

Zinser, Leanne

From: Fishbane, Jon (Jonathan)
Sent: Tuesday, November 27, 2018 7:19 PM
To: 'dhull@masonacademy.com'
Cc: 'sarnold@arnoldlawfirmllc.com'
Subject: RE: Baird's Numbers Game Against MCA

Dear Mr. Hull:

I wanted to take this moment to acknowledge receipt of your email and the accompanying attachments for which I thank you. I am indeed mindful of your concerns. However, as I previously noted to you, as a matter of professional ethics, I cannot respond further to you. Mr. Arnold is Mason Classical Academy's legal counsel. If you want to send further information to me for review, it is requested that you work through him. I am thus copying him accordingly. Sincerely,
Jon Fishbane



Jon Fishbane
District General Counsel
Collier County Public Schools
5775 Osceola Trail | Naples, FL 34109
p: 239.377.0498 | email: fishbj@collierschools.com

The Martin Luther King, Jr., Administrative Center will be closed for Winter Break from December 24, 2018, through January 2, 2019. Our offices will reopen on Wednesday, January 2, 2019.

The District School Board of Collier County, Florida intend that this message be used exclusively by the addressee(s). This message may contain information that is privileged, confidential, and exempt from disclosure under applicable law. Unauthorized disclosure or use of this information is strictly prohibited. If you have received this communication in error, please permanently dispose of the original message and notify Jon Fishbane immediately at the phone number listed above. Thank you.

From: Mason Classical Academy [mailto:info@masonacademy.ccsend.com] **On Behalf Of** Mason Classical Academy
Sent: Monday, November 26, 2018 11:53 AM
To: Fishbane, Jon (Jonathan)
Subject: Baird's Numbers Game Against MCA

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Hello Mr. Fishbane,

Thank you very much for your reply last week! Again, I write to you because of your ability to reason and pursue truth. I hope that I am not mistaken in my opinion of you. You replied that you are unable to respond because of professional ethics and our attorney's involvement. I completely understand and respect your position.

That being said, your position as an attorney does not mean you are not a human. There is a human component to this whole thing that should be considered. My wife, my children, and myself are humans as well. The people Joe Baird, Erika Donalds, and their mob are targeting are also humans. We are not robots without feelings or limits. And we are certainly not felons, as has been so flippantly asserted by the likes of Baird. That is serious business, and their hysteria takes its toll on good people in many ways. Again, I respect your legal position; but I would be remiss in not asking that you know more truth about their lies and exaggerations.

Attached to this email is a document, which includes a string of uninterrupted communications with Erika and Byron Donalds. I share this with you for very specific reasons.

1. Erika Donalds went public with her frustration about MCA [REDACTED] her child. She did this with full knowledge that the Family Educational Rights and Privacy Act (FERPA) would not allow the school to share why her child was [REDACTED] and with an intent to get other disgruntled parents to speak out against MCA. She did this as a sitting CCPS board member.
2. Some of the communication shows that I tried to work with the district on this matter because of its sensitive nature. Not only was Erika a sitting CCPS board member at the time, but her husband, Byron, was at the time a Florida Congressman. I received virtually no help from the district, even with a specific

request to include the Superintendent. The only thing I know happened with my request for assistance was that my request was shared with the Donalds themselves. Obviously, this is problematic for many reasons. The one bit of advice I did receive from the Director of Charter Schools was a copy of the CCPS Behavior Matrix, which was followed during the [REDACTED] of Erika's child. I would have much preferred additional help, as the case surely warranted it. I did realize the optics, politics, and sensitivity of Dr. Patton getting involved at the time, which were probably the reasons my plea for help was ignored; but MCA should not have to pay the price now for such things.

3. Erika never met Joe Baird until June, according to Baird himself in a public statement. This is one small part of the coordinated effort to destroy my character, harm MCA, and begin their public assault. There are horrible things that they and their mob have done to me and my family that have not even been made public. We feel the effects of their ways daily.
4. This document explains, in detail, some of the damage Erika, Byron, and their children did to MCA and its teachers. It also shows the good MCA does, in spite of the enormous, egocentric pride exhibited by the Donalds.
5. CCPS district personnel told a reporter that MCA is under investigation, so I feel the need to share with you facts to consider if indeed there is such an investigation. It would be nice and responsible of you to let us know whether we are under investigation or not, so that we can plan accordingly and/or focus 100% on our students. These types of communications take a long time, as you can see.

Attached also is a screenshot of one of many Joe Baird public comments. As you will see, he appeals to everyone possible to make their complaints known to you, Mr. Fishbane. In his own words, "It's a numbers game." This is disgraceful, and it should appeal to your humanity when considering the accusations leveled against me and other MCA personnel. They have no shame. In fact, I ran into a student from our first graduating class at the mall during the Thanksgiving break. She informed me how one of the mob contacted her to speak out publicly against me. She's not the only one who has been approached like this. In fact, they approach every child, parent, and teacher who leaves MCA for whatever reason. That's what you call their "numbers game". They cannot even leave children out of it. Shameful!

What should also appeal to you is Baird's own admittance of being thoroughly unqualified and lacking of ability. That public comment is also attached to this email. He led us to believe that he was a successful business man, managing to raise a family with [REDACTED] children, and fully loyal to and supportive of MCA. His words about secret meetings and me wanting to control the board are absolute hogwash. If you would like to understand the depths of his own deceptive statements there, it would be prudent to look into his financial background. It has come to my attention that his own past seems to reflect his participation in what he accuses MCA of - financial mismanagement. Perhaps he should have disclosed his past financial problems to the

MCA Board of Directors before they voted to approve him as Treasurer. Perhaps that's why he quit after only 2 months of serving on the MCA board. Perhaps most shocking in this document is that Baird implies that Kelly Lichter and Laura Miller voted to confirm an unqualified treasurer, but makes no mention that Byron Donalds, the sitting MCA Vice-president voted right there with them. Talk about keeping things secret!

That last statement leads me to the final attachment, which are some emails from his time serving on the board. There you will see that a very simple explanation can be found for his accusation of our financial mismanagement or lack of transparency. The email shows how Baird was placing an enormous amount of work on our Business Manager (and how he individually tasked me and other staff members at will). He had our Business Manager making copies, scanning documents, looking up old receipts, and much, much more, even though he had unlimited access to everything pertaining to MCA's finances. He was obsessive then, as he is now, but didn't want to come in to the school and do the work himself! It came to the point whereby I had to step in and invoke MCA Policy B-20 that prohibits individual board members from directly tasking school personnel. Think of it this way: it would be like an individual CCPS Board Member directly tasking Superintendent Patton's business staff for hours on end, with no end in sight. Of course this is unacceptable, and no school could properly function that way. And although our Business Manager still tried hard to appease Baird with his direct tasking of her, it simply became too much; and she was unable to fulfill her responsibilities like payroll and other accounting practices. Our teachers getting paid on time is much more important than Joe Baird's obsessive practices.

In sum, I repeat my previous email's sentiment and look forward to working with the new CCPS Board of Directors. My hope is that the political nature of the past 4 years will come to a close with their arrival, and that the business of quality public education and supporting teachers can take center stage. Their beginning should mark the end of this unnecessary, emotional, negative drama. This end can begin with the district quieting the mob. And my invitation to you and the rest to visit MCA at any time remains an open one.

As long as the mob leaders think they have a CCPS or FDOE platform to spread hysteria, lies, exaggerations, and false accusations, their numbers will only grow and the drama will only perpetuate. But contrary to their claims, MCA has done nothing unethical or illegal; therefore we can all stand confidently with a united front in the best interest of all students, families, and members of Collier County Public Schools.

Thank you for your time and consideration.

Click here for the [Donalds Communications](#).

Click here for the [Baird Treasurer Communications](#)

See below for Baird's "numbers game" appeal.



Joe Baird

20 hrs · 🌐



I would like to make a final appeal to anyone who has not yet come forward to speak to Jon Fishbane of CCPS regarding your experience of maltreatment and abuse at the hands of the MCA board or administration to please consider coming forward now. There is a window of opportunity open right now. When that window closes, the case will be presented to various state departments and it will be judged on the merits of those who came forward. It is very important that the state be presented with as strong a case as possible, so please consider speaking up. If you have already shared your story, please consider encouraging others to come forward.

I am sharing a comprehensive report containing all of the allegations that I have leveled against MCA to Jon Fishbane. I believe some of these allegations could result in felony charges. My hope is that this information will inspire more people to come forward.

It stands to reason that someone would ask why is it necessary to have more people come forward if there are already criminal charges possible. The answer is this: David Hull is not necessarily implicated in any of this. If you read the report, you will see that the board is implicated and possibly some members of the administration, but not necessarily Hull. He uses others to do his dirty work, so he probably won't be charged in my opinion. The case against Hull is going to be made by parents and teachers who have been abused sharing their stories. That's all there is to it. It's a numbers game. Please speak up!

Here is the link:

<https://docs.google.com/.../1sotDX2bGfXJ0eHfNMWa3Vhn1NI4LoJgJ...>

See below for Baird's admittance of lack of ability, experience, and qualification.

I wholeheartedly agree with both David Hull and Joe Whitehead who have publicly criticized me for my lack of ability as a board member.

On 10/6/2018, Joe Whitehead said on his radio show that "[...a gentleman named Baird who attempted to be a board member..., but it was above his pay grade to be able to function that well....](#)"

On 10/11/2016, David Hull sent an [email to all parents of MCA students](#) in which he stated the following: "He [Josh Longenecker] is the one who replaced the former Treasurer [Joe Baird], and actually knows what he's doing.". The obvious implication is that I didn't know what I was doing as a treasurer. ([Here](#) is an alternate link to that same email.)

Both Joe Whitehead and David Hull are absolutely correct. I had no experience that would qualify me to be a board member, and absolutely no financial background which would qualify me to function as treasurer. And yet, David Hull and his wife came in secret to my home and asked my wife and me if we would be willing to serve on the board. My wife asked for a clarification regarding which of us he was asking to serve. He replied that either one of us would do. He said he was just looking for someone like Laura Miller who would not give him any trouble, someone who would just show up to meetings and vote.

Kelly Lichter and Laura Miller both voted to confirm me as a board member, and they subsequently appointed me as treasurer.

They knowingly appointed a thoroughly unqualified treasurer to the board, and they expect the rest of the world to believe that the school's finances are well managed and subject to proper oversight.

Best regards,
David Hull, Principal
Mason Classical Academy

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Mason Classical Academy, 3073 Horseshoe Drive S., Naples, FL 34104

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Sent by dhull@masonacademy.com in collaboration with



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From: David Hull dhull@masonacademy.com
Subject: Re: Pink Slip Waiver
Date: November 8, 2017 at 1:46 PM
To: Byron Donalds [REDACTED]
Cc: Erika Donalds [REDACTED]
Bcc: klichter@masonacademy.com, lmiller@masonacademy.com, jlongenecker@masonacademy.com, jwhitehead@masonacademy.com, sturner@masonacademy.com, cmarshall@masonacademy.com

DH

Hello Mr. Donalds,

I have taken quite a bit of time this week to give serious thought as to what to write you for a follow up, and even whether to write at all. For better or worse, it is necessary in my mind to share my thoughts and be truthful. Doing anything less would compromise my integrity. Therefore, my thoughts are these.

- You dropped [REDACTED] off before school started and with no notice, even though you were not supposed to. That was a clear violation of the parent contract you signed for attendance at MCA. This action does not further the cause for our Parent School Partnership, and thus does not help improve [REDACTED]'s behavior in positive ways.
- You came back almost two hours later to fulfill your obligation to spend the day with [REDACTED] due to [REDACTED] pink slip. That was a clear violation as well. Apart from not spending the whole day with [REDACTED] at school, it also sent a clear message that your time is more important than that of school employees' time.
- You were on your cell phone for most of the time you were in the school. Another clear violation. This violation serves multiple negative purposes: it shows your lack of care about professionalism in front of students and teachers; it shows that your phone business is more important than watching [REDACTED]'s behavior. At one point, from what I was told, as you were looking at your cell phone in the cafeteria, [REDACTED] ran right past you to get water or something ([REDACTED] knows not to run in the cafeteria). You could have corrected [REDACTED] on the spot if you were not on your phone. Furthermore, as you know, students are not allowed to bring cell phones to school. You set a poor example for children throughout the day.
- You parked in a student parking spot. More specifically, your car was parked in the very spot where the sign reading "Student Parking" was posted. I can see looking the other way on this, but there is a clear pattern here whereby you simply disregard school rules for whatever reason you deem necessary.
- You left almost 30 minutes before dismissal.

Clearly there is a disconnect here. I assume you will ask for another meeting; however, we have had plenty of meetings and phone calls. My intention with this email is to stay true to myself and treat you like any other parent should be treated. Another intention is to ask you to see your actions from someone else's point of view. It is not only me who noticed these things. It is not only this situation. It is a pattern that involves many people and multiple years. I think if you give it a fair, impartial look, you will see that the school and its employees deserve to be treated with more respect - something you agreed to give through a Parent Contract.

Respectfully,
David Hull, Principal
Mason Classical Academy

On Nov 2, 2017, at 10:02 PM, Byron Donalds <[REDACTED]> wrote:

Thank you for the quick response.

This is an unfortunate situation, and it is quite concerning that it could cost [REDACTED] valuable classroom time. I do agree that if Mrs. Maurer is having such a difficult time, then something needs to change, and we are more than willing to do what is necessary to help [REDACTED] continue to improve [REDACTED] behavior.

[REDACTED]'s [REDACTED] pink slip was issued on Thursday, October 26th. In less than one week [REDACTED] has gone from no pink slips to [REDACTED] pink slips. It appears that all [REDACTED] are based upon [REDACTED] not course-correcting (as opposed to major incidents of violence, destruction, etc). We met with Mrs. Maurer the very next morning after the [REDACTED] pink slip was issued, and created the new behavior contract. The new plan certainly has not been given a chance to be effective since in less than one week [REDACTED] is [REDACTED] indefinitely without any major incident having occurred.

When I met with Mrs. Maurer on Friday of last week, I asked her what changed in the classroom. I understand better than anyone that [REDACTED] can be a challenging student, but [REDACTED] had been doing much better this year than last year. That is to be expected since [REDACTED] is older and more mature than last year. When I asked Mrs. Maurer what precipitated this change, she stated that a new student has entered the classroom and this student also has some behavior issues. So now instead of the two students that require Mrs. Maurer's additional attention, [REDACTED] being one of them, the new student has stretched her attention, and now the three students are "feeding" off of each other and it has become too much to handle.

I witnessed a similar situation last year, where it appeared that the major behavior problems were all placed in Mrs. Huck's class, as opposed to being spread through the entire [REDACTED] section. From my vantage point, that practice appears to be happening again, and [REDACTED] (right or wrong) feeds off of the additional chaos.

Yes, I did not exactly follow the behavior plan that we crafted on last week. This happened on the first day. I recognized this and corrected it immediately. On that day, I was already outside with [REDACTED] doing basketball drills (which the older kids regard as "work"), a common practice in our home, and [REDACTED] came out to join us. It was not normal outside play that [REDACTED] typically engages in with

friends and I did not see it as a privilege, but clearly [REDACTED] did. We followed all other aspects of the contract that night including early bedtime, no games, etc. I apologized to Mrs. Maurer for the confusion it caused. The contract has been strictly followed every other day since.

This brings me to another point. I still do not know what actually caused the [REDACTED] and [REDACTED] pink slips to be written. When demerits are issued, I know exactly what happened, so I can review it with my children, but with pink slips I get a phone call, with 2nd- or 3rd-hand accounts of what happened. I don't know what [REDACTED] was actually doing other than consistently making noises and disrupting class, and because a [REDACTED] year old [REDACTED] did not course-correct. [REDACTED] is now [REDACTED] indefinitely from MCA. I know what the policy says, but I also recall the spirit of the pink slip policy when it was enacted by the governing board of MCA. It was never the intent to be for continued, mildly disruptive behavior that is non-violent or non-destructive. Once again, because a [REDACTED] year old [REDACTED] did not course-correct, [REDACTED] is [REDACTED] indefinitely. Previous demerits from Ms. Maya ([REDACTED] this year) are all for making noise in class, including drumming on [REDACTED] notebook with a pencil. Today there was no violent or destructive behavior, but a pink slip was issued and now [REDACTED] is [REDACTED].

Please understand, I know that [REDACTED] is a handful. I am very serious about disciplining my children when they are wrong. My older [REDACTED] did not participate in any Halloween activities because of behavior mistakes they made. In my opinion, this punishment for [REDACTED] does not fit the crime. As I told Mr. Whitehead today, the current pink slip policy assumes that a [REDACTED] year old, a [REDACTED] year old, and a [REDACTED] year old have the same ability to course-correct. I have personally coached and mentored children, from ages 5 to 18, for 15 years. That is simply not the case at all.

In my meeting on Friday with Mrs. Maurer I requested one thing. It is the same thing I have consistently requested and unfortunately it has never been accommodated at MCA. Erika and I would like a phone call if and when [REDACTED] is acting out, so we can come immediately to the school to speak with [REDACTED]. We've implemented many suggestions from teachers and from you, but this one change which we believe will make a difference in [REDACTED] in-school behavior has been denied. I asked Mr. Whitehead what is the logistical protocol for a child going to the office. He said that once the child arrives, the front office calls the classroom to notify the teacher that the child has arrived. My request only needs for the teacher to say "Mrs. Renda, please call Mr. & Mrs. Donalds so they can talk with [REDACTED]". My request is not for a new MCA policy, it is a specific request for [REDACTED], so we can collectively work to get this under control, so my [REDACTED] does not miss valuable classroom time. My wife and I may be very busy, but our children come first, and we are committed to their success.

I will repeat my requests.

1. Revoking the [REDACTED] or [REDACTED] pink slip or both. The pink slip policy was never intended as a tool to curb non-violent, non-destructive behavior.
2. If not revoked, simply issuing a waiver for the [REDACTED] pink slip and allow [REDACTED] to return to school tomorrow. A [REDACTED] from school is an unfair and inappropriate response to the circumstances.
3. Detailed explanations of the [REDACTED] and [REDACTED] pink slips. Perhaps consider entering these into the demerit system so they are on record.
4. An adjustment to the [REDACTED]-specific behavior plan to include calling us if [REDACTED] is out of control. Understanding the logistics of moving a child from the classroom, it is not clear that it creates a burden on the teacher that takes away from valuable classroom instruction.

On Thu, Nov 2, 2017 at 8:20 PM David Hull <dhull@masonacademy.com> wrote:
Hello,

Unfortunately, I would not feel right about a waiver. Our teachers continue to try their best with [REDACTED], but it is simply not working out in positive ways. It continues to be extremely difficult for [REDACTED] teachers to do their jobs because of [REDACTED] constant poor behavior in all of [REDACTED] classes with all of [REDACTED] teachers. This is especially concerning because Mrs. Maurer, [REDACTED] homeroom teacher, is one who is extraordinarily capable of dealing with children who need extra attention. If Mrs. Maurer is having such a tough time with [REDACTED], something clearly needs to change. This sort of thing went on throughout the entire school year last year. Also, Mrs. Maurer informed me that you had already violated the behavior plan that she helped craft with you. Such inconsistency does not help the matter. We need to allow teachers to be able to do their jobs properly. Therefore [REDACTED] is not allowed to return to school until a parent spends an entire day with [REDACTED], and I support that policy now as usual. If [REDACTED] needs to miss school tomorrow so that you can join [REDACTED] Monday, that will be fine.

On a similar note, I am curious if Mr. Whitehead spoke with you about [REDACTED]'s behavior. From what I heard, [REDACTED] was very disrespectful to Ms. Keay during recess. My recommendation would be for you to speak with [REDACTED] about it and have [REDACTED] apologize to her tomorrow.

Thank you for understanding.

David Hull, Principal
Mason Classical Academy

On Thu, Nov 2, 2017 at 7:39 PM, Byron Donalds <[\[REDACTED\]@masonacademy.com](mailto:[REDACTED]@masonacademy.com)> wrote:
Principal Hull,

I am writing you to request a waiver on MCA's student handbook policy governing the ability of a student to return to school after a [REDACTED] pink slip. Yesterday [REDACTED] received [REDACTED] pink slip from Ms. Maurer and today [REDACTED] received a [REDACTED] from Ms.

Maya - both seemingly from accumulations of poor behavior, not for major infractions. I met with Ms. Maurer on Friday about [REDACTED]'s behavior and we implemented a behavior contract just this week. I spoke with Mr. Whitehead about this today and he suggested I make this request to you.

I am unable to attend school tomorrow, due to some time sensitive meetings I already have scheduled, and I will not be in town until the following Friday. Furthermore, my wife just got back into town and will not be able to attend due to work commitments that cannot be moved.

Please let me know what you decide. As I said we have met with Mrs. Maurer and Vice Principal Whitehead about the current issues with [REDACTED] and are committed to helping guide [REDACTED]'s behavior at school.

Respectfully,
Byron Donalds

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From: David Hull dhull@masonacademy.com
Subject: Behavior Issue
Date: January 24, 2018 at 11:54 AM
To: Rogers, Sheryl rogers2@collierschools.com
Bcc: svanvlymen@masonacademy.com, jwhitehead@masonacademy.com

DH

Hello Dr. Rogers,

The [REDACTED] grade student I wrote you about slapped a [REDACTED] grade [REDACTED] on the rear end yesterday and made a sexual comment to [REDACTED] while doing it. [REDACTED] was told to do so by another [REDACTED] grade [REDACTED]

Would you mind offering your suggestion on what you would do in terms of consequences here? As you know, this [REDACTED] grader was recently [REDACTED] for kicking another student in the back while [REDACTED] was sitting down eating lunch at a table.

We are meeting with the mother of this [REDACTED] grader today. I'd love to hear your thoughts sooner rather than later, if possible.

We also began the MTSS process for this child. M.D.

Best regards,
David Hull, Principal
Mason Classical Academy

From: David Hull dhull@masonacademy.com
Subject: Re: Daily Mantras
Date: February 7, 2018 at 8:14 PM
To: Charles Carlisi ccarlisi@masonacademy.com
Cc: Joe Whitehead jwhitehead@masonacademy.com

DH

I understand where you're coming from, and I love your tenacity and care for the kids. But years of this type of behavior mustn't be allowed to continue. You may be able to handle it for these 9 months, as did the previous years' teachers. But what about next year's? And the year's after that? Again, you are a dedicated teacher who cares about every individual student, and that is more than commendable. Thank you!

Let's look at the big picture as well, and let's keep in touch. Any distracting or inappropriate behavior from now on should be reported to me or Mr. Whitehead, or both. What the one student did today, or is alleged to have done today, is beyond acceptable. It would be in [redacted] best interest to confess if [redacted] truly did it. If [redacted] does, that tells me there is something positive to work with. If [redacted] does not confess, then [redacted] will have gotten away with another inappropriate behavior, as well as be emboldened to continue inappropriate behavior in the future.

David Hull, Principal
Mason Classical Academy

On Wed, Feb 7, 2018 at 7:39 PM, Charles Carlisi ccarlisi@masonacademy.com wrote:

Yes, perhaps. My main problem has been adapting so that I can both correct their behavior and keep the rest of the class on task and successful. I've had some successes with this over the last couple days, and my class as a whole has responded well to it.

When she taught overseas, Mrs. Steer had a student with similar behaviors to those allegedly exhibited by [redacted] today. They used a behavior management strategy and turned her student around. I'd be interested in trying it out, if we can get the parents onboard.

I know that these two are a challenge, but it's part of the job. No-one wears through a Carlisi in 6 months. I'm not done with either of them yet, as much as they may think the opposite.

Mr. Carlisi

On Feb 7, 2018 5:51 PM, "David Hull" dhull@masonacademy.com wrote:

Perhaps we should work with the district about [redacted] as well. Continue to keep me posted. I'm sorry you have to deal with that.

Best regards,
David Hull, Principal
Mason Classical Academy

On Feb 7, 2018, at 5:18 PM, Charles Carlisi ccarlisi@masonacademy.com wrote:

I've been in league with Mr. Whitehead for the last week or so. Expect to see [redacted] and [redacted] in the hall copying lines for me. Right now it's better for them to not even be in my classroom. As soon as they start misbehaving, it becomes a downward spiral of pride and self-pity.

Thanks.

Mr. Carlisi

On Feb 7, 2018 10:23 AM, "David Hull" dhull@masonacademy.com wrote:

Hello,

Give me and Mr. Whitehead names asap. Demerits aren't really useful consequences, but are rather documentation and communication to parents. We would be more than happy to help deliver some quality consequences for disruptive students. Just let us know who and when!

Best regards,
David Hull, Principal
Mason Classical Academy

On Feb 7, 2018, at 7:20 AM, Charles Carlisi ccarlisi@masonacademy.com wrote:

Good Morning,

I'm having my class focus on developing good class etiquette. Students who have trouble with the daily axiom will repeat it aloud 5x. After that, they will be asked to copy it out in the hall. If they continue to have trouble, they will copy out definitions to key words in the axiom. The purpose is to provide an immediate exercise that is not tied to a string of demerits or detentions.

I am calling these phrases "daily mantras." Yesterday's was: "I will respond 'yes sir' when admonished; I seek recompense in confidence.

If you have any thoughts on this method of discipline, I would appreciate feedback.

Best,

Mr. Carlisi

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From: David Hull <dhull@masonacademy.com>

Subject: Re: Records request

Date: February 8, 2018 at 1:53 PM

To: Erika Donalds <[REDACTED]>

Cc: Byron Donalds <[REDACTED]>

Bcc: cmarshall@masonacademy.com, sarnold@arnoldlawfirmllc.com, klichter@masonacademy.com, lmiller@masonacademy.com, jlongenecker@masonacademy.com, sturner@masonacademy.com, jwhitehead@masonacademy.com

DH

Hello,

I understand. It will be sometime next week when you can come in to watch the video. I will be in touch shortly about how much it will cost. Once you make payment, we will begin processing your request.

On this note, I do feel the need to express my concern about you watching the video *with* [REDACTED]. As you witnessed during our meeting today, [REDACTED]'s stories changed multiple times for multiple people, including yourself. Showing [REDACTED] the video would not be positive or productive in holding [REDACTED] accountable for [REDACTED] actions.

Best regards,
David Hull, Principal
Mason Classical Academy

On Feb 8, 2018, at 1:01 PM, Erika Donalds <[REDACTED]> wrote:

Unfortunately, due to the severity of the consequence, we still want to review the video with [REDACTED]. Thank you for taking the time to process this request.

Erika Donalds

On Thu, Feb 8, 2018 at 12:26 PM, David Hull <dhull@masonacademy.com> wrote:

Hello,

I write to confirm that you do not have an expectation of our staff processing your public records request for video footage of [REDACTED]'s bathroom actions today and yesterday. You and I met at the school and discussed the issues in person today along with Mr. Whitehead, and that meeting satisfies your questions about the video footage and consequence rendered. Please confirm.

Best regards,
David Hull, Principal
Mason Classical Academy

On Feb 8, 2018, at 10:47 AM, Erika Donalds <[REDACTED]> wrote:

What time today can we view the video together? I am still here in the lobby waiting to meet with you.

On Thu, Feb 8, 2018 at 9:54 AM, Erika Donalds <[REDACTED]> wrote:

I am here now and would like to view the video before the [REDACTED] is carried out. I am waiting in the front lobby.

Erika B. Donalds, CPA, CGMA
Cell [REDACTED]

The Purpose of Life is a Life of Purpose.

On Feb 8, 2018, at 9:53 AM, David Hull <dhull@masonacademy.com> wrote:

Hello,

I acknowledge your request. However, this will take some time. Today will not work. I will let you know as soon as next steps for your public records request have been determined.

Best regards,
David Hull, Principal
Mason Classical Academy

On Feb 8, 2018, at 9:33 AM, Erika Donalds <[REDACTED]> wrote:

I would like to request the videos you referred to this morning surrounding the incidents yesterday and today, from the time when students were allowed into the hallway through the incidents in question. You can show them to me when I get to the school today or provide electronically.

Thank you

Erika B. Donalds, CPA, CGMA
[REDACTED]
[REDACTED]

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Erika B. Donalds, CPA, CGMA
[REDACTED]
[REDACTED]

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Erika B. Donalds, CPA, CGMA
[REDACTED]
[REDACTED]

The Purpose of Life is a Life of Purpose.

From: David Hull dhull@masonacademy.com

Subject: Communication

Date: February 8, 2018 at 2:01 PM

To: Byron Donalds [REDACTED]

Cc: Erika Donalds [REDACTED]

Bcc: rogers2@collierschools.com, sturner@masonacademy.com, cmarshall@masonacademy.com, jwhitehead@masonacademy.com, klichter@masonacademy.com, lmlilier@masonacademy.com, jlongenecker@masonacademy.com, sarnold@arnoldlawfirmllc.com

DH

Mr. Donalds,

Most of my day has now been spent on the issue involving your [REDACTED]. It has caused me to miss multiple meetings with teachers in addition to losing time elsewhere. Some of that time today has even been meeting with Mrs. Donalds both face-to-face and on the phone. Apart from that, you have called or texted employees of the school no less than five times today. It would be helpful if you understand how much time this issue is taking away from multiple people in this school, and refrain from contacting other employees going forward.

If you have something you would like to discuss, please communicate only with me from now on. This can be done best through email. Please do not call my personal cell phone number anymore. Please do not call Mr. Whitehead's personal cell phone number anymore.

Thank you very much for your understanding and cooperation with this matter.

Best regards,
David Hull, Principal
Mason Classical Academy

From: Joe Whitehead jwhitehead@masonacademy.com
Subject: Re: Blue and Gold Semi-formal
Date: February 11, 2018 at 2:55 PM
To: Fedor Steer fsteer@masonacademy.com
Cc: David Hull dhull@masonacademy.com

JW

Our policy regarding pink slips, suspensions, etc, has a provision that addresses this as well. Students who have been recently [REDACTED] can be restricted from attending school functions as sporting events, field trips, etc.

JW



On Sun, Feb 11, 2018 at 11:21 AM, Fedor Steer <fsteer@masonacademy.com> wrote:
Okay, thanks. I'll pass along to the [REDACTED] grade team.

On February 11, 2018 10:02:37 AM David Hull <dhull@masonacademy.com> wrote:

Agreed on point counts. Thank you for looking into this situation and being proactive.

Best regards,
David Hull, Principal
Mason Classical Academy

On Feb 11, 2018, at 9:34 AM, Fedor Steer <fsteer@masonacademy.com> wrote:

Good morning kind sirs,

As we are preparing for the [REDACTED] Grade Blue and Gold Semi-formal, it occurred to us that perhaps [REDACTED] should not be permitted to join the event. In our opinion, [REDACTED] can't be trusted to be a respectable representative of the MCA student body in a public setting. [REDACTED] could conceivably sabotage the event and cause irreparable damage to our relationship with our hosts, thus preventing future Semi-formal dinners being scheduled there. What do you gentlemen think?

And while I'm thinking about it, what about [REDACTED]? [REDACTED] has not shown [REDACTED] to be a student of virtue either.

Kind regards,

Fedor Steer
Information and Technology Director
Mason Classical Academy
[3073 S. Horseshoe Dr., Naples, FL, 34104](https://www.masonacademy.com/3073-S-Horseshoe-Dr.-Naples-FL-34104)
[239-784-6613](tel:239-784-6613)
fsteer@masonacademy.com

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From: David Hull dhull@masonacademy.com

Subject: [REDACTED] Question

DH

Date: February 12, 2018 at 11:18 AM

To: Rogers, Sheryl rogers2@collierschools.com

Bcc: sarnold@arnoldlawfirmllc.com, melissa@arnoldlawfirmllc.com, jwhitehead@masonacademy.com, svanvlymen@masonacademy.com

Dear Dr. Rogers,

The following message is for Dr. Patton. I will leave it up to you for whether to refer it to her or not. If you choose not, then I understand and will be grateful for any advice you can offer. Unfortunately, I feel it is necessary to look for guidance on this matter.

Dear Dr. Patton,

We have a family attending MCA whose children pose constant disciplinary issues. As you know, we have never sought to expel any student; however, the time has come for me to inquire about this process and whether or not you think it is something we should pursue. Below is a list of behaviors from one of the family's two children just over the past few months.

1. Stealing food from the cafeteria and encouraging others to do the same.
2. Flooding the bathroom to the point whereby water went out all the way into the halls and the bathroom had to be shut down.
3. Defecated in the sink of another bathroom.
4. Defecated on the side of a toilet in yet another bathroom.
5. Was sent to Assistant Principal for continuous classroom disruption, but instead hid in a bathroom for almost 30 minutes.
6. Was sent to Assistant Principal for continuous classroom disruption, but roamed the halls instead of going to the AP.
7. A pattern of classroom disruption, making it difficult for teachers to do their jobs effectively.

If these are behaviors that students in the district would have less severe consequences than expulsion, please advise. In my opinion, such behavior should be tolerated no longer. This student has already been [REDACTED] multiple times. The parents come across as supportive through written words, but not through actions. For example, the mother refused to leave our front office last week, demanding to see video of her [REDACTED] in the behavior act. As you could imagine, this caused serious pressure on multiple MCA personnel that day.

I thank you for your time as I completely understand the demands of your job. If you could advise on a course of action, it would be appreciated. My thoughts are that an expulsion or alternate placement may be in order.

Best regards,
David Hull, Principal
Mason Classical Academy

From: David Hull dhull@masonacademy.com

Subject: Re: Blue and Gold

Date: February 12, 2018 at 9:52 AM

To: Erika Donalds [REDACTED]

Cc: Byron Donalds [REDACTED]

Bcc: klichter@masonacademy.com, lmiller@masonacademy.com, jlongenecker@masonacademy.com,
jwhitehead@masonacademy.com, cmarshall@masonacademy.com, earnold@arnoldlawfirmllc.com, sturner@masonacademy.com

DH

Hello,

I sincerely appreciate your understanding.

Apart from this, another more serious issue has arisen that will probably call for lengthier [REDACTED]. As you know, [REDACTED] received no consequence for [REDACTED] disturbing bathroom behavior. It is most unfortunate that [REDACTED] continues to deny what [REDACTED] did. Your public records request forced us to look further into video footage. The findings are not good for [REDACTED]'s version of events.

I will be in touch once clarity is solidified and decisions have been made on how to proceed.

Best regards,
David Hull, Principal
Mason Classical Academy

On Feb 12, 2018, at 9:24 AM, Erika Donalds <[\[REDACTED\]](mailto:[REDACTED])> wrote:

I understand your sentiments on this completely. The three day [REDACTED] has been a severe punishment for [REDACTED] and we are continuing with firm consequences for the next two weeks at home, taking away all privileges and requiring additional work. In addition to the behavior issues, [REDACTED] grades have slipped due to lack of effort and focus, and I am working with [REDACTED] on all of this daily.

There are two weeks before the Blue and Gold. I would ask that [REDACTED] attitude, behavior, and work ethic over the next two weeks be observed before this decision is rendered final, but I completely agree that the default at this point is that [REDACTED] not be permitted to attend. [REDACTED] must understand there are consequences, most assuredly, but also there are rewards for sincere repentance and an honest change of attitude and behavior - only [REDACTED] can prove this to you and the staff if [REDACTED] chooses.

I respect your decision either way but appreciate your consideration.

Erika Donalds

On Mon, Feb 12, 2018 at 9:06 AM, David Hull <dhull@masonacademy.com> wrote:

Good morning,

As the [REDACTED] grade Blue and Gold event approaches, we have had to make a difficult decision. Due to [REDACTED]'s repeated poor behavior, [REDACTED] will not be allowed to participate in the Blue and Gold Semiformal.

My hope is that [REDACTED] will one day understand that there are consequences to [REDACTED] choices, and that more virtuous behavior ought to be displayed during school hours toward [REDACTED] teachers and peers. Thank you for understanding.

Best regards,
David Hull, Principal
Mason Classical Academy

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--
Erika B. Donalds, CPA, CGMA

The Purpose of Life is a Life of Purpose.

From: David Hull <dhull@masonacademy.com>
Subject: Fwd: [REDACTED]
Date: February 13, 2018 at 4:24 PM
To: Kelly Lichter <klichter@masonacademy.com>

DH

Best regards,
David Hull, Principal
Mason Classical Academy

Begin forwarded message:

From: David Hull <dhull@masonacademy.com>
Date: February 13, 2018 at 12:06:01 PM EST
To: Byron Donalds <[REDACTED]>
Cc: Erika Donalds <[REDACTED]>
Subject: Re: [REDACTED]

Hello,

Here is a brief recap of our conversation today and an answer to your specific question.

Conversation

We had a phone conference with you and Mrs. Donalds this morning, and you knew that Mrs. Turner participated as a witness. The phone conference lasted roughly 30 minutes. You mentioned that Mrs. Donalds did not have the opportunity to meet with me last week, and I corrected that misconception. She and I did meet last week along with the Assistant Principal and [REDACTED], and it lasted roughly 40 minutes. You wanted to know if anyone actually saw [REDACTED] committing the fecal matter acts and flooding of the bathroom, and I told you no, but that there is enough video evidence and timeline evidence to conclude that [REDACTED] did. You feel that since no one actually saw [REDACTED] do it, then we can't prove the case. I answered all of your questions during today's phone conference, many of some of which were based on a false premise, and we still ended up disagreeing. You still do not feel as though [REDACTED] committed the acts. My strong, repeated recommendation was for you to come to terms with [REDACTED]'s lack of truth telling, so that it can be a better and more productive situation for all parties involved, and so that [REDACTED] character is formed with a deeper understanding of the importance of honesty. You feel as though "the punishment does not fit the crime" and there is "injustice" being served. I reiterated my concern about you telling [REDACTED] at home that "we are out to get [REDACTED]", which emboldens and strengthens [REDACTED] dishonesty and appearance of injustice. [REDACTED] was sent home to serve a 1 day [REDACTED] for purposefully placing [REDACTED] feces in places other than the toilet - one on the rim of the toilet, and the other in a sink, and that this [REDACTED] was separate from the one whereby [REDACTED] flooded the bathroom by stuffing the sink with paper towels and leaving the sink water running to its max capacity.

Question

You asked about "injunctive relief". After consultation with our attorney, it seems as though injunctive relief may not be pertinent to the situation. I assume that you are asking about overturning the [REDACTED] in case the board hears your grievance and agrees with you. If my assumption is correct, then yes, the board can overturn the [REDACTED] which will result in those days being counted as excused absences rather than unexcused absences; we will also ensure that instruction and work is able to be made up by [REDACTED].

I would like to stress again that no one at the school is out to get anyone. That being said, defecating multiple times, in multiple bathrooms, in places other than inside the toilet, to get attention and laughs or whatever, is beyond unacceptable. So is intentionally flooding the bathroom to the point where it needs to be shut down. So is hiding in the bathroom or roaming the halls when being sent to the Assistant Principal for disruptive classroom behavior. [REDACTED] is not being honest with you, but the school is. A strong Parent-School-Partnership requires each party to be on the same page, especially with issues like this. [REDACTED] will be held accountable for such behavior at school, as would any student who attends this school, and as should any student who attends any school.

Best regards,
David Hull, Principal
Mason Classical Academy

On Feb 13, 2018, at 9:20 AM, Byron Donalds <[REDACTED]> wrote:

Mr. Hull,

In addition, we are requesting a written explanation detail the reason and evidence for [REDACTED]'s 1 day [REDACTED]

Byron Donalds

On Feb 13, 2018 9:13 AM, "Byron Donalds" <[REDACTED]> wrote:

Mr. Hull,

I would like to schedule a conference call with you re: [REDACTED] [REDACTED]

Byron Donalds

From: David Hull dhull@masonacademy.com

Subject: Assembly

DH

Date: February 22, 2018 at 11:28 AM

To: Erika Donalds [REDACTED], Byron Donalds [REDACTED]

Cc: Joe Whitehead jwhitehead@masonacademy.com

Bcc: klichter@masonacademy.com, lmillier@masonacademy.com, jlongenecker@masonacademy.com, cmarshall@masonacademy.com, sturner@masonacademy.com, svanvlymen@masonacademy.com, ccarlisi@masonacademy.com, gsmith@masonacademy.com

Mr. and Mrs. Donalds,

Last week I asked if you could drop off a at 7:50, so I write today with a second request for that favor.

In the cafeteria this morning, [REDACTED] had scissors, erasers, and a rubber band. [REDACTED] repeatedly cut the erasers and shot them across the cafeteria. Again, [REDACTED] and [REDACTED] are not self-governing, and it causes consistent problems for our teachers, staff, and other students. One easy way you could help the school would be to drop your children off no earlier than 7:50 each morning.

[REDACTED] is also spreading word that [REDACTED] will be leaving MCA. Obviously, this is concerning for many reasons. If [REDACTED] is leaving, perhaps [REDACTED] could give it [REDACTED] best during [REDACTED] last few days, respect [REDACTED] teachers and peers, and exit on a positive note. Please encourage [REDACTED] to take this posture going forward.

Thank you for your consideration on these matters.

Best regards,
David Hull, Principal
Mason Classical Academy

From: David Hull <dhull@masonacademy.com>
Subject: Fwd: Disrespect
Date: February 27, 2018 at 10:52 AM
To: Kelly Lichter <klichter@masonacademy.com>

DH

Best regards,
David Hull, Principal
Mason Classical Academy

Begin forwarded message:

From: Charles Carlisi <c Carlisi@masonacademy.com>
Subject: Disrespect
Date: February 27, 2018 at 8:08:58 AM EST
To: David Hull <dhull@masonacademy.com>, Joe Whitehead <jwhitehead@masonacademy.com>

Mr. Hull,

This did not send yesterday afternoon. Please see below.

Respect is not only one of our pillars of virtue, it's a pillar of society. Without it, man cannot function in a society. Mr Thomas Hobbes said that without government, man's life is solitary, poor, nasty, brutish, and short, but I posit that it is not the lack of government that brings about this state of affairs. Rather, it is the lack of respect, or to be more specific, blatant disrespect, that brings about this state of affairs.

I have several times in my life felt deep, pure, disrespect. Today was one of those days. I cannot articulate the utter bewilderment I felt today as two of my students disregarded something that they understand plenty about. I was not only speechless, I felt like I had no recourse at all. The two [REDACTED] wandered the halls with me during the 2nd half of 8th period, looking at classrooms, looking at art on the walls of the upper school. I would not give them the satisfaction of leading them to either your or Mr. Whitehead's office. They knew the talk that they would receive, they know what it is like to be suspended, and chewed out, they have been grounded before. I brought them along because I will not be predictable in my will, and their actions are linked to my will before anything else.

[REDACTED] and [REDACTED] are fully capable intelligent children, conscious of their own actions, though unconscious of the repercussions. They understand how to show respect, but they consistently choose the opposite action without regret.

If you observe footage from 2:45 in the hallway near the student bathrooms by Mrs. Steer's room, you can see how much trouble I had with them. After a few minutes there, we went on a walk around the school, upstairs, dropped by Mr. Badger's room, watched his crew of students pack up and say goodbye, and finally I let the two go on their way.

Though these two students will never know it, I am vulnerable and capable of feeling dismay, sorrow, and betrayal. That is what today was filled with, acts of betrayal. They know perfectly well that I deserve the respect that I receive from every other student in this building. Even the students who laugh at the wishes of other teachers, or smirk at a command with the "all-powerful" demerit attached to it do what I ask them to do and straighten up their act. [REDACTED] and [REDACTED] know that I am respected for good reason. They see me every day. And yet, I am repaid like this.

I will not be baited by [REDACTED]-year-olds, and I will not be predictable in my punishments. When these two test me, I will always come up with something else, bring up some line of thought that they have not considered, come up with another way for them to do what I wish. But I will not be predictable, and these two will not get the same thing again and again, or ever some monotonous time-wasting lecture. Today I got both of them worked up in conversation. I struck a chord in both of their hearts when it came to their families and their actions. But I am at the end of my rope and I don't know how either of these two will change. I'm upset, and I need help towing the line.

Thank you for your time.

Mr. Carlisi
Mason Classical Academy
(239) 227-2838

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From: David Hull dhull@masonacademy.com

Subject: Behavior Issues

Date: February 27, 2018 at 2:02 PM

To: Erika Donalds [REDACTED], Byron Donalds [REDACTED]

DH

Dear Mr. and Mrs. Donalds,

[REDACTED] was sent to see Mr. Whitehead again this afternoon. Mr. Carlisi seems to be at a loss for how to deal with [REDACTED] anymore. He is demoralized, sad, and disheartened. Interestingly, [REDACTED] made it seem like [REDACTED] did nothing wrong to Mr. Carlisi. [REDACTED] also told me that I am "not allowed to send [REDACTED] home anymore" because [REDACTED] "mom won't let" me. Again, like I have asked you multiple times in the past, please do not undermine the school by telling [REDACTED] that we "are out to get [REDACTED]". [REDACTED]'s behavior is only getting worse the more [REDACTED] is emboldened with that kind of rhetoric.

This is such a sad situation, and I truly believe you are the only ones who can put an end to it. No teacher, especially one as upstanding as Mr. Carlisi, should have to feel this way at the end of a work day.

Thank you for your prompt attention to this matter.

Best regards,
David Hull, Principal
Mason Classical Academy

From: David Hull dhull@masonacademy.com
Subject: Fwd: The List
Date: February 28, 2018 at 6:14 PM
To: Rogers, Sheryl rogers2@collierschools.com

DH

Dr. Rogers,

There is no action to be taken here. The following email is just to keep you apprised of an ongoing behavior issue we have been dealing with at MCA. If you want the clearest picture, start from the bottom. It begins with a teacher documenting a student's behaviors over the course of this morning, and reaching out to [REDACTED] parents to inform them.

Best regards,
David Hull, Principal
Mason Classical Academy

Begin forwarded message.

From: David Hull <dhull@masonacademy.com>
Subject: Re: The List
Date: February 28, 2018 at 3:51:57 PM EST
To: Byron Donalds <[REDACTED]>
Cc: Erika Donalds <[REDACTED]>, Charles Carlisi <ccarlisi@masonacademy.com>

Mr. Donalds,

I am relieved that you copied Mr. Carlisi on this email. Thank you for doing that. As someone who has been at MCA from the beginning, Mr. Carlisi now has a window into what I go through with parents like yourself and many of the others you referred to. I am usually unable to talk with others about such matters, certainly unable to share to anyone outside my administration circle, and almost always unable to explain the comprehensive nature of situations like this because they are so deeply rooted and vast. Perception is much easier to go with than truth. But truth is what matters. What you wrote below says all I would like to have said for myself to a teacher who sees the bigger picture for himself. Ultimately, as Mr. Carlisi so articulately put it, it's about [REDACTED].

Interestingly, I read what you wrote after having three upper school students knock on my door. Why did they knock on my door? To apologize. What did they apologize for? For complaining, being negative, and being ungrateful. Why did they feel as though they were that way? Because I had a harsh talk with them all this morning. At the time, they resented me for it. Some of them really took some heat from me. It was a long time coming, and should have happened many months ago. But throughout the day, these students somehow came to see the error of their ways. They came to my office on their own accord to apologize to me personally. That's been a long time coming, too. It was a beautiful thing. It was exactly how things should have gone down. These students became stronger, more humble, and much wiser. They truly saw the true, good, and beautiful through this process.

[REDACTED] on the other hand, has never apologized. In fact, [REDACTED] has yet to admit to [REDACTED] actions. That [REDACTED] has not speaks to your actions, or lack thereof, and to what you wrote below. [REDACTED] will never learn [REDACTED] lesson because you are so undermining toward the school. We are not asking for you to do anything harsh in terms of punishment. If you have been doing that, then it has obviously not worked. Something new should be tried. We are asking you to pursue truth, just like we ask everyone to do. Unfortunately, like [REDACTED], you also continue to deny what [REDACTED] did in those bathrooms, admit truth, and apologize. That is where moving on begins. The ball, as I said before, is in your court.

[REDACTED] is in no way "unredeemable". In fact, I cannot tell you how many times I've told someone "It's not the child's fault." But you have many, many people telling you that something is seriously wrong in the behaviors of both your children, and that something desperately needs to change. Why would I even say that? Do you even stop to think how much easier it would be on me to ignore this whole thing? That you have such animosity over me and put so much blame on my back speaks volumes about your true desire to help that needed change happen.

You are doing a disservice to [REDACTED] through your undermining actions, but I, like Mr. Carlisi, will not give up. If I have to act as the child in The Emperor's New Clothes and be the only one calling out the truth, then so be it.

Best regards,
David Hull, Principal
Mason Classical Academy

On Feb 28, 2018, at 2:44 PM, Charles Carlisi <ccarlisi@masonacademy.com> wrote:

Dear Mr. Donalds,

I apologize if my e-mail came across as harsh. I gave little to no context for it, so I can see how abrupt it seems. I wanted to illustrate (mainly to [REDACTED]) how [REDACTED] actions compile into creating an unworkable environment. [REDACTED] watched me type each line of that email, and unabashedly agreed that it's contents were accurate. I agree that many of [REDACTED] actions today were reactionary to that strategy. [REDACTED] is not acting poorly. [REDACTED] is acting in rebellion and defiance. In [REDACTED] mind, all [REDACTED] can do is struggle against the forces around [REDACTED]. This reaction is not unusual or surprising given [REDACTED] age, but the degree to which [REDACTED] will go is amazing to me.

I continue to implore, work with, and encourage [REDACTED]'s good behavior on a not only daily, but hourly basis. I have used countless

minutes, perhaps hours, talking with [REDACTED]. Not lecturing, not admonishing [REDACTED] but connecting with [REDACTED], trying to get [REDACTED] into a mindset of joy and success. The only reason I have ever had [REDACTED] removed from my room is so that I can continue to teach, but I will not give up on turning [REDACTED] around while [REDACTED] is under my care.

In my mind [REDACTED] needs someone to confide in, [REDACTED] needs a few good people around [REDACTED] to support [REDACTED]. [REDACTED] has decisively rejected me, and therein lies much of the problem. [REDACTED] pride will not allow [REDACTED] to submit and move on.

Best,

Mr. Carlisi

On Feb 28, 2018 2:22 PM, "Byron Donalds" <[REDACTED]> wrote:

Let's be clear on a few things:

1) No one has been more saddened and disillusioned by [REDACTED]'s behavior the last 2 weeks than Erika and I. We have had repeated conversations and punishments to deal with how [REDACTED] is handling this situation. We fully expect our [REDACTED] to behave [REDACTED] and respect Mr. Carlisi. It hurt my heart to read Mr. Carlisi's email. Erika and I WILL deal with [REDACTED], because we always have and always will. The results have not been instantaneous, and it's unfortunate that you think they must be in order to evidence our actions as parents.

2) [REDACTED] is not justified in [REDACTED] actions since [REDACTED] outrageous, and yes I mean outrageous, [REDACTED]. [REDACTED] has a responsibility to be [REDACTED] best person no matter what others may do to [REDACTED] or think of [REDACTED]. But let's be clear, Principal Hull, you and your staff have not only given up on [REDACTED], but you continue to persecute [REDACTED]. You have never tried to forgive and move on. You do not create an environment where redemption of the child is possible. I know this because you are always accumulating previous actions, and increasing the punitive nature of your consequences relying on past actions to justify stiffer penalties. Your nature is retaliatory and resentful, to adults and children, as evidenced by numerous situations with too many families to count. I know what your are going to say, "I don't support the school." I have always supported the school, that is why I helped build it, but what I do not support is the unloving environment you have created at MCA. I am a tough father, but I am also a loving one. If you really expect kids to change, you can't keep bringing up past wrongs. You punish the wrongs as they come, then you forgive and move on. They need to know that they have a fresh start, and that you believe in their ability to redeem themselves. Principal Hull, you have utterly failed to do that in this situation with [REDACTED], you have failed to do that with [REDACTED], I am assured that you have failed to do that with other children who have left the school, and THAT is what I do not support, will never support, and if I had known then, what I know now, would have never approved at MCA.

3) Kids live up to the expectations we have of them. My [REDACTED] is completely wrong in [REDACTED] actions, but [REDACTED] is living up to expectations you have had for [REDACTED] for quite some time. You think [REDACTED] is a bad kid, who is unredeemable. This is why you have contacted CCPS to have [REDACTED] removed.

I will repeat again, [REDACTED]'s actions are wrong. We will deal with [REDACTED]. We have been dealing with [REDACTED] extensively. [REDACTED] has no excuse for how [REDACTED] is behaving and treating Mr. Carlisi. However, please don't send us another email acting as if you have clean hands. You overreacted with our child, you showed no faith or hope in our child, I am told you and your team go out of your way to target our child, and as a result our child frankly could care less what you think of [REDACTED]. [REDACTED]'s immaturity and rebellious attitude are completely wrong, but don't act like you have clean hands in how we have arrived to this point.

On Wed, Feb 28, 2018 at 12:07 PM, David Hull <dhull@masonacademy.com> wrote:
Hello,

Just a quick FYI, in case you think otherwise, I had nothing to do with this email from Mr. Carlisi.

I can't tell you how saddened I am that any teacher has to go through this, let alone one like Mr. Carlisi. Or the other students. Your lack of responses to my prior few emails hints to me that you, like [REDACTED], have given up on expecting [REDACTED] to behave. I ask again that you address [REDACTED] behavior in a serious manner at home - not continuing to come at random times on different days, pulling [REDACTED] out of class for reminders. Please rethink telling [REDACTED] that we are out to get [REDACTED] and that injustice has been served to [REDACTED]. It cannot be more obvious that [REDACTED] has become emboldened to behave in negative ways through your encouragement of [REDACTED] having a victim mentality and not supporting the school to hold [REDACTED] accountable for [REDACTED] actions. Again, [REDACTED] told me yesterday, as [REDACTED] was on the way to Mr. Whitehead for poor behavior, that [REDACTED] mom wouldn't allow me to [REDACTED] again. The school and [REDACTED] parents are clearly on different pages.

This must be addressed, and the ball is in your court. [REDACTED]'s poor behavior should not be allowed to metastasize. It's not good for [REDACTED], for [REDACTED] teachers, for [REDACTED] peers, for you and your family, or for society.

Thank you for considering this request, and I look forward to seeing [REDACTED] behavior dramatically improve right away.

Best regards,
David Hull, Principal
Mason Classical Academy

Begin forwarded message

From: Charles Carlisi <c Carlisi@masonacademy.com>
Subject: The List
Date: February 28, 2018 at 11:09:29 AM EST
To: Erika Donalds <[REDACTED]>, Byron Donalds <[REDACTED]>, David Hull <d Hull@masonacademy.com>

7:54 [REDACTED] will not get ready for the day silently. Instead, [REDACTED] distracts any individual [REDACTED] believes will speak to [REDACTED]
7:55 [REDACTED] flicked a pencil across the room at a peer.
7:59 [REDACTED] yelled "Whatcha doin back there [REDACTED]" to draw attention to a classmate.
8:00 [REDACTED] disrespected the Preamble by calling out in the middle of it's recitation.
8:01 When the student leading the pledge, preamble, and motto for the day forgot to announce the motto for the day, [REDACTED] called out, "You stup'idi!"
8:58 [REDACTED] was rolling around on the ground behind [REDACTED] desk.
9:03 [REDACTED] moved under [REDACTED] desk and poked the child in front of [REDACTED] with [REDACTED] finger.
9:10 [REDACTED] was singing "I believe I can fly."
9:14 [REDACTED] could not stand silently and watch me add to this list without calling out the name of one of [REDACTED] friends several times.
9:16 [REDACTED] said, "bo!"
9:16 [REDACTED] said, "I already know what you're going to type" and started walking away.
9:17 "My dude!"
9:17 [REDACTED] does not have [REDACTED] spelling words out yet.
9:26 [REDACTED] threw a red pen across the room and then said, "[REDACTED] why did you do that?"
9:27 [REDACTED] groaned on the way back to [REDACTED] seat and lobbed two erasers across the room.
9:32 [REDACTED] would not sit in [REDACTED] seat with [REDACTED] book out so [REDACTED] desk was taken away.
9:41 [REDACTED] takes papers off of the bookshelf, including note-cards, to make into airplanes.
9:52 [REDACTED] wanders through the classroom during break, unconcernedly plucking a snack from a peer's desk, dropping it again when [REDACTED] jumped to protest.
9:54 [REDACTED] throws a water-bottle way up into the air several times.
9:56 when asked to come back to my desk to watch me type this, [REDACTED] said "oh my God!"
9:59 [REDACTED] throws a paper airplane at my face, as [REDACTED] leave the room.
11:08 [REDACTED] has thrown two things in literature class, does not have [REDACTED] literature book out, and has not put [REDACTED] math folder away.

Mr. Carlisi
Mason Classical Academy
(239) 227-2838

Pursuant to School Board policy and Mason Classical Academy administrative procedures, this e-mail is the property of Mason Classical Academy and to be used for official business only. In addition, messages sent through this system are subject to the Public Records Law of the State of Florida and also to review by the school. There should be no expectation of privacy.

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----- Forwarded message -----

From: **Joe Baird** <jbaird@masonacademy.com>
Date: Tue, Sep 20, 2016 at 6:47 PM
Subject: Website inaccuracy
To: Fedor Steer <steer@masonacademy.com>
Cc: David Hull <dhull@masonacademy.com>

Hello Mr. Steer,

I just wanted to point out an inaccuracy on the MCA website. Under "About MCA" > Leadership > "Board of Directors" Jason Lane is still listed as Treasurer.

I just thought you might want to know.

Joe

From: Joe Baird <jbaird@masonacademy.com>
Subject: Fwd: Website inaccuracy
Date: September 20, 2016 at 6:48:42 PM EDT
To: David Hull <dhull@masonacademy.com>

I hope it's ok that I emailed Mr. Steer directly. Let me know if you would prefer this to go through you in the future.

Joe

From: Joe Baird <jbaird@masonacademy.com>
Subject: Financial Oversight Committee Applications
Date: September 23, 2016 at 6:41:17 PM EDT
To: Kelly Lichter <klichter@masonacademy.com>, Laura Miller <lmiller@masonacademy.com>, Byron Donalds <bdonalds@masonacademy.com>, David Hull <dhull@masonacademy.com>

**** Do not reply to this email ****

I have uploaded all information for all applications that I have received to date for the Financial Oversight Committee. The information is on the Google Drive under the 10/4 BoD meeting folder.

Please review and interview applicants as you see fit. Come prepared to the next meeting to discuss and vote on candidates.

Please also check with David Hull for his perspective on any candidates you may be considering.

I will send out updates if I receive any additional information.

Thanks,

Joe

On Sep 26, 2016, at 6:49 AM, Joe Baird <jbaird@masonacademy.com> wrote:

Mr. Hull,

I think it would be very helpful to the board if we were able to obtain feedback from the teachers of students whose parents have applied for a position on the Finance Oversight Committee. Teachers often have interactions with the parents of their students, and I'm sure some of our teachers could provide some insights regarding the potential candidates.

Do you have any suggestions as to the best way for the board to obtain this information? I doubt you would want all of the board members interviewing your teachers. If you could let me know your thoughts on this I would appreciate it.

Thanks,

Joe Baird

On Mon, Sep 26, 2016 at 6:59 AM, David Hull <dhull@masonacademy.com> wrote:

Hello,

To be honest, I think we should probably not involve the teachers if that's okay. If you feel strongly about it, though, give me the name of the candidate, and I will speak with the teacher to see if he/she has any information.

Best regards,
David Hull, Principal
Mason Classical Academy

On Sep 26, 2016, at 8:04 AM, Joe Baird <jbaird@masonacademy.com> wrote:

David,

No problem - I trust your judgement. I would like to talk to you briefly by phone if you have some time today to voice my concerns. It's a little easier than trying to hash it out over email. Do you have some time today?

Thanks,

Joe

From: David Hull <dhull@masonacademy.com>
Subject: Re: Finance Oversight Committee
Date: September 26, 2016 at 8:23:40 AM EDT
To: Joe Baird <jbaird@masonacademy.com>

Can it be another day? I'm swamped.

Best regards,
David Hull, Principal
Mason Classical Academy

On Sep 29, 2016, at 10:03 AM, Susan Turner <sturner@masonacademy.com> wrote:

Could I send Mr. Baird the supporting documentation for the amazon gift cards so he knows that we're tracking it and not open to theft?

Susan Turner
Business Manager

From: David Hull <dhull@masonacademy.com>
Subject: Re: scrip, amazon
Date: September 29, 2016 at 10:04:48 AM EDT
To: Susan Turner <sturner@masonacademy.com>

Of course.

Best regards,
David Hull, Principal
Mason Classical Academy

From: Susan Turner <sturner@masonacademy.com>
Subject: amazon purchasing
Date: September 29, 2016 at 11:41:54 AM EDT
To: Joe Baird <jbaird@masonacademy.com>
Cc: David Hull <dhull@masonacademy.com>

Hello, Mr. Baird-

Please see attached documentation supporting the school's purchase of amazon gift cards from Scrip, and the use of those cards to purchase books and supplies on amazon.com.

A note on amazon purchasing-

We may place a \$3,000.00 order for books on amazon. However, this purchase will actually be charged to our debit card or applied to a gift card only when items within the order are shipped. This results in hundreds of transactions. I reconcile every single one, but most of my amazon records are not scanned.

Since you have access to MCA's amazon account, you are able to see all purchases and pull reports for account activity. You are also welcome to audit my paper files for amazon purchases.

I hope the attached satisfies any questions you had regarding the amazon gift card purchases. Please let me know if you have additional questions.

Thank You

On Oct 4, 2016, at 9:17 PM, Joe Baird <jbaird@masonacademy.com> wrote:

Dear Mr. Hull,

I want you to know that the last thing I want to do is increase your or Mrs. Turner's workload. I know you both work very hard and put in many more hours than most of us realize. As requested, I will schedule a meeting with Mrs. Turner to discuss the fourteen (not twenty) questions asked in my email from last week.

Before I do so, I wonder if you would mind sending me the information she already has on hand. You mentioned in tonight's meeting that she has already put three hours into answering my questions. I would like you to explain to me why all of the work she has completed so far was not sent to me. In the spirit of not taking up any more of her time than is absolutely necessary, it would be beneficial to have that at the very least. In this way, our meeting at the school should be short and sweet.

Thank you,

Joe

Begin forwarded message:

From: David Hull <dhull@masonacademy.com>
Subject: Fwd: amazon purchasing
Date: October 5, 2016 at 7:37:00 AM EDT

Good morning,

One more point of clarification. This email was sent to Mr. Baird the day he wrote Mrs. Turner the 25 question list. This email addressed one of the questions, and this question alone is what took Mrs. Turner 3 hours. So, she did, in fact, send him the information prior to the board meeting. It is the other 24 questions that were not answered in time. Again, that part is my fault.

Thank you for your time.

Best regards,
David Hull, Principal
Mason Classical Academy

From: David Hull <dhull@masonacademy.com>
Subject: Re: Treasurer's Report - follow up
Date: October 5, 2016 at 7:07:42 AM EDT
To: Joe Baird <jbaird@masonacademy.com>
Cc: Kelly Lichter <klichter@masonacademy.com>, Laura Miller <lmiller@masonacademy.com>, Byron Donalds <bdonalds@masonacademy.com>

Good morning,

After giving it some thought, I agree with you that this request for information should be done through email. Your idea of having it in a written record is a good one. Mrs. Turner will make this a top priority and email the answers to your questions by the end of this week (25 questions, not 14, like you said, or 20, like I said. We were both wrong. You had 14 bullets, but some had multiple questions. For example, question #1 included three - *"What is the employee reimbursement policy? Who approves? Can I see expense reports for July and August?"*

There is no explanation for why the work Mrs. Turner completed was not sent other than it was a total communication failure on my part. I was thinking something completely different about this matter, and I blew it. I offer my

apologies. It won't happen again. Please let me know what you'd like, and we will get it to you. Today, the focus will be on your list of questions.

Going forward, it would be helpful for the board to speak as one voice and clarify exactly what the school is responsible to do. This has been a confusing topic for the staff since the school opened. For example, are we to provide a roster of student names to the Board Treasurer as discussed last night? That, and questions like it, should not be answered through email because of Sunshine Law, but they should be clarified during board meetings.

Best regards,
David Hull, Principal
Mason Classical Academy

From: David Hull <dhull@masonacademy.com>
Subject: Questions
Date: October 5, 2016 at 10:32:20 AM EDT
To: Joe Baird <jbaird@masonacademy.com>
Cc: Susan Turner <sturner@masonacademy.com>

Hello,

Please look forward to an email from Mrs. Turner with answers to the rest of your questions. Thank you for your patience.

Best regards,
David Hull, Principal
Mason Classical Academy

On Oct 5, 2016, at 10:42 AM, Joe Baird <jbaird@masonacademy.com> wrote:

Mr. Hull,

I'm afraid we've gotten off on the wrong foot. I would like to meet with you in person to talk things over. Can you let me know when is your next availability?

Thanks,

Joe

From: David Hull <dhull@masonacademy.com>

Subject: Re: Meeting

Date: October 5, 2016 at 10:49:12 AM EDT

To: Joe Baird <jbaird@masonacademy.com>

Hello,

My thought was that we were going to do that this week, but last night and this morning should have resolved many of your concerns. I'm going to need some time here. To be honest, this has consumed all of my attention since 5:30 last evening. I hope you understand.

We have done our best to get you the information you requested. Please let me know if there is anything else we can help you with. I think email works well, as you suggested, to ensure there is a written record. That should limit any more miscommunication.

Best regards,
David Hull, Principal
Mason Classical Academy

On Oct 6, 2016, at 2:41 PM, Susan Turner <sturner@masonacademy.com> wrote:

Do you have anything in writing regarding Baird's resignation? I will need to document his board termination date.

Thank You