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Deputy Superintendent
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Chief of Schools
Harrison Peters

May 8, 2017

Via E-mail: RMast@LC.org

Richard L. Mast, Jr. Esq.
Senior Litigation Counsel
Liberty Counsel
P.O. Box 540774
Orlando, FL 32854

Re: April 19, 2017 Correspondence

Mr. Mast:

I have been forwarded your April 19, 2017, correspondence expressing concerns regarding Ms. Lorajane Riedas from Riverview High School. Upon receipt of your letter I immediately directed the Office of Professional Standards to investigate the matter. I am enclosing a copy of the findings from the investigation that is forwarded to Ms. Riedas.

This District takes the matters brought to our attention seriously. We strive to remain inclusive and respectful for all by implementing protocols, policies, and procedures in place which offers unbiased safeguards for our students and their educational pursuits.

Thank you again for your correspondence.

Dr. Alberto Vázquez
Chief of Staff

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Deputy Superintendent
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Harrison Peters

Chief Human Resources Officer
Dr. Marie Whelan (Interim)

**General Manager
of Professional Standards**
Mary Frances Ledo

May 5, 2017

Lorajane Riedas
708 West Hiawatha Street
Tampa, FL 33604

Dear Ms. Riedas:

On April 20, 2017, the office of Professional Standards (OPS) received information from the Liberty Council that included numerous allegations. The allegations claimed that you:

- Directed a student to remove a "Make America Great Again" hat that he was wearing.
- Interfered with students' religious expression.
- Placed LGBT stickers on students' notebooks without their consent.
- Promoted LGBT political activism during instructional time.
- Used your role as the sponsor for Riverview's Gay-Straight Alliance (GSA) to engage in GLSEN-directed classroom activities.
- Utilized Twitter and Facebook to promote LGBT and GLSEN's political agenda during the work day.

On April 21, 2017, I met with you and Stephanie Baxter-Jenkins, CTA Executive Director, to discuss the allegations and the circumstances that led up to the complaints against you. I informed you that the office of Professional Standards would begin an investigation.

I met with you on Friday, May 5, 2017, to review the findings from the internal investigation.

The investigator asked multiple students if you directed a student to take off his "Make America Great Again" hat. The students agreed that you did, in fact, ask him to remove it. However, they advised that any student wearing a hat in class is required to take it off.

Although a few of the students advised the investigator you asked students to remove their cross necklaces, the majority reported that only students who wore rosary beads, were asked to take them off. Subsequently, students advised that you explained that rosary beads were against the school's dress code policy and may denote gang affiliation.

Additionally, students disclosed that the stickers you placed on their folders did not have LGBT letters on them and every student interviewed advised the investigator you do not promote LGBT issues in class.

You admitted utilizing your personal Twitter and Facebook account, however, you stated it was not during instructional time.

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Lorajane Reidas

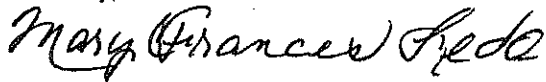
Furthermore, you did not use your role as the R. G. S. A. sponsor to coerce, force, or encourage students to participate in Riverview's Day of Silence, as verified from the email you sent through Riverview internal. Specifically, you stated, "The students of R.G.S.A., who are sponsoring this event at RHS, thank you in advance for your support."

The evidence obtained in the investigation does not support the allegations and established that there was no malicious intent on your part to intentionally harm, disparage or embarrass students. Although the allegations were not substantiated, I am compelled to remind you to use caution whenever interacting with students. As the sponsor for the R.G.S.A., your role is defined as supervisory only, and I am certain you would not want the public's perception of you to be otherwise.

The district is committed to the safety and well-being of the students we serve and will continue to embrace diversity, inclusion and acceptance for all.

All of the documents obtained in this investigation will remain in the office of Professional Standards for the record.

Sincerely,



Mary Frances Ledo
General Manager of Professional Standards

c: Dr. Alberto Vázquez, Chief of Staff
Dr. Marie Whelan, Chief Human Resource Officer (Interim)
Danielle Shotwell, Principal, Riverview High School
Stephanie Baxter-Jenkins, Executive Director, CTA