

Note: The communication I received has been redacted so that no individual teacher or staff can be identified. There was no identifying information in the letter I received, but I did edit any first-person references so that the writer cannot be identified. I did this as I do not want the issue to be, "who went to Ed?" rather than the critical safety issues that must be addressed immediately and diligently.

Any underlining and bold face text in the material below was added by me to emphasize given incidents and statements. Ed Dorff May 7, 2017

Hi Ed,

As you know, it has been a difficult road for our school these past few years. The safety of students and staff has been deteriorating for a long time. However, I have reached out to you now because we have crossed a critical point where **two staff members were seriously injured this week**, a student was violated in an outrageous manner, multiple fights causing physical injury happened, and nothing has been done to ensure our safety for the last five weeks of the school year. Throughout this year, a number of very serious things have happened that have contributed to the overall dangerous climate at the school.

This year alone:

- Student set 3 fires in the bathrooms - we were never evacuated
- AP was kicked in the face during a fight and his glasses were broken
- Drugs and cigarettes have been both sold and used in and around the school
- So many fights that students have started arming themselves with weapons (including brass knuckles, knives, a large stick, and a lock) with which to fight**
- Student jumped and beaten to the ground and kicked in the head and stomach repeatedly while she was down
- Student punched and broke a glass window
- Student approached a teacher personally and said he had a gun and was going to shoot that teacher**
- Student told staff, "I am going to kill the teacher. I am going to get a shotgun and find out where he lives. Watch me. I am not kidding."**

Due to the trauma we have experienced, our staff have exhibited some serious signs of anxiety and depression throughout the year. However, I am sounding the alarm now because I am starting to see signs of PTSD in my colleagues and in our students and it terrifies me. The last two weeks have probably been the worst two weeks we've ever had, and the scariest part is that we have 5 more weeks of school to go. Please read this list, and then imagine it all happening again and then all happening again another time before June 8. That's how long we have remaining in this school year. **If all of these things happened in the last two weeks, what will be done to us in the next five?**

The following items are dangerous, violent, or aggressive things that have happened in the last TWO WEEKS when I started making my list (this was as of the date when I first contacted you so now it's more like three weeks). There are dozens

more serious offenses (like vandalism or computer misuse for example) from the past two weeks, but I only focused on the dangerous things.

-A gun was brought to school by a student, later in the day other students reported that he had been showing it to them and had it in his locker, we were never locked down or evacuated or even told what was going on while they attempted to locate the gun and the offending student - later they determined that it was an air soft gun and had a clip with it (***Was the school board informed of this? E.D.***)

-Three students were angry with a teacher who has serious asthma and allergies, they have been instructed not to bring lotion, perfume, or body sprays into her room because she will have a life-threatening reaction, the day they were angry at her, they purposely got these items from their locker, brought it into her classroom, were overheard saying, "Let's see if Mrs. is really allergic" and then used the items in her presence. She had an asthma attack and had to run out of the building to be able to breathe.

-A staff member was knocked to the ground by a student during an altercation involving two students who were truant from class - she hit her head and started bleeding, she was brought by ambulance to the hospital with a bleeding head wound (***Again, was the school board informed of this? E.D.***)

-A student in the tech ed room was surrounded by 3 boys who wanted his shoes, they pushed him onto a table, **two of them held his arms down, and the third one put his leg in a vice grip on the table to keep him down while they took his shoes**

-Four cars were vandalized with thousands of dollars of damage by a student who purposely put thumbtacks on his fingers for the purpose of vandalizing our cars

-A fight in the classroom involved one student attacking another student - this was labeled **"a significant assault resulting in significant physical injury."**

-A fight in the cafeteria involved one student "beating the victim to the ground" and was labeled as a battery

-There was a fight in the hallway/stairwell, dozens of students stopped and some were videotaping it with their cell phones, teacher went to get administrator, **administrator said, "We're numb to fights" around here and asked her, "Is it a real fight?"**

-Fight in the hallway during passing time, two students began shoving each other into lockers, ended with them wrestling on the floor, student lifted the other student off the ground into the air and slammed him down to the floor again multiple times

-Female student knocked to the ground by male student

-Student slapped in the head

-Kicked holes in the walls

- Flew a drone in the building
- Pushed another student's head into a glass door
- Threw a full water bottle at a teacher's head
- Student called AP a "bald ass nigger" while shouting at him
- Student attempted to grab papers from the teacher's hands and rip them up
- Student brought hard dishwasher packets to school and threw them at others' faces in the crowded hallway (he also had a bag of flour with him)
- Student shoved a teacher
- Another student pushed a table towards students and then shoved the teacher out of the way
- Student bit another student's arm
- Fire extinguisher was taken down and the pin was pulled out and the extinguisher was dropped, causing it to discharge in a full classroom**
- Student got a running start down the hallway to kick a teacher's door (during class)
- Student knocked a clock off the wall from repeatedly jumping to hit it and ignoring requests to stop
- Student struck the SRO after telling her to "shut the fuck up" (*Again, was the school board informed of this? E.D.*)**
- Student brought a knife to school
- Student used his arm to clear the top of the teacher's desk, knocking all of her belongings to the ground, breaking many of them
- Student threatened to pull off a Somali student's hijab (same student had done this before)
- Another teacher's car was keyed
- Student pushed police officer
- Student pushed the teacher's hand into the doorway, causing her ring to break
- Teacher was knocked into when a student tackled another student to the ground in the classroom

-AP was punched and kicked in the groin

-Student threw a full water bottle into a crowded hallway

-Students throwing apples and oranges at others in the cafeteria, teacher was hit in the chest with an orange

-Student threw a full water bottle at another student in the cafeteria and hit them

-In an altercation with a student who had accidentally bumped into him, student reported he had said she would "slap the black out of him"

These are from a huge variety of student offenders. In fact, according to our PBIS data as of March, we were at over 11% of our students in the "red zone" for behavior referrals. This is over 100 students who have committed at least six major offenses this year just as of March. The critical mass of students has changed for the negative. The balance of power has tipped against us. We have 7th and 8th graders who have never had a behavior referral in their entire school careers but are now getting in to major trouble by following their dangerous peers who are going unchecked in this toxic environment. The numbers are against us because we have allowed this to continue for so long.

Our level of truancy inside the school has exploded. There are students who come to school for the day and don't attend a single class. Dozens of students are found all over the school daily (even hourly), evading capture and running from the SRO and administrators, hiding in places like the basement and the elevator. They wander the school in small groups and terrorize our hallways and classrooms. They pound on our doors, shake our door handles, scream swear words into our vents, punch and kick the lockers, blare inappropriate music at full volume through their cell phones, and disrupt classes every day. Teachers have instructed students to not answer classroom door for anyone, because these groups of kids have pushed their way into classrooms looking for specific students that they want to fight. Teachers have had to block doors to prevent students not in those classes from coming in to the classroom to fight students during class. When they are able to get into the classroom, they will refuse to leave. My teaching is disrupted daily by students who are truant from their own classes. Sometimes, they will stand outside our door and block the door so that when class ends, **we are trapped inside our rooms.** In the hallways and during passing times, dozens of kids run full speed through crowds of people, often knocking people down to the ground. **A teacher was hit back in November by two running kids running her over at full speed medical attention was required.** I have other colleagues who have as well. These same students continue to run full speed through the hallways and laugh at us when we ask them to stop.

In addition, **my students, colleagues, and I are sexually harassed daily.** I started making a list and I only went back TWO WEEKS before I quit.

These are only some of the things that were said (or screamed) to staff or students or a whole class of people in the last two weeks:

- "I will bust a nut in your mouth."

- "I'll cut my balls off."

- "You should kiss my dog's ass."

- "When you made your baby with your husband, could you feel him bust in you? Have you ever let people smack or grab your booty? How many hoes do you have?" (said to teacher)

- "Get away from me you fucking bitch"

- "Suck dick" or "fuck off" or "shut the fuck up" said to us daily

- "Cunt, bitch, slut, ho"

- "Fuck a bitch and make her say daddy."

- "I'll kick your ass."

Also, dozens of my female students have been slapped on the buttocks, pinched on the arms, legs, or sides, and touched on the chest by numerous male students this year. In the last two weeks, two different male students were punched in the groin. **A boy had his pants and underwear pulled completely down and was exposed in the hallway by another student during passing time.** A female kicked and hit multiple boys in the groin during class. A boy put stress balls under his shirt and made jokes about them being breasts in front of the whole class. **On Friday, a boy approached a group of teachers and pulled his jeans down and starting touching his private parts inappropriately. He was asked multiple times to stop and he laughed at the teachers and kept going.**

At this point, the students have control of the school, and their level of aggression is escalating. I am scared for my students, my colleagues, and myself regarding what verbal and physical abuse we will be forced to endure for the last five weeks of school. Our students deserve a safe place to go to school and my colleagues and I have the right to a safe workplace. None of us in the school are safe right now. Please help us. It is an emergency. Action is needed.

Thank you. I hope to hear from you soon.