempt suicide	
	X	Incited violence against a student through group bullying	
	X	Released or threatened to release intimate visual material of a minor or a student who is 18 years of age or older without the student's consent	

(If "Yes" was answered to ANY of the questions above, refer to FOC (LEGAL) and consider DAEP placement.)

Please include written comments from the investigator regarding the totality of the incident(s), especially relative to whether or not the alleged bullying report is determined to meet the definition of bullying or not. Please be as specific as possible:

The incident was determined to meet the definition of bullying because it was a single significant act by one student directed at another student that seem to exploit an imbalance of power at the time. When [REDACTED] placed Alexa in the center of the classroom in front of both the JV and Varsity softball team to confront her about statements she made about the Varsity teams and their performance in the previous game and began to yell and curse at her she set in motion the imbalance of power creating a situation where Alexa was the center of attention. The hostile manner in which [REDACTED] addressed Alexa created an intimidating environment at the time and disrupted the educational process. There are other underlying issues involving Alexa and her teammates that led up to this exchange that were addressed by the coach earlier in the season but never fully resolved.

Investigation was completed 9 April 2018 and counseling was offered to both Alexa and [REDACTED]. Appropriate discipline was carried out.

Mrs. Maurer will follow-up with [REDACTED] in the required 10 school days.

IF INITIAL INVESTIGATION OF THE ALLEGED INCIDENT(S) MEETS THE DEFINITION OF BULLYING, PROCEED TO BULLYING REPORT FORM. (PLEASE ATTACH THIS FORM)



Complaint Form- LEVEL THREE

To appeal a Level Two decision or the lack of a timely response after a Level Two conference, please fill out this form completely and submit it by hand delivery, fax, or U.S. mail to the Superintendent or designee within the time established in FNG (LOCAL). Appeals will be heard in accordance with FNG (LEGAL) and (LOCAL) with any exceptions outlined therein.

PARENT NAME: _____
 STUDENT'S NAME: _____
 ADDRESS: _____

 TELEPHONE NO: _____
 CAMPUS: _____
 PRINCIPAL: _____

To whom did you present your complaint at Level Two? _____

Date of conference: _____

Date you received a response to the Level Two conference: _____

Please explain specifically how you disagree with the outcome at Level Two.

Please describe the outcome or remedy you seek for this complaint. (As presented in Level One form)

Do you want the Board to hear this appeal in open session? ☐ Yes ☐ No

(If so, the Board will consider your request; however, you may not have a legal right under the Texas Open Meetings Act to require a meeting in open session)

Attach a copy of your original complaint and any documentation submitted at Level One and a copy of your Level Two appeal notice.

Please also attach a copy of the Level Two response being appealed, if applicable.

Parent signature: _____

If you will be represented by someone other than yourself, please identify the person representing you.

Name: _____

Address: _____

Telephone: _____

Date of filing: _____ Date Received by District: _____

Complainant, please note:

Please ensure you have completed this form entirely before submitting. Forms lacking complete information may not be able to be addressed within the timeline constraints. Any additional evidence or information may be attached to this form.

All evidence may be presented no later than the Level One conference. Please keep a copy of this completed form and any supporting documentation for your records.

left message @ 7:30 pm
5-9-2018

Lynn McKinney

From: John Segovia <jdsegovia@gmail.com>
Sent: Wednesday, May 9, 2018 11:07 AM
To: Lynn McKinney; Derek Citty
Cc: Shae Segovia
Subject: Level Two Results
Attachments: Concerns with Level Two Results.docx

Called @ 5-11-2018 @
8:27 PM
• WANTED to know wh.
board responded to
favorable results.
Not Right - not fair

Mrs. McKinney,

I am at a loss here. Please direct me on the correct process. The Level Three form states, "Please describe the outcome or remedy you seek for this complaint. (As presented in Level One form)". Our appeal to the findings of the bullying investigation went straight to level two.

There were a great deal of request left off of the level two grievance results. I have attached a letter for your review. We are seeking to discuss our displeasure with the entire process/procedures and results (lack there of) taken by AISD.

I am also curious if we can postpone a level three hearing until we get the open records request results? In the attached letter you will read that I would like to discuss my/our concerns with the current procedures in place. Please ensure my request is passed along for approval or denial. I also mentioned to Dr. Citty that I would like to visit with the new superintendent at her earliest convenience. I recognize the fact that she may not get involved in determining an outcome. I just want to express our concerns to her.

Lastly, my understanding is that more letters/emails/calls etc. have been submitted to Mrs. Taylor and others in regard to Coach Myers continued poor judgement. Will the contents of that correspondence be shared with the school board as well?

We ARE seeking a level three hearing. We will submit the paperwork once we get some feedback. It is critical that we have the opportunity to discuss everything that has taken place. The remedies have evolved and we need to be assured that we can get that addressed as well.

Thank you,

John Segovia
817-901-4646

Concerns with Level Two Results

May 7, 2018

Lynn McKinney
Deputy Superintendent
1008 Bailey Ranch Road
Aledo, TX 76008

Dear Mrs. McKinney,

On April 30th we received the results of the level two hearing held on 4/20/2018 that you presided over. You and Mr. Dan Peterson were both present along with myself and Shae Segovia.

During the hearing (refer to audio recording) I made several requests that were not mentioned in the Level Two response. The following requests were made verbally but not submitted in writing on the Level One or Level Two grievances and are as follows:

1. Request - Coach Myers to deliver a message to both teams discussing bullying and offering a similar message that we requested of the student athlete (apology)
 - a. We feel this is important for all the student athletes to hear from Coach Myers that bullying is NOT tolerated in the classroom as well as in athletics
2. Request – We asked of the district to further explain to us how can we be assured that Alexa will have a fair opportunity to play softball in the future at AISD with Coach Myers as the head coach
 - a. We do not believe this can be achieved
 - b. We have provided proof that Coach Myers has violated the Employee Handbook 2017-2018 on multiple occasions
 - i. Employee Conduct and Welfare, Standards of Conduct (Coach Myers has failed to observe the following:
 1. Recognize and respect the rights of students, parents, other employees, and members of the community
 2. Maintain confidentiality in all matters relating to students and coworkers
 3. Know and comply with department and district policies and procedures
 4. Express concerns, complaints, or criticism through appropriate channels
 - ii. Texas Educators' Code of Ethics, Professional Standards, 3. Ethical Conduct toward Students
 1. Standard 3.1
 2. Standard 3.2
 3. Standard 3.3
 - iii. Student Issues, Bullying
 1. Timely Reporting (this has occurred twice)

2. Informing the Parents
3. Investigation – Due diligence
4. Retaliation
3. Request - We asked of the district to further explain why the team rules did not apply to the guilty student athlete
4. Request - We asked of the district to further explain why Mr. Buchanan, Coach Myers, the district and administration's message is that "Bullying is NOT Tolerated" yet it was and has been tolerated in this case
5. We asked if counseling has been offered to the guilty student athlete, victim and the witnesses per FFI (LOCAL) STUDENT WELFARE FREEDOM FROM BULLYING, Counseling
6. Request – Action Plan to ensure Alexa's safety during athletics
 - a. One was provided by Mr. Durnil but it needs to be documented that it took many request and over 23 days to get one processed
7. Request – All parties involved be held accountable. Those who performed the act, those who approved it, those who failed to intervene, and those who brought up false claims.

Prior to the actual hearing you granted us the opportunity to explain and point out some newly discovered facts that we feel had not been addressed. We covered a great deal of information and my concern at the time was that what we discussed in the pre-hearing conversation would be left out of the actual recorded hearing. By following the procedures set forth by Board Policy FNG (LOCAL) we could only address what was initially submitted in the Level One grievance during the actual hearing. We believe this is a flawed procedure, one that limits the victim(s) from addressing new found information between grievance submission and hearings. I would like to have the opportunity to discuss improvements to the policy (FNG) with either Dr. Derek Citty and/or the board of directors.

Here is an example of "newly discovered information" that is critical to a fair remedy.

According to the Investigation Results signed and delivered by Mrs. Teresa Maurer (refer to Aledo ISD Incident Investigation Form) the investigation concluded April 9th, 2018. I requested the results on many occasions via email and phone calls. I emailed Mr. Peterson on the 13th asking for it. He later called to inform me he wasn't sure he could give it to me. As I stated before, the handbook clearly defines that we are entitled to the investigation results. We did not see the investigation results until April 20th prior to the hearing. This put us at an unfair disadvantage. The district owes it to the student victims to get this right. Improvements can be and should be made immediately.

Thank you,

John and Shae Segovia
3404 Brush Creek Drive
Weatherford TX, 76087

Lynn McKinney

From: Lynn McKinney
Sent: Thursday, May 10, 2018 2:48 PM
To: 'John Segovia'
Subject: RE: Level Two Results

Dear Mr. Segovia,

I have listed some of the answers to your questions in the body of the email below. I will send you a formal letter (via email) to address your concerns/questions that were contained in your attached letter. This letter will be shared with the board during the Level 3.

I apologized I missed you last night when I tried to reach you by phone. I will continue to try to contact you by phone as well.

Respectfully,
Lynn McKinney

From: John Segovia [mailto:jdsegovia@gmail.com]
Sent: Wednesday, May 9, 2018 11:07 AM
To: Lynn McKinney <lmckinney@aledoisd.org>; Derek Citty <dcitty@aledoisd.org>
Cc: Shae Segovia <shaesegovia@gmail.com>
Subject: Level Two Results

Mrs. McKinney,

I am at a loss here. Please direct me on the correct process. The Level Three form states, "Please describe the outcome or remedy you seek for this complaint. (As presented in Level One form)". Our appeal to the findings of the bullying investigation went straight to level two.

As we discussed at the time, we went straight to Level 2 because of Mr. Peterson's direct involvement in the investigation and decisions. He would not overturn his own actions as high school principal. In addition, Mr. Peterson had held several meetings with you on the phone and in person, again, why we moved directly to Level 2 as allowed by board policy. On the Level 3 form, you will list the outcome/remedy you seek on the issues that we discussed in our Level 2 meeting.

There were a great deal of request left off of the level two grievance results. I have attached a letter for your review. We are seeking to discuss our displeasure with the entire process/procedures and results (lack there of) taken by AISD.

I will send you a separate response by the end of the day Friday at the latest to address these questions.

I am also curious if we can postpone a level three hearing until we get the open records request results? In the attached letter you will read that I would like to discuss my/our concerns with the current procedures in place. Please ensure my request is passed along for approval or denial. I also mentioned to Dr. Citty that I would like to visit with the new superintendent at her earliest convenience. I recognize the fact that she may not get involved in determining an outcome. I just want to express our concerns to her.

I have asked Mr. Herrin to work with our attorney and to respond to your open records request by this Friday. Please remember that you are limited to the information that was shared in the Level 2 meeting in your presentation to the board at Level 3.

In my years as serving as hearing officer the board has not heard a Level 3 that was out of timeline. Dr. Citty's recommendation to the board will be to follow our board policy and not allow a hearing to occur that is out of timeline.

Your Level 3 paperwork needs to be turned in to me by the end of the day – 11:59 pm, Monday, May 14th. You can scan and email the paperwork to me or bring it to the administration building office. If you need to come after 4:30 when the office is closed just let me know and I will meet you as I frequently work late.

Dr. Bohn, our new superintendent, will begin work in the district on Monday, June 11th. She has shared that she will have an open door policy. Her secretary, Judy Worthington, will schedule an appointment for you and your wife to meet with Dr. Bohn. Mrs. Worthington may be reached at 817-441-8327 and her email is jworthington@aledoisd.org.

Lastly, my understanding is that more letters/emails/calls etc. have been submitted to Mrs. Taylor and others in regard to Coach Myers continued poor judgement. Will the contents of that correspondence be shared with the school board as well?

As we have discussed, the Level 3 hearing will be based on what was reviewed during the Level 2 per board policy.

We ARE seeking a level three hearing. We will submit the paperwork once we get some feedback. It is critical that we have the opportunity to discuss everything that has taken place. The remedies have evolved and we need to be assured that we can get that addressed as well.

As stated above, the timeline to send your Level 3 paperwork is Monday, May 14th, as that is 10 business days after your receipt of the Level 2 response, April 30th. Please let me know if you have other questions and if I may be of assistance with the Level 3 paperwork.

Respectfully,
Lynn McKinney
817-441-8327

Thank you,

John Segovia
817-901-4646

Lynn McKinney

From: Lynn McKinney
Sent: Friday, May 11, 2018 4:27 PM
To: 'John Segovia'; Shae Segovia
Subject: Level 2 - additional follow up
Attachments: Scanned from a Xerox Multifunction Printer.pdf

Dear Mr. and Mrs. Segovia,

Please see the additional information in this email attachment as requested in your email of May 9th that contained your attached letter dated May 7th. My understanding is that Mr. Herrin sent the open records request to you this afternoon. I am sorry I missed you when I called on Wednesday evening. I will call you before I leave tonight. If I miss you again I will try again on Monday.

Respectfully,

Lynn McKinney



ALEDO INDEPENDENT SCHOOL DISTRICT

May 11, 2018

John and Shae Segovia
3404 Brush Creek Drive
Weatherford, Texas 76087

Dear Mr. and Mrs. Segovia,

This correspondence is in response to your letter dated May 7, 2018 which I received as an attachment in your email dated May 9, 2018. As requested, please see the responses below:

1. *Verbal request that Coach Myers discuss with both teams that bullying is not acceptable and deliver an apology to Alexa.*

While the bullying investigation was ongoing Coach Myers reported that she spoke with the varsity and the JV team separately about being kind to each other, to work together as a team and to not talk about the situation on social media or to each other as administration was involved. Coach Myers apologized to Alexa in a meeting on April 3 with Mr. Durnil and Coach Gay present. Following this meeting Alexa came to the coach's office to see Coach Myers. Coach Myers reported that Alexa said she wasn't allowed to say anything during the previous meeting and that the coach's apology meant a lot to her. Coach Myers told Alexa she loved her and was sorry she was hurting, and Alexa said she loved her. Coach Tyler was present during this exchange.

2. *District explanation of how you can be assured that:*

- A. *Alexa will have a fair opportunity to play softball in the future with Coach Myers as the head coach.*

Playing time is based on an athlete's performance and will continue to be measured on these factors. If you or Alexa believe that retaliation is occurring at any time please contact the coach involved, girls athletic coordinator and/or the athletic director, and high school principal.

- B. *Complaints against Coach Myers have been brought forth concerning violation of the Employee Handbook, Teacher Educator's Code of Ethics, Professional Standards, and Student Issues regarding bullying.*

Mrs. Taylor, HR Director, and Mr. Peterson, AHS Principal, conducted an investigation of these concerns. As a result, corrective action was taken on the part of the district. Because this concerns a personnel matter, the specifics will not be shared with you. However, the specifics will be shared with the Board of Trustees in executive session during the Level 3 Hearing.


3. *Request that the district explain why the team rules did not apply to a student athlete on the softball team.* Appropriate disciplinary action was taken both by administration and the coach. As we have previously discussed, the specifics will not be shared with you as this is not your child and it would be a violation of the student's privacy rights.

However, the specifics will be shared with the Board of Trustees in executive session during the Level 3 Hearing.

4. *Request the district to explain why Coach Buchanan, Coach Myers, and the district and administration's message is that bullying will not be tolerated while in your opinion it has been tolerated.* When the locker room incident was reported an investigation was immediately begun by high school administration. A thorough investigation was completed, the incident was found to be bullying, and appropriate discipline action was taken. In addition, HR was involved in the investigation concerning Coach Myers and again, appropriate action was taken.
5. *Ask if counseling has been offered.* Information concerning other students cannot be shared with you. As you and I discussed both on the phone and through a series of emails (April 4 and 5), and in person (April 20), counseling was offered to your child on several occasions (see attachments #1 & #2). However, we did not begin counseling (began week of April 23) with Alexa until you accepted the offer verbally during our meeting on April 20, 2018. However, the counseling specifics will be shared with the Board of Trustees in executive session during the Level 3 Hearing.
6. *Action plan to ensure Alexa's safety during athletics was provided by Mr. Durnil but not received by the parent for 23 days.* The safety plan was developed by Mr. Durnil on Monday, April 2nd, after speaking with you and Alexa (see attachment #3). Mr. Durnil did not understand that you wanted a copy of the plan in writing. After our Level 2 Hearing on April 20th, you requested a written copy of the plan and gave your permission for counseling to begin. I notified Mrs. Tims and Mr. Durnil making both of these requests. Mr. Durnil provided a written copy of the updated plan to you via email on April 26 (see attachment #4).
7. *Request all parties involved be held accountable – those who performed the act, those who approved it, those who failed to intervene, and those who brought up false claims.* The discipline of a student other than you own child, will not be discussed with you due to privacy laws. I have reviewed the corrective actions taken in this situation and appropriate action was taken; both by the campus administration and the coaching staff.

Thank you for your feedback concerning Board Policy FNG (LOCAL). Because a change of Aledo ISD Board Policy will require a review by the superintendent, Texas Association of School Boards (TASB) which provides the legal and local policy frameworks for our district, a review by our school district attorney, and require board action to adopt a revised policy I would suggest contacting Dr. Citty immediately and/or Dr. Bohn, our new superintendent when she begins work in Aledo on June 11, 2018 to discuss your concerns and suggestions for improvement.

Respectfully,



Lynn McKinney
Deputy Superintendent
817-441-8327

Lynn McKinney

From: Lynn McKinney
Sent: Wednesday, April 4, 2018 4:26 PM
To: 'John Segovia'
Cc: 'shaesegovia@gmail.com'
Subject: RE: Attempt to Cover Up Malicious Act

*Called Mr Segovia @
approx 12:00 on 4-4-18
talked approx 20 mins
called A. Tims @ 12:20 y
concerns for student
safety - not feeling
safe*

Dear Mr. Segovia,

Thank you for talking with me this afternoon about the situation. I appreciate your understanding of why Dr. City and I need to allow the current investigation being conducted by Mr. Peterson and Mrs. Taylor (HR Director) to be completed before we meet with you. As the Level 2 Hearing Officer and Dr. City's involvement with the Level 3 Hearing, it is inappropriate for us to meet with you to discuss specifics before the investigation is completed. I shared your email with Sherry Taylor, HR Director, so that she is aware of your specific concerns.

In addition and most importantly, I contacted Mrs. Tims at D9GC about Alexa not feeling safe at school. Mrs. Tims, Mr. Durnil, and Coach Dye all plan to visit with Alexa over the coming weeks to help reassure her. If after you and your family have a chance to talk about our conversation today if you and/or Alexa believe visiting with our school counselor would be helpful to her please contact me or Mrs. Tims. In addition, our counselors will provide the names of counselors outside of our school district if you feel that would be helpful.

Respectfully,
Lynn McKinney
817-441-8327

From: John Segovia [mailto:jdsegovia@gmail.com]
Sent: Wednesday, April 4, 2018 11:19 AM
To: Superintendent <superintendent@aledoisd.org>; Lynn McKinney <lmckinney@aledoisd.org>; Judy Worthington <jworthington@aledoisd.org>
Cc: Shae Segovia <shaesegovia@gmail.com>
Subject: Attempt to Cover Up Malicious Act

We are requesting a meeting with Dr. City and Mrs. McKinney within 24 hours to discuss this matter in further detail. Feel free to call me to begin our discussion and afford me the opportunity to explain why we have contacted you.

We believe that yesterday's actions by Coach Myers and Mr. Buchanan validates the necessity to inform you of what all has occurred within the past few weeks. I have attached a snippet of a video/audio file for your review as well. There is a full version of this video/audio that Mr. Peterson or others may be willing to share with you all. Please recognize that my daughter is the individual on the receiving end of this video/audio.

Below is a condensed version of what all has taken place thus far. This is by no means ALL of the data and I was careful to only include facts. Any personal sentiments are clearly defined as such.

Monday Mar. 26th

- Varsity and junior varsity (jv) softball teams played games against Boswell.
- The varsity lost by a score of 10-0 (run ruled)

- The junior varsity won by a score of 12-0 (run ruled in our favor)

Tuesday Mar. 27th

- A student asked a junior varsity player (freshman) in front of a varsity player (freshman), "How did the games turn out last night"? (to paraphrase)
- The jv player responded by saying, "The varsity got run ruled and the jv run ruled them (Boswell), the varsity pitcher for Boswell was very good and had a great game". (to paraphrase)
- The varsity player took her version of that message back to the varsity team captain (senior) and coaches of the softball team.
- Later that evening the team captain called Coach Myers and asked for permission to address the jv player.
- Coach Myers gave her permission (there are various reports as to what all Coach Myers and the team captain decided how to punish the jv player for talking bad about the varsity team)

Wednesday Mar. 28th

- The jv was given a day off of softball and were seated in the field house classroom for study hall.
- The varsity team captain (senior) called the varsity team into the classroom with the jv team to conduct the punishment.
- The varsity team captain told another varsity player (senior) to record the event on her phone.
- She then called the jv player (freshman) to the front of classroom and instructed her to sit on top of a desk.
- She began to belittle, humiliate, threaten, yell, curse, and intimidate the singled out jv player in front of both teams. (see attached video/audio for a snippet of her punishment)
- It is believed that during this time the coaches were in Coach Myers office (if so, they could easily hear the assault)
- At the very moment of the conclusion of the punishment, Coach Andrews came in and instructed the singled out jv player to come visit with her and Coach Myers.
- They then attempted to reassure her that she is a vital part of the team and that they would pray for her, Coach Myers also said, "I bet you can see that varsity is very upset".
- The singled out jv player then reached out to her mother via text informing her that something bad had happened and she has a great deal to tell her and be prepared she will cry a lot.
- The jv player reached out to Coach Dye requesting a meeting with her to discuss the events she believed was referenced to by the varsity team captain. The meeting was to take place Thursday morning at 8:00 a.m.
- I, John Segovia, (father of the freshman jv player, Alexa Segovia) sent an email at 8:23 to Coach Myers, Andrews, Dye, and Tyler requesting a parent meeting on Thursday. I also informed Coach Dye that I would be present when she visited with Alexa. Coach Dye then disclosed that she was not at work due to a family emergency and was unaware of any incident that occurred therefore she did not feel comfortable with me being present. I agreed and allowed them to visit unsupervised.

Some time late Wednesday evening or early Thursday a bullying report was filed against the varsity player who executed the harassment. We are not sure who filed it but we did NOT.

Thursday March 29th

- At 11:40 a.m. I sent out another email requesting a meeting with Mrs. McCarley (who I mistook as the assistant AD), Mr. Buchanan, Mr. Peterson, Mrs. Tims and asked if they could not make it to send a representative in their place. After a bit of back and forth it was Mr. Durnil setup a meeting for 3:00

- p.m. to include Mr. Peterson and subsequently an invitation was extended to Coach Gay. I was also informed that Mr. Peterson and Coach Gay would attend the 2:15 meeting with myself and the coaches.
- Coach Tyler was the only coach who did not attend the meeting. During the meeting I asked all the coaches several questions below are the key questions and answers.
 - Coach Myers did you know or approve what took place today? Yes, but I told the player to not do it in front of the teams.
 - How did you know that this would occur? The varsity player called me yesterday evening and asked permission to address the jv player.
 - Did you validate the rumor that was brought forth by the varsity freshman player? No, what we were told is that Alexa made some remarks bad mouthing the varsity and that the underlying message was that she felt the jv was better than the varsity.
 - So you admit you knew, you admit you failed to perform any due diligence and you also admit to adding your interpretation of the message, which was never validated in the first place? I do and I believe that the varsity player has the right to defend herself.
 - Defend herself from rumors that no one took the time to investigate and defend herself in the manner that she did? I didn't have the time to validate the rumors and I still believe she should defend herself.
 - You say you did not know in the manner by which the punishment would be served, can you explain then how Coach Andrews came into the classroom at the very moment the meeting had concluded? It was coincidence.
 - I do not believe you and I intend to do all I can to get to the bottom of this. I will find out if you knew to what degree you authorized the varsity player to bully my daughter. I assure you I intend to hold all those in charge, all those involved, and all those who chose to not get involved, accountable for their actions or lack thereof.
 - Mr. Peterson, Mr. Durnil, Coach Gay, Lynne "Shae" Segovia (my wife) and myself gathered at approximately 3:15 in the conference room in the Ninth Grade Center.
 - Myself and Mr. Peterson gave a recap to the others.
 - Shae informs everyone that she checked on Alexa nearly every hour the night before to ensure she hadn't or didn't plan to attempt suicide.
 - I informed everyone that I had heard earlier that day that over 4,000 kids commit suicide each year due to the effects of bullying. We would be ignorant to assume we have nothing to worry about.
 - We expressed on many occasions that Alexa does not feel safe and is worried about retaliation from the coaches and the varsity players involved.

Friday March 29th

- We all start to get calls and text messages, etc. confirming that both varsity players were allowed to participate in the game.
- I reached out to Mr. Peterson expressing our displeasure with the decision Coach Myers made and that we recognize her actions as a statement to us, other parents, and both teams that she has a total disregard to policy, procedures, and ethics. Many other parents were equally as upset as we were. Alexa was mortified, humiliated, and expressed that she doesn't matter to the coaches only a select few enjoy that privileged.
- Mr. Peterson shared my concerns with Mr. Buchanan who sent an email stating, " Just as rules, policies and laws protect the innocent, they also protect the accused. Therefore, until a full investigation is completed we do not punish students. Once we have all the facts we will then take the appropriate actions".
 - My reply, " Where were these rules, policies and laws you refer to when Alexa was being demeaned, humiliated, belittled and threatened in front of the entire JV and Varsity teams? Where were the ones who should have intervened during this ordeal? Where was

the full investigation that Coach Myers herself said she did not perform? (Mr. Peterson and Coach Dye can both confirm that statement). The result Mr. Buchanan is what we are discussing and what will be revealed as inappropriate and unlawful action. I understand you wanting to protect your coach. I get it. I wish you shared the same concern for the victim as you do the "accused".

My prior emails were not meant as threats. They were meant to disclose our displeasure and what recourse's we have at our disposal. If in fact there isn't anything to be concerned about, send out a statement to all the parents of both squads and ask for some feedback. I assure you, you will soon realize that my sentiments are shared by many. I do NOT wish to volley posturing comments. I simply want some action taken in defense of the innocent".

- No reply

Monday April 2nd

- I sent out a meeting request to Mr. Peterson, Mr. Durnil, Mrs. Tims, Coach Gay and Mr. Buchanan.
- Mr. Buchanan called to see if we today around 5:15 would work for us, we agreed and a formal invite was then sent.
- We met in a conference room at the High School, Mr. Peterson, Mr. Durnil, Mr. Buchanan, Shae Segovia and myself were present.
- I had asked to cover the following topics.
 - - Detailed plan of action to insure Alexa is safe
 - Update of investigation
 - Texas Educators' Code of Ethics, Ethical Conduct toward Students
 - Standard 3.2
 - Standard 3.3
 - Standard 3.5
 - Employee Handbook 2017-2018.pdf
 - Harassment of Students
 - Use of Electronic Communication between Employees and Students
 - Bullying
 - Board Policy FFI/FFH (LOCAL)
 - Notification
 - Review expectations
 - Additional concerns or request
 - I hand delivered two open records request to Mr. Peterson. 1 asking for all electronic communications to date concerning this event, 2 a copy of all video/audio files submitted to AISD.

Tuesday April 3rd

- Coach Myers apologized to Alexa with Mr. Durnil present. We appreciate the gesture but please understand that this by no means excuses her actions up to this point and then shortly after she then levies the following.
- Coach Myers does not allow Alexa to start the game because she missed the Friday game. A team rule we understand and respect. We did inform the coaches via email that we had already made plans and would miss Friday. We also informed Mr. Peterson, Mr. Buchanan, Mr. Durnil, Coach Gay and Mrs.

Times that she did not feel comfortable and just wanted to get away from it all and asked that they respect her decision. In fact a decision they said they would completely understand if she chose not to attend. We believe that the mere fact that Coach Myers punished Alexa last night is another display of her true character and leadership style.

- She played an injured player over Alexa to ensure she got the message.
- Coach Myers in the following game, allows the two varsity girls to play, and even allows the team captain to start as well as participate in the pregame ceremonies.
- I sent Mr. Peterson a message and he called shortly after. I, again, voiced my displeasure and he disclosed that he has no authority over athletics. He is continuing his investigation and was unaware of any actions of the softball coaches. We feel that Mr. Buchanan and Coach Myers continues to showcase their immunity at the expense of our daughter. Mr. Buchanan made an appearance at the varsity softball game. I had already left however I received many calls and messages about his attendance.
- I sent Mr. Buchanan a message asking him to call me. He sent me a reply stating that he had just got home around 9 p.m. did I still want him to call.
- I replied that I had already voiced my displeasure to Mr. Peterson. For him to call if he so chooses. He did NOT call.

We understand that Mr. Peterson is currently awaiting a few statements to conclude his investigation. We are hoping for his decision sometime this week.

Mr. Buchanan has yet to enforce any repercussions upon Coach Myers or the varsity players, more especially the one who performed the egregious act. We feel that enough evidence has been collected thus far to at a minimum suspend their athletic activities until the investigation is complete.

I look forward to the opportunity to visit with you all as well as the rest of the school board members to provide our account of the events that led up to and took place which was approved by Coach Myers.

I hope that you all will recognize the seriousness of this ordeal and share a similar resolve to ensure that the accountable parties are dealt with appropriately and without further delay.

Thank you,

John Segovia
817.901.4646

Attachment #2

Lynn McKinney

From: Lynn McKinney
Sent: Thursday, April 5, 2018 2:53 PM
To: 'John Segovia'
Cc: Shae Segovia
Subject: RE: Call from Mrs. McKinney

Dear Mr. Segovia,

As we discussed on the phone this afternoon, all of Mr. Peterson's responses below are correct. Mrs. Taylor and Mr. Peterson are conducting the investigation with students and staff members. Mr. Buchanan, as the Athletic Director, will have information shared with him concerning the investigation. The information our IT department gathers as part of the open records request will be shared with Mrs. Taylor and Mr. Peterson.

Mrs. Tims, Mr. Durnil, and Coach Dye are all checking on Alexa as we discussed yesterday. Please let me know after you have the chance to visit with Alexa tonight if you would like her school counselor to visit with her.

Respectfully,
Lynn McKinney

From: John Segovia [mailto:jdsegovia@gmail.com]
Sent: Thursday, April 5, 2018 11:52 AM
To: Lynn McKinney <lmckinney@aledoisd.org>
Cc: Shae Segovia <ssegovia@aledoisd.org>
Subject: Re: Call from Mrs. McKinney

Mrs. McKinney,

My lovely wife of 17 years was kind enough to point out a typo in my previous email. Please replace "contractions" with "contradictions". Do not be alarmed, I am not in labor and yes it did and should warrant a good chuckle. I know she is in tears over it. I did admittedly laugh aloud once I reread it. I must go put my feet up and continue to read my book, *"What to Expect When Expecting"*.

Thank You,

John Segovia
817-901-4646

On Apr 5, 2018, at 11:39, John Segovia <jdsegovia@gmail.com> wrote:

Mrs. McKinney,

After our conversation yesterday I reached out to Mr. Peterson to ensure that my understanding of his role, Mr. Buchanan's and Mrs. Taylor's were all on par. It is very possible that I have misunderstood you or that Mr. Peterson has misunderstood your directions as they were described to me. I also wanted to reiterate to him that we support the process and have complete faith in him.

Please read my questions in the email below, his responses, and make comment to their accuracy.

To be very clear and blunt mind you. We have lost all faith and trust in Mr. Buchanan's ability to be fair and impartial to those under his direction. The fact that he showed up to the varsity softball game Tues. night was perceived by us and many others as support for Coach Myers and the varsity player who clearly acted maliciously, as well as the varsity player who is behind the rumors that started all this. If you recall the reason we wanted this escalated was based on the lack of action by the athletic department.

I request that you respond via email so that I can have a clear understanding and can reference should I get any contractions from here on out. Feel free to call me to further explain if you feel that is warranted.

Thank You,

John Segovia
817-901-4646

Begin forwarded message:

From: Dan Peterson <dpeterson@aledoisd.org>
Date: April 5, 2018 at 08:35:58 CDT
To: John Segovia <jsegovia@gmail.com>
Cc: Shae Segovia <ssegovia@aledoisd.org>
Subject: RE: Call from Mrs. McKinney

Mr. Segovia,

A appreciate your understanding during the continued investigation. I have responded to your questions below in blue.

Respectfully,

Dan Peterson

From: John Segovia <jsegovia@gmail.com>
Sent: Wednesday, April 4, 2018 2:27 PM
To: Dan Peterson <dpeterson@aledoisd.org>
Cc: Shae Segovia <ssegovia@aledoisd.org>
Subject: Call from Mrs. McKinney

Mr. Peterson around noon today, I received a call from Mrs. McKinney. We discussed the contents of an email I sent to her and Dr. City regarding the bullying allegation, the events that have taken place thus far, and the message we are getting from Mr. Buchanan and Coach Myers. She has asked us to allow you the time to conclude your investigation prior to us having a meeting with them. We only reached out to them because you informed me that your authority fell shy of athletics. As we discussed yesterday evening, I was unaware of that and since you made it clear, we felt that the lack of action taken to date by Mr.

Buchanan and Coach Myers warranted us getting them involved. It is very important to us that we follow and support the process. I apologize if we have in fact over stepped any procedures.

I would like to reiterate the fact that we have 100% confidence and trust in you. We feel that you have expressed sincere concern, an understanding of the magnitude of the verbal assault and harassment, and that you understand our commitment to resolution.

I do have a few questions to clarify my understanding.

- Mr. Buchanan has been removed from the process and you are now the "lead". Is that correct? I am the lead person on this issue but Coach Buchanan, as our Athletic Director, will continue to be involved.
- Does that now give you the authority to recommend or enforce any reprimands as you see fit to include athletics? Our HR Director, Mrs. Sherry Taylor, as Central Office Administrator will be involved in this aspect of the process
- Have you received all electronic communications similar to the open records request I submitted from the athletic department? Those are handled by our Communications Director Mr. Rick Herrin. He is in the process of gathering this information currently with assistance of our IT department.
- Have you received all copies of parents concerns that may have been sent directly to Mr. Buchanan and any transcripts he may have of phone conversations? If you recall he stated that he had only received statements of support for Coach Myers. That may in fact be all he has received, we just don't know. Our investigation and any action from the investigation will be based upon the statements from the students and staff that were directly involved in this situation. Coach Buchanan has been out the last few days. I will request those communication pieces from him when he returns to the district.

Do not allow our desire for a timely resolution to trump the necessary time to gather all data. We would like a solution without having to escalate this to another level, if that means you need more time, then please take it. All we ask is that we are kept informed through the process.

Mr. Peterson we greatly appreciate all your efforts and for your edification I expressed that very sentiment to Mrs. McKinney.

Thank you,

John Segovia
817-901-4646

ALEDO HIGH SCHOOL

Daniel Ninth Grade Campus

990 Bailey Ranch Road • Aledo, TX 76008 • 817-441-4504 • 817-441-2146 fax • www.aledo.k12.tx.us/ahs9

Accounts of Monday, April 2, 2018:

Just after 5th period began, it was brought to my attention that Mr. Segovia and Alexa were both in the Front Office and wanted to speak with me. I finished what I was working on and met with them within 5 minutes. When I sat down with the two of them Mr. Segovia shared with me that Alexa had contacted him because of a Snap Chat message that was sent to her from another JV Softball player. The message asked Alexa if she had poured water over [REDACTED] head because that is what she told the Varsity players. Mr. Segovia shared that he felt that this was another message/attempt to stoke the fire for events that had transpired the week before. Mr. Segovia shared with me some of the events that had transpired over the weekend and some of the conversations that he had shared with other parents. He shared that Alexa did not feel safe and did not want to go to Softball Practice/Team Dinner that afternoon. I asked Mr. Segovia and Alexa if she didn't feel safe around the JV Players or just the Varsity Players and she told me that she felt fine around the JV. Mr. Segovia said that she had the support of the JV Players. I told them that if she didn't feel safe, then it might be a good idea for Alexa to go to the Library or Content Mastery for today if she was feeling uncomfortable. I mentioned that this might also give the coaches a chance to speak with the team without Alexa and discourage anything further involving this incident. They both welcomed this idea and we agreed that she would drop by my office on her way to CM or the Library. When 7th period began, I noticed that Alexa had not dropped by. I figured she had gone ahead to CM on her own and so I called to double check that she was there and they told me that she wasn't. The CM Teacher called me back a few seconds later to tell me that one of the students in CM had shared that Alexa was a softball player. Mr. Segovia confirmed with me later that afternoon that Alexa had, in fact, gone to Softball and that they had decided she was going to go to practice just after leaving my office.

David Durnil

 4/4/18

The start of something great.

Attachment #4

Lynn McKinney

From: David Durnil
Sent: Thursday, April 26, 2018 1:31 PM
To: jdsegovia@gmail.com; Shae Segovia
Cc: Lynn McKinney; Angela Tims
Subject: Student Safety Plan
Attachments: 2018 Safety Plan for Alexa Segovia.pdf

Mr. Segovia,

Here is a copy of the Safety Plan that Alexa and I agreed upon on Wednesday. Like I shared earlier, if you find something that is not accurate, or want to discuss any of this further, please let me know. I look forward to hearing from you on the next few days regarding Alexa's thoughts on if reaching out to Coach Evans while at the Field House was an option.

David Durnil

Assistant Principal
Don R. Daniel Ninth Grade Campus
Aledo ISD
817.441.4504

View the most recent [DNN!](#)

ALEDO HIGH SCHOOL
Daniel Ninth Grade Campus

990 Bailey Ranch Road • Aledo, TX 76008 • 817-441-4504 • 817-441-2146 fax • www.aledo.k12.tx.us/ahs9

2018 Safety Plan for Alexa Segovia

Per conversation with Mr. Segovia on Monday, April 2nd, Alexa was instructed that during her athletic period, if she did not feel comfortable or safe going to athletics, she was welcome to go to Content Mastery or to the Library at the Ninth Grade Campus. Alexa was also offered the opportunity to drop by and visit with Mr. Durnil or Ms. Finn anytime that she did not feel comfortable or safe while in class at the Ninth Grade Campus. Mr. Durnil also told Mr. Segovia that he would do random checkups on Alexa so that he could monitor her throughout the following weeks.

In continuation of this informal plan that Alexa, Mr. Segovia and Mr. Durnil agreed upon, Alexa will have the following safeguards put into place:

- While at the Ninth Grade Campus Alexa will continue to have access to visit with Ms. Finn and Mr. Durnil, and also Mrs. Tims, at any time that she does not feel comfortable or safe.
- Leading up to her athletic period, Alexa will continue to have access to Content Mastery and the Library at the Ninth Grade Campus for any time that she does not feel comfortable or safe.
- For circumstances for which Alexa might feel uncomfortable or not safe during her athletic period, Alexa can come over to the Ninth Grade Campus to visit with Mrs. Tims, Ms. Finn or Mr. Durnil, and she will have access to Content Mastery and the Library.

The start of something great.

**CONFIDENTIAL
EVALUATION DOCUMENT
OF EMPLOYEE –
TEXAS EDUCATION CODE
Sec. 21.355**



ALEDO INDEPENDENT SCHOOL DISTRICT

Date: April 17, 2018

To: Heather Oakes Myers

From: Dan Peterson, Aledo High School Principal
Tim Buchanan, Athletic Director

Re: Follow up to March 28, 2018 incident

This memorandum is a follow up to our investigation surrounding the girls' softball incident that occurred around 3:00 p.m., on March 28, 2018 in the study hall classroom. The investigation has determined that you had spoken to the varsity softball team captain on March 27, 2018 regarding a JV player who was making disparaging remarks about the varsity softball team performance the night/weekend prior. You report you did give the team captain permission to speak with the JV player, who allegedly had made these remarks, in an effort to address the disparaging remarks.

You indicated the varsity team captain came to you to request permission to speak to this JV player about the remarks. You report you mentioned the option to meet with this JV player either one-on-one or in a team meeting. You report that you did tell this student, the varsity team captain, that in any meeting it must be kind and there was no bullying allowed. It was determined that you knew beforehand it was decided this meeting was going to take place in a team meeting where all varsity and JV players were present. You and your coaching staff were not present at this meeting on March 28, 2018, but you were in your office during this team meeting in the study hall classroom. It is determined you were not present because you agreed to let the team captain handle the situation independently. This team meeting did not go well. The varsity team captain escalated it to a level that was determined to be bullying. You report you and Sharla Andrews brought in the JV student after this team meeting directly after to speak with her further. From your perspective, you report that this meeting with the JV student was constructive and you both offered support and you report she appeared to be fine at the conclusion of your meeting.

It was determined that you did not know the degree and negative level this meeting took until after the parent meeting when you heard the recording made by the students of this March 28, 2018 meeting. The meeting the parent requested was held the next day, March 29-2018.

We find your actions to constitute a serious lack of judgement in not being present at this team meeting considering the emotion and frustration felt by the varsity team captain. In your own report of this incident you reference a prior time that another one of your JV players had come forward to express their frustration and treatment that they say they experienced at the hands of the JV player who was at the center of this March 28, 2018 meeting. This report that was made by another JV student was serious enough they discussed the level to which it took her, even mentioning suicide. You report this JV player indicated that they were in a better place now, but that they wanted to make you aware of what they were dealing with in the past. With this prior knowledge of a potential continuing issue, it is of deeper concern that you did not feel the need to be present.

Your directives going forward are as follows:

It is expected that you will address any issues related to your students yourself, not allowing team captain/peer mentoring in situations where there is potential conflict. If you are not able to be in attendance, you must arrange for another of the team coaches to be present at any of these team meetings.

You will reach out to your Principal, Athletic Director, or other administrator in instances of potential bullying, instead of trying to manage a situation such as this on your own.

You will not retaliate or appear to take sides on the subject of what the varsity team captain did. You will assist and model in the recovery and closure of this matter in all part in which you have control.

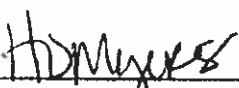
This issue will be reflected in your 2017-2018 annual performance evaluation. Failure to comply with the above directives shall result in further disciplinary action, which could result in an immediate recommendation for the termination of your employment



Dan Peterson, Aledo High School Principal

4/18/18
Date

My signature indicates that I received this memorandum and does not indicate whether I agree or disagree with this memorandum. I further understand that any written statement I wish to make regarding this memo will be attached to this letter or provided in my timely response, within 10 working days, under DGBA (Local) policy.



Heather Oakes Myers

4/18/18
Date

cc: Director of Human Resources

**CONFIDENTIAL STUDENT
EDUCATIONAL RECORDS**

**TEXAS GOVERNMENT
CODE Sec. 552.114,**

FERPA, 20U.S.C. SEC. 1232g

Date Run: 5/17/2018 11:11 AM
Cnty-Dist: 184-907
Campus: 001 Track: 0

Student Discipline Report
Aledo High School
Sch Year: 2018

Program ID: SDS0100
Page: 1 of 1

Date Range: 01-04-2018 To: 05-14-2018

Stu ID: 603230 Trk: 0 Grade: 12 Sex: Female DOB: 04-20-2000 Withdrawn Date: -- Eco Disadv: 00 Pri Disab: Instruct Set:
Student Name: Reynolds Megan Michelle Agg Race/Ethn: White
Course: Section: Title:
Incident No: 001007 Report Per: 5 Incident Time: 03:15:20 PM Incident Date: 03-28-2018 Location: Not Applicable
Reported By: - Period: Instr:
Parent Contact: Y Contact Date: 04-05-2018 Admin By: 007 - Tessa Maurer
Conf Requested: Conf Date: -- Informal Hearing: Appeal Exp: Witness:

Off Cd	Level	Extract	PEIMS	Description	Official Amt	Campus Respons	Discphry Actn Dt	From	To	Official Length	Actual Length	Diff Cd	Camp Assgn	Action #
0021		<input checked="" type="checkbox"/>	21	Violation of Student Code of Conduct Not Covered Under TEC	3	001	04-05-2018	04-05-2018	04-09-2018	003	003	00	184907001	001
06	06			In-School Suspension										

Comment: A bully report was filed about a "team meeting" that took place on Wednesday 28 March 2018 during 7th period. Megan called the varsity softball team into the classroom where the JV team was having study hall to discuss some issues specific to one player. According to witnesses Meagan told a Freshman JV player to come sit in the middle of the room with both the JV and Varsity Teams around the classroom. Megan proceeded to address the Freshman about how she was treating her teammates and some of the things she was saying about Varsity. Megan singled her out in front of the entire softball program basically yelling and cussing at her.

Student has been assigned 3 days of ISS and offered time with the counselors. Will recheck after 10 school days.



ALEDO INDEPENDENT SCHOOL DISTRICT

Memo to file: softball bullying punishment

Memo from: Lynn McKinney

Memo regarding: punishment of senior

Date: April 25, 2018

Heather Myers shared with me that Megan Reynolds, senior student who was found to have bullied Alexa Segovia, was punished during athletics for bullying Alexa.

Punishment included:

1. Student was not allowed to play in the April 6, 2018 game against Azle (see attached documentation)
2. Student was not allowed to practice after school while in ISS for 2 days, on the 3rd day of ISS she was allowed to practice after school (but not in the athletic period) after her ISS assignment was completed.
3. Student was required to run as punishment after practice under the coach's supervision for three days over a 7 day period.

APRIL 6 ALEDO VS. AZLE

6 Azle Hornets Varsity

Friday, April 06
4:15PM

Aledo (TX) 5

- Game Highlights
- Box Score
- Away Stats
- Home Stats
- Plays
- Scorebook
- Recap Story

Azle more stats

Lineup	AB	R	H	RBI	BB	SO
Eve Michell	4	1	1	0	0	1
Brooks Ledbetter	4	0	3	1	0	0
Caitlyn Weiss	0	1	0	0	0	0
Logan Graham	4	2	3	1	0	0
Abigail Bradley	4	0	2	1	0	0
Bella Pacella	0	0	0	0	0	0
Payne Cottle	4	1	1	2	0	1
Miranda Longbrake	4	0	1	0	0	1
Alexis Gouyton	2	0	1	0	1	0
Emily Bradley	1	0	0	0	0	1
Nichole Pederson	3	0	0	0	0	2
Pearley Morgan	1	0	0	0	0	0
Shelby Bradley	3	1	1	0	0	0
Reachel Bauman	-	-	-	-	-	-
Totals	34	6	13	6	1	6
Betting						

BB: Angel Bradley, Payne Cottle, Alexis Gouyton, Brooks Ledbetter
TB: Shelby Bradley, Abigail Bradley, A. Payne Cottle, A. Alexis Gouyton, Logan Graham, Brooks Ledbetter, Miranda Longbrake, Emily Bradley

Aledo more stats

Lineup	AB	R	H	RBI	BB	SO
Lindsay McElroy	3	1	1	0	1	0
H Fischer	4	0	1	0	0	1
Alana Smith	4	1	2	0	0	2
Ballee Whitener	4	0	1	1	0	0
#1	0	0	0	0	0	0
Caden Cunningham	3	1	1	0	1	0
Jessal Kubosh	4	1	1	0	0	1
Gracie King	4	1	3	0	0	0
Callie Todd	2	0	1	2	0	0
#17	0	0	0	0	1	0
M Brown	4	0	1	1	0	0
G Plante	-	-	-	-	-	-
#18	-	-	-	-	-	-
Totals	32	6	12	4	3	4
Betting						

BB: Lindsay McElroy, Ballee Whitener, H Fischer
TB: Lindsay McElroy 2, Gracie King 3, Ballee Whitener 2, Caden Cunningham, Alana Smith 2, Callie Todd, Jessal Kubosh, H Fischer 2, M Brown
BFB: Ballee Whitener, Caden Cunningham

6 Azle Hornets Varsity

Friday, April 06
4:15PM

Final League Game

Alledo (TX) 5

Shelby Bradley	3	1	1	0	0	0	0	0	0
Rechel Baumann	-	-	-	-	-	-	-	-	-
Totals	34	6	13	5	1	0	0	0	0

Batting

2B: Abigail Bradley, Rayne Cottle, Alexis Gouyon, Brooke Ledbetter
 TB: Shelby Bradley, Abigail Bradley 3, Rayne Cottle 2, Alexis Gouyon 2, Logan Graham 3, Brooke Ledbetter 4, Miranda Longbrake, Eric Michell
 RBE: Abigail Bradley, Rayne Cottle 2, Logan Graham, Brooke Ledbetter
 EC: Rayne Cottle, Miranda Longbrake

Totals

Team QAB: 14 (40.00%)

Shelby Bradley, Abigail Bradley, Rayne Cottle 2, Alexis Gouyon 2, Logan Graham 3, Brooke Ledbetter 3, Eric Michell 2

Team LOB: 8

Fielding

E: Rayne Cottle, Alexis Gouyon
 DP: Miranda Longbrake 2, Nichole Pederson 2

Azle team stats

Pitching	IP	BP	5%	H	R	ER	SO	BB	HR
Brooke Ledbetter	7.0	130	.600	12	5	2	4	3	0
Totals	7.0	130	.600	12	5	2	4	3	0

Pitching

W: Brooke Ledbetter
 HBP: Brooke Ledbetter
 Pitches-Strikes: Brooke Ledbetter 130-79
 Groundouts-Flyouts: Brooke Ledbetter 9-4
 First pitch strikes-Batters faced: Brooke Ledbetter 21-36

Key

AB: At bats

BAC: Sacrifice hits & bunts

QAB%: Quality at bats per plate

Totals	32	6	12	4	3	4	0	0	0
--------	----	---	----	---	---	---	---	---	---

Batting

2B: Lindsey McElroy, Balise Whitener, H Fischer
 TB: Lindsey McElroy 2, Grace King 3, Balise Whitener 2, Gaden Cunningham, Alana Smith 2, Callie Todd, Jessi Kubacki, H Fischer 2, M Brown
 RBE: Balise Whitener, Callie Todd 2, M Brown
 ROE: Balise Whitener, Callie Todd
 EC: Grace King
 HBP: Callie Todd

Totals

Team QAB: 19 (52.78%)

Lindsey McElroy 2, Grace King, Balise Whitener 3, Gaden Cunningham 3, Alana Smith 2, Callie Todd, Jessi Kubacki 2, H Fischer 2, M Brown 2, #17

Team LOB: 10

Fielding

E: Gaden Cunningham

Alledo team stats

Pitching	IP	BP	5%	H	R	ER	SO	BB	HR
C Piente	2.1	41	.634	7	6	5	1	0	0
Balise Whitener	4.2	72	.681	6	0	0	5	1	0
Totals	7.0	113	.664	13	6	5	6	1	0

Pitching

L: C Piente
 Pitches-Strikes: Balise Whitener 72-49, C Piente 41-26
 Groundouts-Flyouts: Balise Whitener 4-3, C Piente 3-3
 First pitch strikes-Batters faced: Balise Whitener 13-21, C Piente 9-14

APRIL 6 VS. ~~BOWEN~~ AZLE

ALEDO LADYCATS

Aleido more stats						
Lineup	AB	R	H	RBI	BB	SO
Morgan Brown	3	0	1	1	0	0
CADEN CUNNINGHAM	3	1	1	0	1	0
HEIDI FISCHER	3	0	1	0	0	1
Bailey Jones	-	-	-	-	-	-
GRACIE KING	4	1	2	0	0	0
JESSI KUBOSH	4	1	1	0	0	1
LINDSEY MOELROY	3	1	1	0	1	0
CIERRA PUENTE	-	-	-	-	-	-
Audrey Pearce	0	0	0	0	1	0
ALANA SMITH	4	1	2	0	0	2
CALLIE TODD	2	0	1	2	0	0
BAILEE WHITENER	4	0	1	1	0	0
NATALIE YBARRA	0	0	0	0	0	0
Totals	30	5	11	4	3	4
Batting						

NATALIE YBARRA	0	0	0	0	0	0
Totals	30	5	11	4	3	4

Batting

2B: HEIDI FISCHER, LINDSEY MCELROY, BAILEE WHITENER
 1B: Morgan Brown, CADEN CUNNINGHAM, HEIDI FISCHER 2, GRACIE KING 2,
 JESSI KUBOSH, LINDSEY MCELROY 2, ALANA SMITH 2, CALLIE TODD,
 BAILEE WHITENER 2
 RBI: Morgan Brown, CALLIE TODD 2, BAILEE WHITENER
 SAC: Morgan Brown, HEIDI FISCHER
 RBE: GRACIE KING, CALLIE TODD, BAILEE WHITENER
 ED: GRACIE KING
 HBP: CALLIE TODD
 CS: GRACIE KING

Totals

Team OAB: 10 (52.78%)

Morgan Brown 3, CADEN CUNNINGHAM 2, HEIDI FISCHER 3, GRACIE KING,
 JESSI KUBOSH, LINDSEY MCELROY 2, Audrey Pearce, ALANA SMITH 3,
 BAILEE WHITENER 3

Team LOB: 10

Fielding

E: CADEN CUNNINGHAM

Aledo [more stats](#)

Pitching	IP	IP	9%	H	R	ER	SO	BB	HR
CIERRA PUENTE	2.1	41	.634	7	6	6	1	0	0
BAILEE WHITENER	4.2	71	.690	8	0	0	3	1	0
Totals	7.0	112	.670	15	6	6	4	1	0

Pitching

L: CIERRA PUENTE

Pitches-Strikes: CIERRA PUENTE 41-26, BAILEE WHITENER 71-49

Groundouts-Flyouts: CIERRA PUENTE 3-3, BAILEE WHITENER 5-2

Lynn McKinney

From: John Segovia <jdsegovia@gmail.com>
Sent: Monday, May 14, 2018 11:47 PM
To: Lynn McKinney; Derek Citty; Sherry Taylor
Cc: Shae Segovia
Subject: Level 3 Hearing Request
Attachments: Pages from Parent_Concerns_Form_Packet_Segovia.pdf

We are requesting a level three hearing with the school board.

Thank you,

John Segovia



Complaint Form- LEVEL THREE

To appeal a Level Two decision or the lack of a timely response after a Level Two conference, please fill out this form completely and submit it by hand delivery, fax, or U.S. mail to the Superintendent or designee within the time established in FNG (LOCAL). Appeals will be heard in accordance with FNG (LEGAL) and (LOCAL) with any exceptions outlined therein.

PARENT NAME: John and Lynne Segovia
STUDENT'S NAME: Alexa Segovia
ADDRESS: 3404 Brush Creek Drive
Weatherford, TX
TELEPHONE NO: 817-901-4646
CAMPUS: Aledo High School
PRINCIPAL: Dan Peterson

To whom did you present your complaint at Level Two? Lynn McKinney

Date of conference: 4/20/2018

Date you received a response to the Level Two conference: 4/30/2018

Please explain specifically how you disagree with the outcome at Level Two.

We disagree with Numbers 2 (A and B), 3, 4, 5, 6 and 7.

Please describe the outcome or remedy you seek for this complaint. (As presented in Level One form)

We are seeking to have Coach Myers removed as head softball.

Do you want the Board to hear this appeal in open session? ☐ Yes ☐ No

(If so, the Board will consider your request; however, you may not have a legal right under the Texas Open Meetings Act to require a meeting in open session)

Attach a copy of your original complaint and any documentation submitted at Level One and a copy of your Level Two appeal notice.

Please also attach a copy of the Level Two response being appealed, if applicable.

Parent signature: **John D. Segovia**
Digitally signed by John D. Segovia
DN: cn=John D. Segovia, o=Segovia Systems LLC, ou,
email=john@segoviasystems.com, c=US
Date: 2018.05.14 23:44:59 -05'00'

If you will be represented by someone other than yourself, please identify the person representing you.

Name: _____

Address: _____

Telephone: _____

Date of filing: _____ Date Received by District: 5-14-2018 via email *John D. Segovia*

Complainant, please note:

Please ensure you have completed this form entirely before submitting. Forms lacking complete information may not be able to be addressed within the timeline constraints. Any additional evidence or information may be attached to this form.

All evidence may be presented no later than the Level One conference. Please keep a copy of this completed form and any supporting documentation for your records.



ALEDO INDEPENDENT SCHOOL DISTRICT

May 11, 2018

John and Shae Segovia
3404 Brush Creek Drive
Weatherford, Texas 76087

Dear Mr. and Mrs. Segovia,

This correspondence is in response to your letter dated May 7, 2018 which I received as an attachment in your email dated May 9, 2018. As requested, please see the responses below:

1. *Verbal request that Coach Myers discuss with both teams that bullying is not acceptable and deliver an apology to Alexa.*

While the bullying investigation was ongoing Coach Myers reported that she spoke with the varsity and the JV team separately about being kind to each other, to work together as a team and to not talk about the situation on social media or to each other as administration was involved. Coach Myers apologized to Alexa in a meeting on April 3 with Mr. Durnil and Coach Gay present. Following this meeting Alexa came to the coach's office to see Coach Myers. Coach Myers reported that Alexa said she wasn't allowed to say anything during the previous meeting and that the coach's apology meant a lot to her. Coach Myers told Alexa she loved her and was sorry she was hurting, and Alexa said she loved her. Coach Tyler was present during this exchange.

2. *District explanation of how you can be assured that:*

- A. *Alexa will have a fair opportunity to play softball in the future with Coach Myers as the head coach.*

Playing time is based on an athlete's performance and will continue to be measured on these factors. If you or Alexa believe that retaliation is occurring at any time please contact the coach involved, girls athletic coordinator and/or the athletic director, and high school principal.

- B. *Complaints against Coach Myers have been brought forth concerning violation of the Employee Handbook, Teacher Educator's Code of Ethics, Professional Standards, and Student Issues regarding bullying.*

Mrs. Taylor, HR Director, and Mr. Peterson, AHS Principal, conducted an investigation of these concerns. As a result, corrective action was taken on the part of the district. Because this concerns a personnel matter, the specifics will not be shared with you. However, the specifics will be shared with the Board of Trustees in executive session during the Level 3 Hearing.

3. *Request that the district explain why the team rules did not apply to a student athlete on the softball team.* Appropriate disciplinary action was taken both by administration and the coach. As we have previously discussed, the specifics will not be shared with you as this is not your child and it would be a violation of the student's privacy rights.

However, the specifics will be shared with the Board of Trustees in executive session during the Level 3 Hearing.

4. *Request the district to explain why Coach Buchanan, Coach Myers, and the district and administration's message is that bullying will not be tolerated while in your opinion it has been tolerated.* When the locker room incident was reported an investigation was immediately begun by high school administration. A thorough investigation was completed, the incident was found to be bullying, and appropriate discipline action was taken. In addition, HR was involved in the investigation concerning Coach Myers and again, appropriate action was taken.
5. *Ask if counseling has been offered.* Information concerning other students cannot be shared with you. As you and I discussed both on the phone and through a series of emails (April 4 and 5), and in person (April 20), counseling was offered to your child on several occasions (see attachments #1 & #2). However, we did not begin counseling (began week of April 23) with Alexa until you accepted the offer verbally during our meeting on April 20, 2018. However, the counseling specifics will be shared with the Board of Trustees in executive session during the Level 3 Hearing.
6. *Action plan to ensure Alexa's safety during athletics was provided by Mr. Durnil but not received by the parent for 23 days.* The safety plan was developed by Mr. Durnil on Monday, April 2nd, after speaking with you and Alexa (see attachment #3). Mr. Durnil did not understand that you wanted a copy of the plan in writing. After our Level 2 Hearing on April 20th, you requested a written copy of the plan and gave your permission for counseling to begin. I notified Mrs. Tims and Mr. Durnil making both of these requests. Mr. Durnil provided a written copy of the updated plan to you via email on April 26 (see attachment #4).
7. *Request all parties involved be held accountable – those who performed the act, those who approved it, those who failed to intervene, and those who brought up false claims.* The discipline of a student other than you own child, will not be discussed with you due to privacy laws. I have reviewed the corrective actions taken in this situation and appropriate action was taken; both by the campus administration and the coaching staff.

Thank you for your feedback concerning Board Policy FNG (LOCAL). Because a change of Aledo ISD Board Policy will require a review by the superintendent, Texas Association of School Boards (TASB) which provides the legal and local policy frameworks for our district, a review by our school district attorney, and require board action to adopt a revised policy I would suggest contacting Dr. Citty immediately and/or Dr. Bohn, our new superintendent when she begins work in Aledo on June 11, 2018 to discuss your concerns and suggestions for improvement.

Respectfully,



Lynn McKinney
Deputy Superintendent
817-441-8327

Attachment #1

Called Mr. Segovia @
approx 12:00 on 4-4-18
talked approx 20 min
called L. Tims @ 12:20 y
Coun. sent to school
safety - no feeling
safe

Lynn McKinney

From: Lynn McKinney
Sent: Wednesday, April 4, 2018 4:26 PM
To: 'John Segovia'
Cc: 'shaesegovia@gmail.com'
Subject: RE: Attempt to Cover Up Malicious Act

Dear Mr. Segovia,

Thank you for talking with me this afternoon about the situation. I appreciate your understanding of why Dr. City and I need to allow the current investigation being conducted by Mr. Peterson and Mrs. Taylor (HR Director) to be completed before we meet with you. As the Level 2 Hearing Officer and Dr. City's involvement with the Level 3 Hearing, it is inappropriate for us to meet with you to discuss specifics before the investigation is completed. I shared your email with Sherry Taylor, HR Director, so that she is aware of your specific concerns.

In addition and most importantly, I contacted Mrs. Tims at D9GC about Alexa not feeling safe at school. Mrs. Tims, Mr. Durnil, and Coach Dye all plan to visit with Alexa over the coming weeks to help reassure her. If after you and your family have a chance to talk about our conversation today if you and/or Alexa believe visiting with our school counselor would be helpful to her please contact me or Mrs. Tims. In addition, our counselors will provide the names of counselors outside of our school district if you feel that would be helpful.

Respectfully,
Lynn McKinney
817-441-8327

From: John Segovia [mailto:jdsegovia@gmail.com]
Sent: Wednesday, April 4, 2018 11:19 AM
To: Superintendent <superintendent@aledoisd.org>; Lynn McKinney <lmckinney@aledoisd.org>; Judy Worthington <jworthington@aledoisd.org>
Cc: Shae Segovia <shaesegovia@gmail.com>
Subject: Attempt to Cover Up Malicious Act

We are requesting a meeting with Dr. City and Mrs. McKinney within 24 hours to discuss this matter in further detail. Feel free to call me to begin our discussion and afford me the opportunity to explain why we have contacted you.

We believe that yesterday's actions by Coach Myers and Mr. Buchanan validates the necessity to inform you of what all has occurred within the past few weeks. I have attached a snippet of a video/audio file for your review as well. There is a full version of this video/audio that Mr. Peterson or others may be willing to share with you all. Please recognize that my daughter is the individual on the receiving end of this video/audio.

Below is a condensed version of what all has taken place thus far. This is by no means ALL of the data and I was careful to only include facts. Any personal sentiments are clearly defined as such.

Monday Mar. 26th

- Varsity and junior varsity (jv) softball teams played games against Boswell.
- The varsity lost by a score of 10-0 (run ruled)

- The junior varsity won by a score of 12-0 (run ruled in our favor)

Tuesday Mar. 27th

- A student asked a junior varsity player (freshman) in front of a varsity player (freshman), "How did the games turn out last night"? (to paraphrase)
- The jv player responded by saying, "The varsity got run ruled and the jv run ruled them (Boswell), the varsity pitcher for Boswell was very good and had a great game". (to paraphrase)
- The varsity player took her version of that message back to the varsity team captain (senior) and coaches of the softball team.
- Later that evening the team captain called Coach Myers and asked for permission to address the jv player.
- Coach Myers gave her permission (there are various reports as to what all Coach Myers and the team captain decided how to punish the jv player for talking bad about the varsity team)

Wednesday Mar. 28th

- The jv was given a day off of softball and were seated in the field house classroom for study hall.
- The varsity team captain (senior) called the varsity team into the classroom with the jv team to conduct the punishment.
- The varsity team captain told another varsity player (senior) to record the event on her phone.
- She then called the jv player (freshman) to the front of classroom and instructed her to sit on top of a desk.
- She began to belittle, humiliate, threaten, yell, curse, and intimidate the singled out jv player in front of both teams. (see attached video/audio for a snippet of her punishment)
- It is believed that during this time the coaches were in Coach Myers office (if so, they could easily hear the assault)
- At the very moment of the conclusion of the punishment, Coach Andrews came in and instructed the singled out jv player to come visit with her and Coach Myers.
- They then attempted to reassure her that she is a vital part of the team and that they would pray for her, Coach Myers also said, "I bet you can see that varsity is very upset".
- The singled out jv player then reached out to her mother via text informing her that something bad had happened and she has a great deal to tell her and be prepared she will cry a lot.
- The jv player reached out to Coach Dye requesting a meeting with her to discuss the events she believed was referenced to by the varsity team captain. The meeting was to take place Thursday morning at 8:00 a.m.
- I, John Segovia, (father of the freshman jv player, Alexa Segovia) sent an email at 8:23 to Coach Myers, Andrews, Dye, and Tyler requesting a parent meeting on Thursday. I also informed Coach Dye that I would be present when she visited with Alexa. Coach Dye then disclosed that she was not at work due to a family emergency and was unaware of any incident that occurred therefore she did not feel comfortable with me being present. I agreed and allowed them to visit unsupervised.

Some time late Wednesday evening or early Thursday a bullying report was filed against the varsity player who executed the harassment. We are not sure who filed it but we did NOT.

Thursday March 29th

- At 11:40 a.m. I sent out another email requesting a meeting with Mrs. McCarley (who I mistook as the assistant AD), Mr. Buchanan, Mr. Peterson, Mrs. Tims and asked if they could not make it to send a representative in their place. After a bit of back and forth it was Mr. Durnil setup a meeting for 3:00

p.m. to include Mr. Peterson and subsequently an invitation was extended to Coach Gay. I was also informed that Mr. Peterson and Coach Gay would attend the 2:15 meeting with myself and the coaches.

- Coach Tyler was the only coach who did not attend the meeting. During the meeting I asked all the coaches several questions below are the key questions and answers.
 - Coach Myers did you know or approve what took place today? Yes, but I told the player to not do it in front of the teams.
 - How did you know that this would occur? The varsity player called me yesterday evening and asked permission to address the JV player.
 - Did you validate the rumor that was brought forth by the varsity freshman player? No, what we were told is that Alexa made some remarks bad mouthing the varsity and that the underlying message was that she felt the JV was better than the varsity.
 - So you admit you knew, you admit you failed to perform any due diligence and you also admit to adding your interpretation of the message, which was never validated in the first place? I do and I believe that the varsity player has the right to defend herself.
 - Defend herself from rumors that no one took the time to investigate and defend herself in the manner that she did? I didn't have the time to validate the rumors and I still believe she should defend herself.
 - You say you did not know in the manner by which the punishment would be served, can you explain then how Coach Andrews came into the classroom at the very moment the meeting had concluded? It was coincidence.
 - I do not believe you and I intend to do all I can to get to the bottom of this. I will find out if you knew to what degree you authorized the varsity player to bully my daughter. I assure you I intend to hold all those in charge, all those involved, and all those who chose to not get involved, accountable for their actions or lack thereof.
- Mr. Peterson, Mr. Dumil, Coach Gay, Lynne "Shae" Segovia (my wife) and myself gathered at approximately 3:15 in the conference room in the Ninth Grade Center.
 - Myself and Mr. Peterson gave a recap to the others.
 - Shae informs everyone that she checked on Alexa nearly every hour the night before to ensure she hadn't or didn't plan to attempt suicide.
 - I informed everyone that I had heard earlier that day that over 4,000 kids commit suicide each year due to the effects of bullying. We would be ignorant to assume we have nothing to worry about.
 - We expressed on many occasions that Alexa does not feel safe and is worried about retaliation from the coaches and the varsity players involved.

Friday March 29th

- We all start to get calls and text messages, etc. confirming that both varsity players were allowed to participate in the game.
- I reached out to Mr. Peterson expressing our displeasure with the decision Coach Myers made and that we recognize her actions as a statement to us, other parents, and both teams that she has a total disregard to policy, procedures, and ethics. Many other parents were equally as upset as we were. Alexa was mortified, humiliated, and expressed that she doesn't matter to the coaches only a select few enjoy that privileged.
- Mr. Peterson shared my concerns with Mr. Buchanan who sent an email stating, "Just as rules, policies and laws protect the innocent, they also protect the accused. Therefore, until a full investigation is completed we do not punish students. Once we have all the facts we will then take the appropriate actions".
 - My reply, "Where were these rules, policies and laws you refer to when Alexa was being demeaned, humiliated, belittled and threatened in front of the entire JV and Varsity teams? Where were the ones who should have intervened during this ordeal? Where was

the full investigation that Coach Myers herself said she did not perform? (Mr. Peterson and Coach Dye can both confirm that statement). The result Mr. Buchanan is what we are discussing and what will be revealed as inappropriate and unlawful action. I understand you wanting to protect your coach. I get it. I wish you shared the same concern for the victim as you do the "accused".

My prior emails were not meant as threats. They were meant to disclose our displeasure and what recourse's we have at our disposal. If in fact there isn't anything to be concerned about, send out a statement to all the parents of both squads and ask for some feedback. I assure you, you will soon realize that my sentiments are shared by many. I do NOT wish to volley posturing comments. I simply want some action taken in defense of the innocent".

- No reply

Monday April 2nd

- I sent out a meeting request to Mr. Peterson, Mr. Durnil, Mrs. Tims, Coach Gay and Mr. Buchanan.
- Mr. Buchanan called to see if we today around 5:15 would work for us, we agreed and a formal invite was then sent.
- We met in a conference room at the High School, Mr. Peterson, Mr. Durnil, Mr. Buchanan, Shae Segovia and myself were present.
- I had asked to cover the following topics.
 - Detailed plan of action to insure Alexa is safe
 - Update of investigation
 - Texas Educators' Code of Ethics, Ethical Conduct toward Students
 - Standard 3.2
 - Standard 3.3
 - Standard 3.5
 - Employee Handbook 2017-2018.pdf
 - Harassment of Students
 - Use of Electronic Communication between Employees and Students
 - Bullying
 - Board Policy FFI/FFH (LOCAL)
 - Notification
 - Review expectations
 - Additional concerns or request
- I hand delivered two open records request to Mr. Peterson. 1 asking for all electronic communications to date concerning this event, 2 a copy of all video/audio files submitted to AISD.

Tuesday April 3rd

- Coach Myers apologized to Alexa with Mr. Durnil present. We appreciate the gesture but please understand that this by no means excuses her actions up to this point and then shortly after she then levies the following.
- Coach Myers does not allow Alexa to start the game because she missed the Friday game. A team rule we understand and respect. We did inform the coaches via email that we had already made plans and would miss Friday. We also informed Mr. Peterson, Mr. Buchanan, Mr. Durnil, Coach Gay and Mrs.

Tims that she did not feel comfortable and just wanted to get away from it all and asked that they respect her decision. In fact a decision they said they would completely understand if she chose not to attend. We believe that the mere fact that Coach Myers punished Alexa last night is another display of her true character and leadership style.

- She played an injured player over Alexa to ensure she got the message.
- Coach Myers in the following game, allows the two varsity girls to play, and even allows the team captain to start as well as participate in the pregame ceremonies.
- I sent Mr. Peterson a message and he called shortly after. I, again, voiced my displeasure and he disclosed that he has no authority over athletics. He is continuing his investigation and was unaware of any actions of the softball coaches. We feel that Mr. Buchanan and Coach Myers continues to showcase their immunity at the expense of our daughter. Mr. Buchanan made an appearance at the varsity softball game. I had already left however I received many calls and messages about his attendance.
- I sent Mr. Buchanan a message asking him to call me. He sent me a reply stating that he had just got home around 9 p.m. did I still want him to call.
- I replied that I had already voiced my displeasure to Mr. Peterson. For him to call if he so chooses. He did NOT call.

We understand that Mr. Peterson is currently awaiting a few statements to conclude his investigation. We are hoping for his decision sometime this week.

Mr. Buchanan has yet to enforce any repercussions upon Coach Myers or the varsity players, more especially the one who performed the egregious act. We feel that enough evidence has been collected thus far to at a minimum suspend their athletic activities until the investigation is complete.

I look forward to the opportunity to visit with you all as well as the rest of the school board members to provide our account of the events that led up to and took place which was approved by Coach Myers.

I hope that you all will recognize the seriousness of this ordeal and share a similar resolve to ensure that the accountable parties are dealt with appropriately and without further delay.

Thank you,

John Segovia
817.901.4646

Attachment #2

Lynn McKinney

From: Lynn McKinney
Sent: Thursday, April 5, 2018 2:53 PM
To: 'John Segovia'
Cc: Shae Segovia
Subject: RE: Call from Mrs. McKinney

Dear Mr. Segovia,

As we discussed on the phone this afternoon, all of Mr. Peterson's responses below are correct. Mrs. Taylor and Mr. Peterson are conducting the investigation with students and staff members. Mr. Buchanan, as the Athletic Director, will have information shared with him concerning the investigation. The information our IT department gathers as part of the open records request will be shared with Mrs. Taylor and Mr. Peterson.

Mrs. Tims, Mr. Durnil, and Coach Dye are all checking on Alexa as we discussed yesterday. Please let me know after you have the chance to visit with Alexa tonight if you would like her school counselor to visit with her.

Respectfully,
Lynn McKinney

From: John Segovia [mailto:jdsegovia@gmail.com]
Sent: Thursday, April 5, 2018 11:52 AM
To: Lynn McKinney <lmckinney@aledoisd.org>
Cc: Shae Segovia <ssegovia@aledoisd.org>
Subject: Re: Call from Mrs. McKinney

Mrs. McKinney,

My lovely wife of 17 years was kind enough to point out a typo in my previous email. Please replace "contractions" with "contradictions". Do not be alarmed, I am not in labor and yes it did and should warrant a good chuckle. I know she is in tears over it. I did admittedly laugh aloud once I reread it. I must go put my feet up and continue to read my book, *"What to Expect When Expecting"*.

Thank You,

John Segovia
817-901-4646

On Apr 5, 2018, at 11:39, John Segovia <jdsegovia@gmail.com> wrote:

Mrs. McKinney,

After our conversation yesterday I reached out to Mr. Peterson to ensure that my understanding of his role, Mr. Buchanan's and Mrs. Taylor's were all on par. It is very possible that I have misunderstood you or that Mr. Peterson has misunderstood your directions as they were described to me. I also wanted to reiterate to him that we support the process and have complete faith in him.

Please read my questions in the email below, his responses, and make comment to their accuracy.

To be very clear and blunt mind you. We have lost all faith and trust in Mr. Buchanan's ability to be fair and impartial to those under his direction. The fact that he showed up to the varsity softball game Tues. night was perceived by us and many others as support for Coach Myers and the varsity player who clearly acted maliciously, as well as the varsity player who is behind the rumors that started all this. If you recall the reason we wanted this escalated was based on the lack of action by the athletic department.

I request that you respond via email so that I can have a clear understanding and can reference should I get any contractions from here on out. Feel free to call me to further explain if you feel that is warranted.

Thank You,

John Segovia
817-901-4646

Begin forwarded message:

From: Dan Peterson <dpeterson@aledoisd.org>
Date: April 5, 2018 at 08:35:58 CDT
To: John Segovia <jsegovia@gmail.com>
Cc: Shae Segovia <ssegovia@aledoisd.org>
Subject: RE: Call from Mrs. McKinney

Mr. Segovia,

A appreciate your understanding during the continued investigation. I have responded to your questions below in blue.

Respectfully,

Dan Peterson

From: John Segovia <jsegovia@gmail.com>
Sent: Wednesday, April 4, 2018 2:27 PM
To: Dan Peterson <dpeterson@aledoisd.org>
Cc: Shae Segovia <ssegovia@aledoisd.org>
Subject: Call from Mrs. McKinney

Mr. Peterson around noon today, I received a call from Mrs. McKinney. We discussed the contents of an email I sent to her and Dr. City regarding the bullying allegation, the events that have taken place thus far, and the message we are getting from Mr. Buchanan and Coach Myers. She has asked us to allow you the time to conclude your investigation prior to us having a meeting with them. We only reached out to them because you informed me that your authority fell shy of athletics. As we discussed yesterday evening, I was unaware of that and since you made it clear, we felt that the lack of action taken to date by Mr.

Buchanan and Coach Myers warranted us getting them involved. It is very important to us that we follow and support the process. I apologize if we have in fact over stepped any procedures.

I would like to reiterate the fact that we have 100% confidence and trust in you. We feel that you have expressed sincere concern, an understanding of the magnitude of the verbal assault and harassment, and that you understand our commitment to resolution.

I do have a few questions to clarify my understanding.

- Mr. Buchanan has been removed from the process and you are now the "lead". Is that correct? I am the lead person on this issue but Coach Buchanan, as our Athletic Director, will continue to be involved.
- Does that now give you the authority to recommend or enforce any reprimands as you see fit to include athletics? Our HR Director, Mrs. Sherry Taylor, as Central Office Administrator will be involved in this aspect of the process
- Have you received all electronic communications similar to the open records request I submitted from the athletic department? Those are handled by our Communications Director Mr. Rick Herrin. He is in the process of gathering this information currently with assistance of our IT department.
- Have you received all copies of parents concerns that may have been sent directly to Mr. Buchanan and any transcripts he may have of phone conversations? If you recall he stated that he had only received statements of support for Coach Myers. That may in fact be all he has received, we just don't know. Our investigation and any action from the investigation will be based upon the statements from the students and staff that were directly involved in this situation. Coach Buchanan has been out the last few days. I will request those communication pieces from him when he returns to the district.

Do not allow our desire for a timely resolution to trump the necessary time to gather all data. We would like a solution without having to escalate this to another level, if that means you need more time, then please take it. All we ask is that we are kept informed through the process.

Mr. Peterson we greatly appreciate all your efforts and for your edification I expressed that very sentiment to Mrs. McKinney.

Thank you,

John Segovia
817-901-4646

Attachment #3

ALEDO HIGH SCHOOL

Daniel Ninth Grade Campus

990 Bailey Ranch Road • Aledo, TX 76008 • 817-441-4504 • 817-441-2146 fax • www.aledo.k12.tx.us/ahs9

Accounts of Monday, April 2, 2018:

Just after 5th period began, it was brought to my attention that Mr. Segovia and Alexa were both in the Front Office and wanted to speak with me. I finished what I was working on and met with them within 5 minutes. When I sat down with the two of them Mr. Segovia shared with me that Alexa had contacted him because of a Snap Chat message that was sent to her from another JV Softball player. The message asked Alexa if she had poured water over [REDACTED] head because that is what she told the Varsity players. Mr. Segovia shared that he felt that this was another message/attempt to stoke the fire for events that had transpired the week before. Mr. Segovia shared with me some of the events that had transpired over the weekend and some of the conversations that he had shared with other parents. He shared that Alexa did not feel safe and did not want to go to Softball Practice/Team Dinner that afternoon. I asked Mr. Segovia and Alexa if she didn't feel safe around the JV Players or just the Varsity Players and she told me that she felt fine around the JV. Mr. Segovia said that she had the support of the JV Players. I told them that if she didn't feel safe, then it might be a good idea for Alexa to go to the Library or Content Mastery for today if she was feeling uncomfortable. I mentioned that this might also give the coaches a chance to speak with the team without Alexa and discourage anything further involving this incident. They both welcomed this idea and we agreed that she would drop by my office on her way to CM or the Library. When 7th period began, I noticed that Alexa had not dropped by. I figured she had gone ahead to CM on her own and so I called to double check that she was there and they told me that she wasn't. The CM Teacher called me back a few seconds later to tell me that one of the students in CM had shared that Alexa was a softball player. Mr. Segovia confirmed with me later that afternoon that Alexa had, in fact, gone to Softball and that they had decided she was going to go to practice just after leaving my office.

David Durnil

 -1/4/18

The start of something great.

Attachment #4

Lynn McKinney

From: David Durnil
Sent: Thursday, April 26, 2018 1:31 PM
To: jdsegovia@gmail.com; Shae Segovia
Cc: Lynn McKinney; Angela Tims
Subject: Student Safety Plan
Attachments: 2018 Safety Plan for Alexa Segovia.pdf

Mr. Segovia,

Here is a copy of the Safety Plan that Alexa and I agreed upon on Wednesday. Like I shared earlier, if you find something that is not accurate, or want to discuss any of this further, please let me know. I look forward to hearing from you on the next few days regarding Alexa's thoughts on if reaching out to Coach Evans while at the Field House was an option.

David Durnil
Assistant Principal
Don R. Daniel Ninth Grade Campus
Aledo ISD
817.441.4504

View the most recent [DNN!](#)

ALEDO HIGH SCHOOL
Daniel Ninth Grade Campus

990 Bailey Ranch Road • Aledo, TX 76008 • 817-441-4504 • 817-441-2146 fax • www.aledo.k12.tx.us/ahs9

2018 Safety Plan for Alexa Segovia

Per conversation with Mr. Segovia on Monday, April 2nd, Alexa was instructed that during her athletic period, if she did not feel comfortable or safe going to athletics, she was welcome to go to Content Mastery or to the Library at the Ninth Grade Campus. Alexa was also offered the opportunity to drop by and visit with Mr. Durnil or Ms. Finn anytime that she did not feel comfortable or safe while in class at the Ninth Grade Campus. Mr. Durnil also told Mr. Segovia that he would do random checkups on Alexa so that he could monitor her throughout the following weeks.

In continuation of this informal plan that Alexa, Mr. Segovia and Mr. Durnil agreed upon, Alexa will have the following safeguards put into place:

- While at the Ninth Grade Campus Alexa will continue to have access to visit with Ms. Finn and Mr. Durnil, and also Mrs. Tims, at any time that she does not feel comfortable or safe.
- Leading up to her athletic period, Alexa will continue to have access to Content Mastery and the Library at the Ninth Grade Campus for any time that she does not feel comfortable or safe.
- For circumstances for which Alexa might feel uncomfortable or not safe during her athletic period, Alexa can come over to the Ninth Grade Campus to visit with Mrs. Tims, Ms. Finn or Mr. Durnil, and she will have access to Content Mastery and the Library.

The start of something great.