

**From:** Joseph Smith <jmsmith@coppellisd.com>  
**Sent:** Tuesday, January 11, 2022 4:17 PM  
**To:** [REDACTED] Campbell  
**Cc:** Jennifer Villines; [REDACTED]  
**Subject:** Re: Level One Grievance against District Employee

Good Afternoon Mr. Campbell,

I am in receipt of your Level One Grievance and have forwarded your concerns to our Director who oversees grievances for CISD. She will contact you soon with details regarding the process from here.

Thank you.



**Joseph Smith**  
Principal

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On Jan 10, 2022, 4:21 PM -0600, John Campbell <jcampbelliv@gmail.com>, wrote:

**Caution:** This email originated from outside the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe. Never enter your password or other sensitive information on linked web pages contained in emails unless you are certain the web pages are safe. If you have questions or need assistance, please contact the Help Desk.

I am afraid that my child has become the target of retaliation by AP Shaikh and am with this email filing a formal level one grievance. AP Shaikh has intentionally deprived my child of his right to a free and appropriate education through her pernicious and biased actions. I am presently in the process of obtaining legal counsel to defend my family from this abuse of power. The cause of this complaint and damage to my son, some of which you are already familiar with, are detailed below.

In October, [REDACTED] chemistry teacher (Mrs Arroyo) provided a "history" assignment to [REDACTED] and his class to provide "Diversity in atomic theory development" that they "... are/will be qualified to provide insight on diverse figures in the development, impact, or evolution of the atomic theory". This was followed with the verbal guidance that the students could "select anyone, so long as they were not old, dead, white guys". As the father of a 16-year old boy who, God willing, will grow into an old, white guy one day, I was shocked and appalled by this direction. I wrote an email to you on December 14, 2021, requesting that this teacher apologize for this hurtful and divisive guidance. You assured me that you would look into the matter. I trust that you did. Nonetheless when you did not respond within three working days, I initiated a request for transfer from NTHC to CHS on December 17, 2021 which was promptly granted. I believed this to be the best course of action to provide our son with the opportunity to return to normal with a fresh start in a healthier environment.

Roughly two-week after this, on the morning of January 3, 2022 my family was surprised to receive a visit from the Coppell Police Department with an anonymous tip that implicated our son in a possible “threat” to Mrs. Arroyo. The statement was made 28 days prior in a student-only Discord server. The police produced a heavily doctored screenshot of the communication allegedly made by [REDACTED]. [REDACTED] retrieved his personal cell phone and provided context where it was intentionally removed by his accuser. The officers concluded that the statement was hyperbole, clearly lacking both intent and immediacy. They also postulated that it would have taken significant effort to search for this statement a month after the fact, and alter it to suit their purposes. In fact, that the report was likely not motivated by an intention to protect Mrs. Arroyo, but to harm [REDACTED]. The police suggested he be more careful with his words and that he scrub his social media accounts to deny any bad actors additional opportunity to harm him. We agreed, acted on this advice and thought the matter closed with a lesson learned. We are presently acquiring this report via open records request.

On January 4, 2022, AP Shaikh called [REDACTED] mother and informed her that she would be issuing [REDACTED] Out of School Suspension (OSS) and recommending DAEP placement for the December 9, 2021 statement. The gist of this conversation was that AP Shaikh had already reached a predetermination of guilt and that we should waive our rights to input into the process. Mrs. Campbell suggested an in-person meeting. AP Shaikh agreed, but did not follow with the pre-conference meeting notice.

Given this lack of communication, [REDACTED] started in his new school on Wednesday December 5, 2022 as agreed. He stopped first in the administration office to request his new schedule. Instead, he was detained in the office of AP Golner and issued OSS. AP Golner reached out to Mr. and Mrs. Campbell by phone, both of whom came to his office within the hour. Seeing opportunity, AP Golner requested that AP Shaikh also attend what was now to be the “pre-conference” previously not scheduled by her. During this pre-conference we were requested to, and provided, the same information to AP’s Shaikh and Golner that we had provided to Coppell PD.

At this time AP Shaikh requested that [REDACTED] furnish a written statement to provide “his side of the story” so that they (Shaikh and Golner) did not have to “make a decision based only on the information provided by his accuser”. The implication of this request was that cooperation would provide better context and provide a better chance of avoiding DAEP placement. Given the conclusions reached by the Coppell Police that [REDACTED] statement did not constitute a threat, we naively provided this in good faith. AP Shaikh requested that we “give her 24 hours” to look into the matter and that she would contact us in that time. Nearly 72 hours later, on January 10, 2022, a Friday afternoon on the last day of OSS, AP Shaikh emailed a Placement Conference Notification and Waiver and invite to a placement hearing the coming Monday at 9AM again reiterating that a conclusion was reached in advance of this placement meeting and her stern preference that [REDACTED] waive his right to be heard.

I am having difficulty in seeing this as merely a procedural matter and am convinced that AP Shaikh is acting with intent to harm my son. At the very least, the events will look extremely suspect to any outside observer. To recap:

1. October 6, 2021 – Mrs. Arroyo instructs students to complete discriminatory assignment.
2. December 9, 2021 – [REDACTED] makes inflammatory statement in student only Discord server designed as a “safe space” for students to vent. It should be noted here that this server is considered a “safe-space” - but AP Shaikh claimed both access to and intimate knowledge of it during the preconference.
3. December 14, 2021 – I lodged a formal complaint to you for the “diversity assignment” issued by Mrs. Arroyo on October 6, 2021.
4. December 17, 2021 – 3 business days later, in the absence of further communication, I requested that [REDACTED] transfer from NTHC to a safer environment in CHS. This request is granted by both NTHC and CHS on the same day.
5. January 3, 2022 – 17 days following the request for transfer, an “anonymous” tip is made online at 1 AM, naming [REDACTED] for the December 9<sup>th</sup> statement made 28 days prior. The Coppell police visit Campbell residence. The Campbell family cooperates and provides additional information intentionally left out of the tip. The police determine that the incident does not rise to the level of a “threat” and further that it was likely made with the intent to harm [REDACTED].

6. January 4, 2022 – One day later and prior to the children’s first day of school, AP Shaikh calls Mrs. Campbell, informing her that *she* will be taking disciplinary action. She implies that a determination of guilt has already been made and suggests that [REDACTED] waive his rights. She offers to establish a pre-conference, but does not.
7. January 5, 2022 – One day later, in the absence of further guidance, [REDACTED] attends his new school and is detained in AP Golner’s office. AP Golner calls Mr. and Mrs. Campbell, both of whom arrive within the hour. AP Golner establishes this meeting as the pre-conference and requests that AP Shaikh join at CHS given that all of the other required party are already in attendance. At the request of AP Shaikh, [REDACTED] provides both a verbal and written account of the incidences leading up to this meeting. AP Shaikh acknowledges familiarity with the “safe space” Discord server and provides that she has “had to go into” that server in the past. AP Shaikh inquires if other students could provide context to support him and promises anonymity in the conversations with them. [REDACTED] offers to provide information on who his believed accuser may be. AP Shaikh accepts this offer and states that she will speak with students provided by [REDACTED] in confidence. AP Shaikh then requests “24 hours” of the Campbell family in order to interview these students. She states that she will contact the Campbell family following these interviews.
8. January 6, 2022 – At this time, AP Shaikh has not spoken to any of the students provided by [REDACTED]. An anonymous tip is received for another student at NTHC by AP Shaikh. Given this information, AP Shaikh *then* chooses to interview *one* of the students she agreed to interview the day prior - who texted [REDACTED] out of concern. However, instead of asking this student to provide context as agreed, she specifically asks the student if “[REDACTED] would do this to get back at another student”. This unprofessional action establishes clear bias both, in breaking confidentiality AND in making an accusation against [REDACTED] to the very peers that she was to gather information from prior to any determination.
9. January 7, 2022 – On Friday afternoon with 4 hours remaining in OSS, the Campbell family receives notice from AP Shaikh that a placement conference will occur on Monday January 10, 2022 at 0900. The notice again, sternly implies that a determination has already been reached AND requests that [REDACTED] waive his rights. It further requests that the Campbell’s advise if they intend to bring legal counsel at least 24 hours in advance – which could not be possible given the late delivery of the notice.

As of December 17, 2021 it was fully our intention to leave NTHC, Mrs. Arroyo and AP Shaikh behind us. I am having difficulty in grasping why the AP of a school that my son does not attend has played such a prominent and voracious role in denying him this fresh start. Given the events as experienced, it appears that this employee is determined to retain a hurtful grip on a student that only wants to escape to a healthier environment. It has crossed my mind that she may even be the initial source, given her expressed familiarity with the Discord server from which this controversy originated. Though this may simply be a "happy accident" for her.

Admittedly, the comments made by my son were careless. Taken out of context and edited by a malicious actor, they are disturbing. However, given that it was made in a perceived “safe space” it was clearly not made with the intent to threaten, as there could be no reasonable expectation that it would be discovered by Mrs. Arroyo. It is also alarming that AP Shaikh revealed having access to and intimate knowledge of, if not participation in this server. Even so, the lack of intent with which the statement was made means that it cannot be interpreted as “threat” as defined in the student code of conduct. It is also painfully clear from the way the data was provided AND the amount of time between the statement being made and the “anonymous” tip being received, that the accusation was made with the express intent of harming [REDACTED] and NOT out of concern for Mrs. Arroyo. The accuser has definitely achieved their goal of harming my son as well as harmed Mrs. Arroyo in the process. To summarize these points:

1. [REDACTED] has never been the subject of disciplinary action and has been an exemplary student in this District at every point until starting at NTHC.
2. NTHC did not provide a safe and nurturing environment in which [REDACTED] could flourish. Numerous attempts to engage with his educators and counselors were met with indifference.
3. He was subjected to a racially motivated assignment that clearly discriminated against him based on his skin color and gender identity in violation of HB3979.
4. The Campbell family filed a formal complaint which was not acted on and received no follow-up communication.

5. Shortly after requesting a subsequent transfer to a safe environment, the AP at NTHC followed [REDACTED] to his new school and has attempted at every turn to steer the process to deny him this fresh start or even a voice in the process! This includes her predetermination of guilt in direct opposition to the opinion documented by the local police and furnished to her.
6. The police did not believe that this careless statement rose to the level of a “threat” as it was not directed at the stated party (lacked intent), was reported 28 days following the incident (immediacy), and was taken out of context (hyperbole).
7. The police also came to the conclusion that this “tip” was not intended to protect Mrs. Arroyo but to harm [REDACTED]. They even recommended he take steps to protect himself.
8. AP Shaikh not only formed her own opinion of the events in advance of hearing all of the evidence available but also inserted herself into a process that clearly is the purview of AP Golner. This was done before, receiving a statement from Mrs. Arroyo, before hearing [REDACTED] statement and before reaching out to [REDACTED] peers with knowledge of the event but well after [REDACTED] had been granted a transfer to a safer environment and a fresh start.
9. In fact, the day following [REDACTED] cooperation, AP Shaikh not only broke confidentiality, but named and accused [REDACTED] of wrongdoing to the very peers she had proposed to gather information from.

At a minimum, these actions illustrate extreme bias on the part of AP Shaikh, who should be recused from this matter entirely and her determinations stricken. Her intent is clearly not to protect a teacher, nor her former student. At worst, they illustrate an intent to harm my child. [REDACTED] has already been denied his right to an education by OSS. He has already looked over the material for his new classes and determined that his classes at NTHC were not progressed nearly as far along. He is being intentionally denied the opportunity to regain this lost ground; not to mention both opportunity and momentum. In addition to this deprivation of services, he has also already been punished with a surprise visit from the Coppell Police Department, had his hopes of a fresh start at a new school dashed, his opportunity to meet his new teachers under normal circumstances denied, and his opportunity to meet his friends on his new campus on equal footing ruined. These punishments are in addition to an extension of the general hopelessness he experienced at NTHC and now new daily nightmares. My son has been punished enough for his careless words – he has certainly been punished enough at the hands of AP Shaikh.

Filing this grievance is the first step of many that will be taken if this administrator is not prevented from further harming my child and my family. We love our District and do not wish it to come to it, but formal litigation and local news are the next available options in this matter. Please act quickly and decisively.

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[REDACTED]