

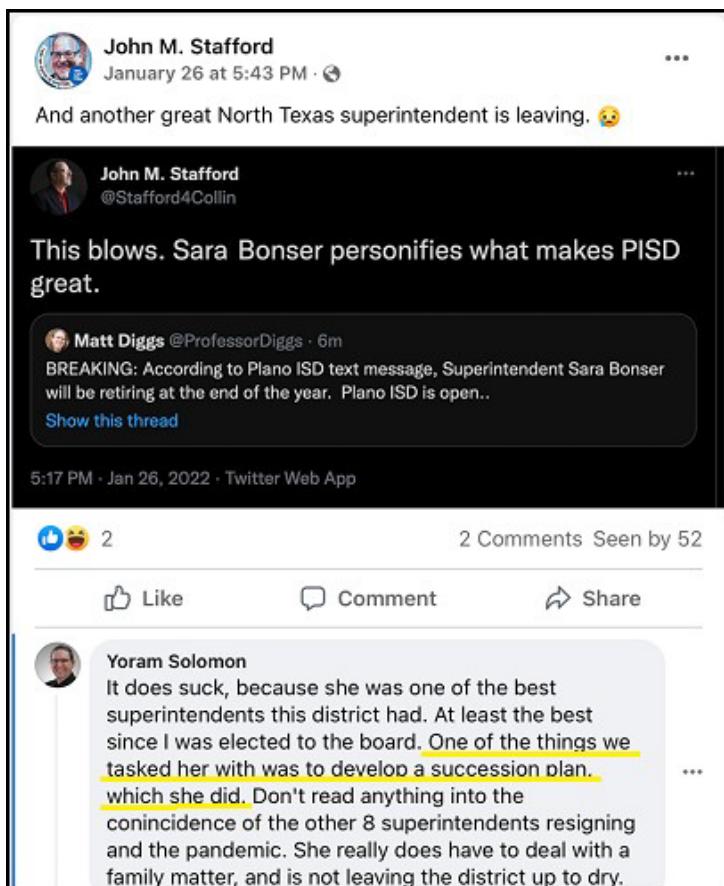
Fw: Re: FOSTERING A CULTURE OF ABUSE, BULLYING, HARASSMENT, INTIMIDATION, AND RETALIATION IN PLANO ISD - DAY 202 of NO RESPONSE

----- Original Message -----

On Tuesday, May 31st, 2022 at 5:23 PM, Fire Sara Bonser wrote:

Dear Superintendent Bonser,

Upon your announcement that you were leaving Plano ISD, former School Board Trustee Yoram Solomon, who was on the school board that hired you, took to social media and posted that you had previously been tasked with devising your own succession plan and did so.



John M. Stafford
January 26 at 5:43 PM ·

And another great North Texas superintendent is leaving. 😢

John M. Stafford
@Stafford4Collin

This blows. Sara Bonser personifies what makes PISD great.

Matt Diggs @ProfessorDiggs · 6m
BREAKING: According to Plano ISD text message, Superintendent Sara Bonser will be retiring at the end of the year. Plano ISD is open..

Show this thread

5:17 PM · Jan 26, 2022 · Twitter Web App

2 Comments Seen by 52

Like Comment Share

Yoram Solomon
It does suck, because she was one of the best superintendents this district had. At least the best since I was elected to the board. One of the things we tasked her with was to develop a succession plan. which she did. Don't read anything into the coincidence of the other 8 superintendents resigning and the pandemic. She really does have to deal with a family matter, and is not leaving the district up to dry.



Solomon4Plano
January 27 ·

...

Yesterday I learned of the retirement of superintendent Sara Bonser at the end of this school year. Ms. Bonser spent 25 years with PISD, and 33 years in education. She was one of the best superintendents PISD ever had, and definitely the best since I was elected to the board. Over the past two years she had the impossible task of managing the district under unprecedented circumstances, and she did it like a champion.

To the best of my knowledge, her departure has nothing to do with the pandemic, the pressure, or the fact that 8 other superintendents have resigned or retired in North Texas. She has to deal with urgent family matters. She is not leaving the district immediately, but rather at the end of the school year. Once again, she is putting the district needs above hers and her family's. Ever since we hired her, she worked to complete a district-wide succession plan, one that included her position as well.

I remember the day I interviewed her to the position of superintendent. At the end of that interview, all I could think of was "when can she quit the other district and start here?"

She will be sorely missed, but I know she would leave the district in good hands, and I wish her success in what she is about to deal with.

A records request was made for that succession plan from Plano ISD.

Thank you for your interest in public records of Plano Independent School District. Your request has been received and is being processed in accordance with Chapter 552 of Texas Government Code, the Public Information Act.

Your request was received in this office on 2/9/2022

Records Requested: • The succession plan(s) for the Superintendent position in Plano ISD.

Your request will be forwarded to the Open Records Section to locate the information you seek and to determine the volume and any costs associated with satisfying your request. You will be contacted about the availability and/or provided with copies of the records in question.

PLEASE NOTE: The Texas Public Information Act does not require a governmental body to create new information, to do legal research, or to answer questions.

You can monitor the progress of your request at the link below and you will receive an email when your request has been completed.

Again, thank you for using the [Open Records Center](#).

Plano Independent School District

Open Records Section

(469)752)8903

Plano Independent School District received an Open Records request from you on February 09, 2022 and it has been assigned the above referenced file number.

PISD has reviewed its files and has determined there are no responsive documents to your request at the date of your request. You may follow the Superintendent search www.pisd.edu/Page/27466.

If you need additional information, please contact us at the email or telephone number below.

Sincerely,

Plano Independent School District
Open Records Section
openrecords@pisd.edu
(469)752-8903

Is your district lying? Is former Plano ISD School Board Trustee and author of [The Book of Trust](#) [Yoram Solomon](#) lying? Or are both lying?

Now remember, your district adamantly sought community participation in a Superintendent Search Survey that was "critically important as trustees [sought] to identify the best candidate for the position who meets the needs of all Plano ISD stakeholders." And yet, you knew all along that there was only one applicant for Superintendent (Dr. Theresa Williams), which would be clearly consistent with the existence of a succession plan for your position. That survey has cost more than a financial burden to Plano ISD, it has cost further parent, teacher, and community distrust of this district as well.

There was 1 applicant (internal) for the position of Superintendent

BB

Beth Brockman, EdD
Assistant Superintendent for Employee Services
Plano ISD
469-752-8048

Not only did you all deceive the community, it appears you may have also deceived the Texas Attorney General's Office in your request to withhold the number and names of the applicants for Superintendent.

The district states the submitted information identifies an individual who applied for a superintendent position. The district represents the applicant at issue was not selected as a finalist for the superintendent position. Based on these representations, we agree the district must withhold the responsive name at issue under section 552.126 of the Government Code. However, we find the district has failed to demonstrate the applicability of section 552.126 to the remaining responsive information. Therefore, the district may not withhold the remaining responsive information under section 552.126 of the Government Code. Accordingly, the district must release the remaining responsive information.

This letter ruling is limited to the particular information at issue in this request and limited to the facts as presented to us; therefore, this ruling must not be relied upon as a previous determination regarding any other information or any other circumstances.

This ruling triggers important deadlines regarding the rights and responsibilities of the governmental body and of the requestor. For more information concerning those rights and responsibilities, please visit our website at <https://www.texasattorneygeneral.gov/open-government/members-public/what-expect-after-ruling-issued> or call the OAG's Open Government Hotline, toll free, at (877) 673-6839. Questions concerning the allowable charges for providing public information under the Public Information Act may be directed to the Cost Rules Administrator of the OAG, toll free, at (888) 672-6787.

Sincerely,

James L. Coggeshall
Assistant Attorney General
Open Records Division

How can there be only one applicant for the Superintendent position and yet that one applicant not be selected as a finalist for the Superintendent position?

Sincerely,

The Fire Sara Bonser Coalition

----- Original Message -----

On Sunday, March 20th, 2022 at 11:09 PM, Fire Sara Bonser wrote:

Dear Superintendent Bonser,

While it is unclear to us if the data we presented to you in our last email on February 28, 2022 (below) has received the urgent attention and investigation that it direly warrants regarding a troubling timeline of events which presents questions about the "high moral character" of Dr. Theresa Nolan Williams, the lone finalist for Superintendent of Plano ISD, it is clear to us that the appalling and outrageous behavior of her husband, Mr. Matthew Todd Williams, Principal at McMillen High School, towards a parent who voiced concern about that timeline of events creates grave concern for every parent in Plano ISD that takes issue with Mr. or Dr. Williams.

At last week's Plano ISD School Board Work Session on March 15, 2022, a parent spoke about the concerns we have raised and that the community has agreed are deserving of inquiry. <https://planoisdtx.new.swagit.com/videos/156730?ts=242>. Immediately afterwards, as that parent was leaving the Plano ISD Administration Building with his two Plano ISD elementary school children, he was accosted by Mr. Williams.

Mr. Williams verbally abused, bullied, harassed, intimidated, and retaliated against this parent in front of these children, security, and other adult eye-witnesses because that parent raised legitimate concerns about Mr. and Dr. Williams. The community has been given 21 days by Texas law to raise concerns they have about a lone candidate, and this parent did just that with verifiable information. Mr. Williams never disputed the accuracy of the information to the parent nor provided any explanation to assuage the concern. Instead, Mr. Williams' behavior epitomizes the toxic culture we have been calling out in Plano ISD, of which you and Dr. Williams have done nothing to correct and of which, as demonstrated by Mr. Williams, is acceptable and justifiable to the lone candidate's spouse. This display exemplifies our concern for there being no external search for Superintendent. It seems Dr. Williams being named lone candidate has emboldened Mr. Williams to attack a parent and his children. There is no reason to believe that her being named Superintendent will not escalate this behavior further.

The chief criticism we have received by President Stolle is that we are an anonymous "coalition" and that because we are anonymous, the Board considers our emails to be illegitimate. That is not consistent with Board Operating Protocols, Response to Complaints, Item 8 which states: "Board Members will not respond to anonymous communications" (https://www.pisd.edu/cms/lib/TX02215173/Centricity/Domain/143/NEW_BOP_OCTOBER2021.pdf). That neither states that anonymous emails are illegitimate nor absolves the trustees of their duty to read anonymous communications and investigate appropriately.

Nonetheless, just to be clear, *you*, Superintendent Bonser, are *nota* board member. Our emails have been to *you*, not the board. It's been 202 days since our initial email to you, and you have not responded to a single one. Why have you not and when will you?

History has shown that communications are not invalid or untrue simply by virtue of being submitted anonymously. Just last month, in our February 8, 2022 email (below), it was our anonymous coalition that brought to light the legitimate issue of Plano ISD's violation of Texas law regarding SHAC, which forced you and your administration to admit wrongdoing and come into compliance.

Mr. Williams' verbal abuse, bullying, harassment, intimidation, and retaliation is one of the reasons why our coalition is anonymous. Our coalition consists of your staff, parents, students, community leaders, and concerned taxpayers. Mr. Williams' behavior underscores the need for this coalition to remain anonymous so that our voices will not be silenced and our members will not be threatened or the object of retaliation by you, your successor, and your administration.

What are you and your administration doing to address this abhorrent behavior by Mr. Matthew Todd Williams? How has it been acceptable to you since you hired Mr. & Dr. Williams in 2018 for there to be an inherent conflict of interest with him reporting to his wife? What are you and your administration doing to remove this inherent conflict of interest? What are you and your administration doing to address the culture of abuse, bullying, harassment, intimidation, and retaliation in Plano ISD?

Sincerely,

The Fire Sara Bonser Coalition

----- Original Message -----

On Monday, February 28th, 2022 at 9:26 AM, Fire Sara Bonser wrote:

Dear Superintendent Bonser,

From our very first email to you, we have called for "an *independent* audit" to be "conducted of the nepotism and cronyism within your District and the individuals that have been hired by your District since you became Superintendent to determine their fitness for their positions within your District." To the detriment of Plano ISD now and in the future, you have refused to oblige. And now we find ourselves facing a lone candidate from within this tarnished district to replace you - Dr. Theresa Nolan Williams.

We have received several leads with troubling information about Dr. Williams. Because you and your administration are seemingly unconcerned, and we - the parents that send our children to your district, the staff that operates your district, the students that are served by your district, and the taxpaying citizens that finance your district - are concerned, we have taken it upon ourselves to conduct the due diligence that you, your administration, and the Board of Trustees should have done and should be doing. The results have raised numerous red flags, which both you and your administration either did not discover, overlooked, ignored, or excused before you hired Dr. Williams into Plano ISD.

One of those leads is laid out in the rest of this email. We have earnestly contemplated raising this concern because it involves personal details, and our focus is on fitness to be Superintendent, not a candidate's personal affairs. Regrettably, though, those personal details paint a dubious picture that warrants examination given they concern an individual who is being considered for Plano ISD's highest leadership position, Superintendent. Our desire is to be sensitive to the personal nature of the information and only convey what we feel is necessary to demonstrate the legitimate concern we have. What we have decided to include as evidence is merely a fraction of the information we have obtained.

As surely you are aware, Dr. Theresa Nolan Williams, Plano ISD's Deputy Superintendent/Chief Operating Officer, is married to Mr. Matthew Todd Williams, principal at McMillen High School. Both of them were hired by Plano ISD in 2018 from Lubbock ISD.

Mr. & Dr. Williams were married in Dallas County on Saturday, July 23, 1994.

107558	WILLIAMS MATTHEW T	24	NOLAN THERESA Y	22	7/23/1994	57	DALLAS
--------	--------------------	----	-----------------	----	-----------	----	--------

Almost 15 years later, on February 5, 2009, Dr. Williams filed for divorce from Mr. Williams in Dallas County.

Case Information			
DF-09-01688 THERESA WILLIAMS vs. MATTHEW WILLIAMS			
Case Number	Court	Judicial Officer	
DF-09-01688	255th District Court	HOCKETT, LORI CHRISMAN	
File Date	Case Type	Case Status	
02/05/2009	DIVORCE	CLOSED	

A year later, on January 21, 2010, with the court reporting no activity on the divorce case since its filing, the court records show that the court was prepared to issue a "dismissal for want of prosecution." This is done when a court is going to close a case due to inactivity. However, that very day a prove-up was done to finalize the divorce before it could be dismissed.

Events and Hearings

01/29/2009 ORIGINAL PETITION (OCA)

01/21/2010 PROVE UP ▾

01/21/2010 *DISMISSAL FOR WANT OF PROSECUTION ▾

01/21/2010 REPORT TO AUSTIN

01/21/2010 REPORT TO AUSTIN ▾

01/21/2010 ORDER - EMPLOYERS TO WITHHOLD

02/17/2010 zADMINISTRATIVE WRITS

02/25/2010 zADMINISTRATIVE WRITS

The state's records confirm Dallas County's records, showing that on January 21, 2010, Mr. & Dr. Williams' divorce was finalized.

003394 WILLIAMS MATTHEW TODD 40 THERESA 38 02 07/23/1994 01/21/2010 057 DALLAS

Curiously, a relatively short 3 1/2 years later, on yet another July 23, this time in 2013, Mr. & Dr. Williams remarried in Dallas County. This is the same month and day as their original marriage, now occurring on a Tuesday instead of a Saturday.

099652 "WILLIAMS MATTHEW T" 43 "NOLAN THERESA N" 42 07/23/2013 113 DALLAS

While not unheard of for a couple to divorce and then remarry each other again, marriage and family experts with whom we consulted all attested that they had never before seen a couple who remarried on the same month and day as their first marriage. In their practices, couples who remarried each other after previously divorcing each other had always remarried on a new month and day because the couples treated the remarriage as a new beginning, which meant desiring a new anniversary rather than be reminded of the prior marriage that failed.

A search of social media revealed that for a couple that was legally divorced from January 21, 2010 to July 23, 2013, they appeared during that timeframe to be representing like they were still married. No one makes a single comment on these posts that would indicate that this is a reunited couple. It's as though neither their family nor friends are aware they are divorced.



Mr. Williams appears to be wearing a wedding ring in that photo:





Terrie Nolan
August 27, 2011

Daughter/ Theresa and Todd Williams

4

Share



Theresa Nolan Williams updated her cover photo.
August 12, 2012 ·

...



27

4 Comments

Share

[View 3 previous comments](#)

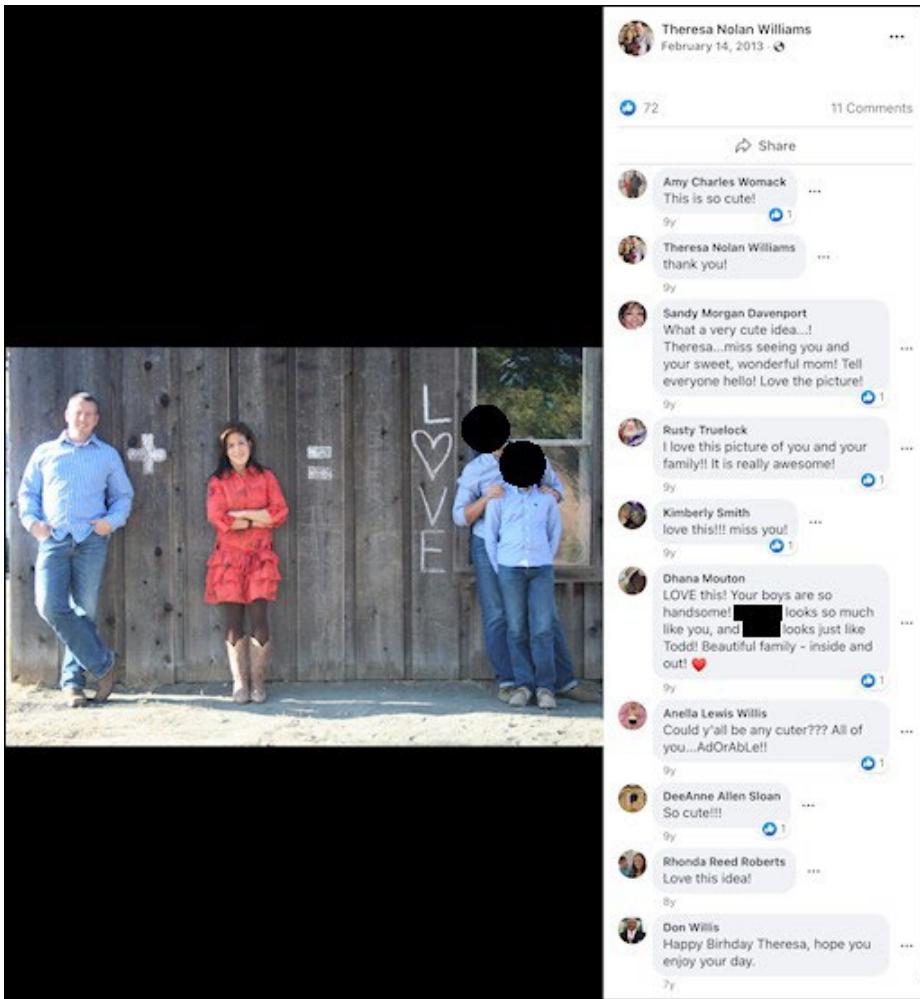


Mavis Hill

So good to see you last Wednesday at the cafe. Pretty as ever. Give Todd a hug love ya girl take care and God Bless

...

8y



We can find no indication that Mr. & Dr. Williams have ever lived separately, as would be expected from a divorced couple. The house they bought in August 2001 remained on the county roll with both of their names listed as the owner throughout their divorce, remarriage, and ultimate sell of that house in December 2014. At the time they sold that house, records indicate that they had already moved to Lubbock, Texas, where a few months prior Dr. Williams had taken a new job as Deputy Superintendent in Lubbock ISD and Mr. Williams as an Assistant Principal in that same district.

We also noticed that in the remarriage record, the state is reporting that Dr. Williams listed her last name at the time of remarriage as "Nolan" (see already included image above), however, the Texas Education Agency has no record of her changing her last name except when she was first married.

Name	Gender	Ethnicity	Date of Birth	Effective Date	Updated
Williams, Theresa Nolan	F	Not Specified		12/18/2000 6:26:00 PM	12/18/2000 6:26:00 PM by LOADINS
Nolan, Theresa				12/28/1995	12/28/1995 by LDM

What we uncovered suggests that two people married for almost 15 years legally divorced for a brief period of time while seemingly continuing to act like they were still married and then legally remarried on the exact same month and day as their original marriage. We found this information perplexing and behavior abnormal.

Further investigation revealed that there were two noteworthy events that happened during that short time Mr. & Dr. Williams were legally divorced: they each separately filed for Chapter 7 bankruptcy.

First Dr. Williams filed for Chapter 7 bankruptcy on April 30, 2010, just 3 months after their divorce was finalized.

10-33008-sgj7 Theresa N. Williams

Case type: bk **Chapter:** 7 **Asset:** No **Vol:** v **Judge:** Stacey G. Jernigan

Date filed: 04/30/2010 **Date of last filing:** 08/21/2010

Debtor discharged: 08/18/2010

Date terminated: 08/18/2010

Party 1: Williams, Theresa N. (Debtor)

Atty: Kenneth A. Hill

Represents party 1: Debtor

Phone: 214-871-2100

Email: kenhill@qslwm.com

Dr. Williams listed nearly 30 creditors, including her divorce attorney whose services she would have used just prior to filing for bankruptcy (Mr. Williams shows as having represented himself in the divorce).

Then on July 25, 2012, almost two exact years after Dr. Williams' Chapter 7 bankruptcy case was closed, Mr. Williams filed for Chapter 7 bankruptcy.

12-34765-sgj7 Matthew Todd Williams

Case type: bk **Chapter:** 7 **Asset:** No **Vol:** v **Judge:** Stacey G. Jernigan

Date filed: 07/25/2012 **Date of last filing:** 11/26/2012

Debtor discharged: 10/24/2012

Date terminated: 11/26/2012

Kenneth A. Hill

Quilling, Selander, et al

2001 Bryan St., Suite 1800

Dallas, TX 75201-4240

214-871-2100

kenhill@qslwm.com

Assigned: 07/25/2012

Matthew Todd Williams

representing

Mr. Williams listed nearly 40 creditors, including Dr. Williams and himself (both of whom he lists as being at the same address, again, while legally divorced) as well as Texas Child Support. Because it appears they were still living and operating as a married couple throughout this time they were legally divorced, Texas Office of Attorney General - Child Support Division could have been for use in his bankruptcy case as yet another justification for why he could not meet his financial obligations.

Mr. & Dr. Williams used the same attorney for both of their bankruptcy filings.

The very next July 23 that came around after Mr. Williams' bankruptcy was closed, Mr. & Dr. Williams legally remarried each other in Dallas County.

We are not judging the Williams for filing for bankruptcy. We understand that there are sometimes situations in which individuals find themselves facing insurmountable debts. For some people it happens unexpectedly with medical bills, unforeseen disasters, or personal tragedies. Some of us in this group personally know people who tried desperately to avoid having to file for bankruptcy and yet ultimately could not overcome their financial obligations without a fresh start.

The point of concern for us is that in putting together a timeline with the information we have obtained, it appears that Mr. & Dr. Williams may have legally divorced to assist them in qualifying for Chapter 7 bankruptcy (in which all dischargeable debts are absolved typically within 3 to 6 months) as opposed to Chapter 13 (in which a 3 to 5 year debt repayment plan is established). To qualify for Chapter 7, there is a means test that must be passed. In some instances, the dual income of a married couple has been known to prevent passing that means test while a divorce of that same couple would allow them a way to individually pass the means test, providing the option for all debts to be absolved.

As described by Freedom Law, a firm that specializes in bankruptcies: *"The means test takes into account [the debtor's] income, as well as [the debtor's] spouse's income, when determining whether [the debtor earns] too much money to file for Chapter 7 bankruptcy – even if [the debtor's] spouse is not filing for bankruptcy. Some of our clients with spouses who earn incomes that have put them over the Chapter 7 threshold have asked us if they should get a divorce. Probably not, we tell them. Again, [debtor's] don't want to raise the suspicions of the bankruptcy trustee, who will not look kindly on a debtor that files a sham divorce in order to qualify for Chapter 7 bankruptcy. Of course, [a debtor] will be able to convince the bankruptcy trustee that the divorce is not a tool to gain entry to a Chapter 7 case if [the debtor] can demonstrate that the divorce has been in the making for some time before the bankruptcy case."*

This could explain why Dr. Williams filed for divorce in January of 2009 and then seemingly did nothing more with regards to the divorce case until the court issued a "dismissal for want of prosecution" a full year later presumably because, as Dallas County's court records show, there had been no actions taken since the initial filing, and then that very day the case was set to be dismissed, Dr. and Mr. Williams did a prove-up and finalized their divorce. This created a one year period of time that could have been intended to demonstrate to the bankruptcy trustee that the divorce had "been in the making for some time" since Dr. Williams would be filing for Chapter 7 bankruptcy just 3 months after the divorce was finalized. The two year period between Dr. Williams' Chapter 7 bankruptcy and Mr. Williams' Chapter 7 bankruptcy could also be to provide cover that their divorce was "not a tool to gain entry to a Chapter 7 case."

If indeed this is what Mr. & Dr. Williams did, it is of our opinion they could have colluded to perpetrate bankruptcy fraud. Unfortunately, the information we have paints a dubious picture. If true, the Williams would have not just defrauded the federal government and the state of Texas, but they would have defrauded us, the taxpayers, as well.

In Plano ISD's Press Releases on February 22, 2022 (<https://www.pisd.edu/cms/lib/TX02215173/Centricity/Domain/293/2022-Lone-Finalist-2B-Announced.pdf>) and on February 24, 2022 (<https://www.pisd.edu/cms/lib/TX02215173/Centricity/Domain/293/Rescheduled%20Lone%20Finalist%20Announcement.pdf>), School Board President David Stolle stated that: "Our community expressed interest in a compassionate leader who is student-focused, of high moral character and who has high expectations and a proven track record for positive student outcomes. These characteristics reconcile with the Board's expectations, which we have kept top of mind during the selection process." President Stolle is accurate in his summation of what the community wants in a Superintendent, and that is why we have raised the concerns we have in our emails.

We have already brought to light the issue with Dr. Williams on the record in open session at the October 5, 2021 Board Meeting asserting confidently yet falsely to the trustees and the community that the School Health Advisory Council ("SHAC") was in adherence with all state laws regarding SHAC, laws which had been on the books for decades and which records show she was familiar with from her time in Lubbock ISD. Her assertion was categorically untrue, which raises concerns about Dr. Williams'

“moral character” and “high expectations.” As the public comments speaker pointed out when addressing this SHAC issue at last Monday’s Special Called Board Meeting, on February 21, 2022, “if Dr. Williams is willing to mislead about something that small yet extremely important, what else will or has she mislead us about?” We suspect we have uncovered one answer to what we had hoped was a rhetorical question.

To the detriment of Plano ISD, you have not taken us seriously with the myriad of factual issues we have raised about you and your administration for the past 6 months. Even after a person attested on the record during public comments at that February 21, 2022 Special Called Board Meeting as to the latest violation of laws we had identified by you and your administration (<https://planoisdtx.new.swagit.com/videos/154877?ts=251>), you did nothing to cure them just as you have done nothing to cure the other violations we have called out all these months. It was not until the community emailed the trustees to inform them that they believed a vote to name a law violator of parental representation as the lone candidate for Superintendent would rise to the level of grounds for removal that you and your administration took action. And the action you took demonstrated that every single point we made was valid and accurate, and that most certainly you and your administration had been violating the law while telling the trustees and community that you were in full adherence to it.

This is why the parents, staff, students, and the community do not trust you and your administration. This is why there is a call to look outside of this district for the next Superintendent. You and your administration have brought this all on yourselves by your law violations, deceptions, and obscurities. What we have uncovered with regards to Dr. Williams strongly suggests that perhaps she has her own personal pattern of the same behaviors of law violations, deceptions, and obscurities that further illustrate why the community is justified in their equal distrust of her.

And this is only one of many leads we have been investigating.

We want Plano ISD to have the best Superintendent, and based on the information we presented in our last email on February 8, 2022, have presented in this email, and are continuing to compile, there are legitimate concerns that Dr. Williams presents issues of moral turpitude that stain her and stain Plano ISD.

We want confidence to be restored in Plano ISD leadership. We want the community to trust that Plano ISD is led by individuals that are above reproach. We want this district to employ the best administrators and teachers who can provide an exceptional, unbiased education for the next generation of our community. The opportunity to do that is now, and again, our eyes are firmly on you, your administration, and the Board of Trustees to ensure that happens starting with the individual who is hired to be Plano ISD’s next Superintendent.

Sincerely,

The Fire Sara Bonser Coalition

----- Original Message -----

On Tuesday, February 8th, 2022 at 3:12 PM, Fire Sara Bonser wrote:

Dear Superintendent Bonser,

We are pleased to know that you have officially submitted your resignation to the school board and will be vacating your position as Superintendent of Plano ISD at the end of this school year. Now we all will see how vowed the school board is to appointing a new Superintendent that is capable of assessing the totality of the damage *you and your administration* have done to this district and is wholeheartedly committed to resolving those issues; eradicating the inimical culture *you and your administration* have created for your teachers, students, and parents; and making this district what it used to be before your tenure - a leader, not a follower, in delivering a renowned education to all students of Plano ISD.

We took notice a few months ago when Dr. Theresa Williams' title was quietly amended to include "Deputy Superintendent", a title you held just prior to being named Superintendent. Given that it has been reported that you devised your own succession plan, we feel certain that it includes naming Dr. Williams as your replacement because, after all, you do not believe anything is wrong with *you and your hired administration* nor the trajectory on which you have set Plano ISD. This falls in line with the Board's decision to restrict the Superintendent search to internal rather than to include external candidates as well. It's not about finding the best replacement for you. It's about fulfilling your replacement request. Such a replacement for you, someone who has been a part of the problem, will own all that we have called out and all that we will continue to call out. That person's hands are unclean like yours.

We have raised several issues and concerns regarding you and your administration:

- violation of state law,
- violation of board votes,
- creating lists of your dissenters,
- deceitful reporting to your stakeholders,
- discrepancies between official and material data reported to the Texas Education Agency and the general public,
- baneful decisions that are not supported by actual facts,
- volumes of obscene and harmful material in your schools' libraries which remain accessible to this day,
- failure to follow safety protocols during a lockdown which potentially put teachers and students in harms way when a weapon was thought to be on a campus,
- multiple disrespectful communications to your teachers indicating they don't work hard enough and should look for supplemental income, and
- discriminating between your vaccinated and not vaccinated teachers to the detriment of them and the education of our students.

As Superintendent of this district, all of these issue fall squarely on you, yet we are acutely aware that they have been conducted and executed with coordination and complicity by *your administration, people you have hired*. Not only has there been 100% turnover of district leadership since you became Superintendent, you have even created new positions at the top level. Indeed, every single member of district leadership that sits on that dais today has been hired by you during the three years you have been Superintendent. Despite Plano ISD's *enrollment decreasing by 9%* under your watch which has led to teacher layoffs, you have found it necessary to *increase district leadership by 25%*. These top level administrators are as much of the problem as you are.

This is highlighted in yet another concern: **multiple violations of Texas law regarding the School Health Advisory Council (SHAC)** which is established and prescribed in Chapter 28, Section 28.004 of the Texas Education Code (<https://statutes.capitol.texas.gov/Docs/ED/htm/ED.28.htm#28.004>). This Advisory Council was initially codified into state law in 1995 (https://www.lrl.texas.gov/scanned/sessionLaws/74-0/SB_1_CH_260.pdf, page 2299) and established, amongst other things, that it "must include parents of students enrolled in the district as a majority of the council." In 2001, further clarity was provided that "a majority of the members must be persons who are parents of students enrolled in the district and who are not employed by the district" (https://www.lrl.texas.gov/scanned/sessionLaws/77-0/SB_19_CH_907.pdf, page 1817). That requirement of over 20 years still stands still today.

And yet, *you and your administration* have blatantly violated that decades old law. As posted on the Plano ISD website, the following are members of the SHAC:

School Health Board Advisory Committee Members

1, 2 Chairs: Dr. Selenda Anderson and Dr. Beth Brockman

3, 4 Staff Liaisons: Staci Antelo and Molly Pipak

1 Vinitha Arjunaswamy

2 Mike Bronsky

3 Dr. Carmen Campbell

4 Lauriston Crockett

5 Dr. Jacqueline da Silva Stephen

6 Xinyi Gong

7 Brianne Huedepohl

8 Bruce Kendrick

9 Ernestine Key

10 Cathy Kissinger

11 Lisa Kolodny

12 Dr. Pamela Moore

13 Dylan Rafaty

14 Colleen Tiller

15 Shannon Wiser

Staff:

5 Chelsea Anderson

6 Meredith Bolin

7 Ann Campbell

8 Jinnetter Dixon

9 Kristyn Edney

10 Robin Fletcher

11 Janet Howell

12 Dawne Niethamer

13 Meredith Smart

14 Allison Smith

15 Mike Treat

16 Laura Zimmer

By *you and your administration's* account, the individuals numbered in purple represent non-staff members, and the individuals numbered in red represent Plano ISD staff. Merely looking at the total count, there is one more Plano ISD staff member (16) than non-staff members (15), which is obviously violation enough. But looking deeper into the individuals that *you and your administration* list as non-staff members, we have strong reason to believe that the seven underlined individuals are not "parents of students enrolled in the district." That being the case, then even more *you and your administration* have violated this long standing state law.

Since 2009, the law has required that of those parents on SHAC one "shall serve as chair or co-chair of the council." However, *you and your administration* have named two *staff members* as co-chairs. This is yet another violation of long standing state law.

Last year, additional requirements were established that "at least 72 hours before the meeting" *you and your administration* are to "post notice of the date, hour, place, and subject of the meeting on a bulletin board in the central administrative office of each campus in the school district" and "ensure that the notice required...is posted on the district's Internet website." Those, also, have not been followed by *you and your administration*, and the SHAC meetings have been held entirely virtually, via Zoom, with no available live access by the public.

Also established last year was that SHAC is to "prepare and maintain minutes of the meeting that state the subject and content of each deliberation and each vote, order, decision, or other action taken by the council during the meeting." Given that the video *you and your administration* were required to post of the SHAC meeting in accordance with these new state requirements was apparently not captured (<https://www.pisd.edu/Page/1609>), we'd expect the meeting minutes to indeed provide the clarity that the public is afforded through the new amendments to the law, however, the meeting minutes do not comply.

V. Items for Discussion and Action

A. Discussion & Action- Student and Staff Social Reconnection/Wellness

- i. Members present were separated into two groups/break out rooms to discuss and recommend any additional ideas or initiatives to promote student and staff social reconnection and wellness- student: student, staff: student, staff: staff: staff
- ii. After group work, a member of each group presented their ideas and recommendations; **these were noted and will be considered**

SHAC's very own discussion and action items are obscured from public knowledge, in violation of the law. They "were noted" but just not in the minutes for the public.

You and your administration have violated the following requirements by Texas law for the School Health Advisory Council:

- "a majority of the members must be persons who are parents of students enrolled in the district..." (established 1995) "...and who are not employed by the district" (established 2001),
- "one of those [parent] members shall serve as chair or co-chair of the council" (established 2009),
- "at least 72 hours before the meeting...post notice of the date, hour, place, and subject of the meeting on a bulletin board in the central administrative office of each campus in the school district" (established 2021),
- "ensure that the notice required...is posted on the district's Internet website" (established 2021), and
- "prepare and maintain minutes of the meeting that state the subject and content of each deliberation and each vote, order, decision, or other action taken by the council during the meeting" (established 2021).

Yet, at the October 5, 2021 School Board Meeting, *your administration, your top leadership*, Deputy Superintendent/Chief Operating Officer Dr. Theresa Williams and Assistant Superintendent for Student Engagement & District Services Dr. Selenda Anderson, confidently proclaimed *you and your administration's* adherence with all state law regarding SHAC, including with the parental composition of the council (<https://planoisdtx.new.swagit.com/videos/141129?ts=3274>).

Dr. Williams is not new to SHAC. She was a member of SHAC at her previous employer, Lubbock ISD, where her name is listed as one acknowledging back in 2016-2017 that the composition of the SHAC was to be by a majority of parents of students enrolled in the district who are not employed by the district (<https://www.lubbockisd.org/cms/lib/TX01918059/Centricity/Domain/2175/SHAC%20annual%20report%202016-2017.pdf>). Dr. Anderson is currently a co-chair of Plano ISD's SHAC committee. Not only did they both deceive the Board and the community, but now, four months later, they have allowed the violations of state law to persist. There is no excuse for this from *you and your administration*, other than perhaps *you and your administration's* politicization of this school district supersedes compliance with state law.

As we have asked from our very first communication to you, we continue to ask that an audit be conducted of the nepotism and cronyism within Plano ISD and the individuals that have been hired by Plano ISD since you became Superintendent to determine their fitness for their positions within the District. Now is a perfect time to commence that with the upcoming transition in leadership. Do what is best for this district, and do not turn this district over to one of your own who is engrossed and engaged in the problems that plague this district. We need a solution, not more of the same problem, and our eyes are firmly on every member of the school board to do just that.

Sincerely,

The Fire Sara Bonser Coalition

----- Original Message -----

On Monday, January 24th, 2022 at 7:06 PM, Fire Sara Bonser wrote:

Dear Superintendent Bonser,

Your abuse of our educators continues. With your updated guidelines on January 7, 2022, you are placing an undue burden on our already strained and stressed educators as well as creating workplace tension and exasperation for them. You are not being required to do this, but rather you have chosen of your own accord to impose additional hardships on your educators.

[The Texas Education Agency \(TEA\) released the following updated Public Health Guidance on January 7, 2022:](#)

Staff who meet the close contact threshold with a COVID-19 positive individual and are in one of the following groups, do not need to stay at home.

- Ages 18 or older and have received all recommended vaccine doses, including boosters and additional primary shots for some immunocompromised people.
- Was confirmed COVID-19 positive within the last 90 days and has fully recovered.

For staff who meet the close contact threshold with a COVID-19 positive individual who are not in one of the above groups, it is recommended that the school system require that staff remain off campus during the stay-at-home period, but this is a local employment policy decision. If these staff continue to work on campus, rapid testing must be performed periodically for 5 days post-exposure, with testing on the 5th day recommended.

TEA gave you what you all too frequently complain you don't have - local control. They gave you the latitude to decide how to handle your not vaccinated educators who have come in close contact with a Covid-19 positive individual, allowing you to keep such educators (who are not vaccinated, well, and experiencing no Covid-19 symptoms) in the classroom teaching with "rapid testing...performed periodically for 5 days post-exposure." This was an opportunity for you to keep our healthy educators teaching and our students learning by implementing the least disruptive protocols across your school district, a district that already has a massive educator and substitute teacher staffing issue which you publicly admitted as recently as the last School Board Meeting on January 11, 2022.

And yet, you chose to encumber our educators even more.

From your January 7, 2022 Updated Return to School 2021-2022 Plan:

Protocols for Screening and Isolation (Updated 01/07/2022)

General

All staff and visitors should self-screen for COVID-19 symptoms daily. Families should screen their students for COVID-19 symptoms daily. Campus visitors and volunteers will be required to complete a COVID-19 screening upon check-in.

Staff and students should not enter campuses or district buildings if any of the following apply. The individual:

- Is sick with symptoms that could be COVID-19. Symptoms to watch for: fever (100°F or higher), cough, shortness of breath/difficulty breathing, chills, muscle pain, headache, sore throat, fatigue, congestion/runny nose, nausea/diarrhea, new loss of taste or smell.
- Has a confirmed case of COVID-19. These individuals must follow all isolation guidelines and meet return criteria before returning to campus.
- Has been identified as a close contact to a person with COVID-19 by a local health authority or physician. These individuals must follow all quarantine guidelines provided to them.
- Is awaiting their own test results.

In your January 7, 2022 Updated Guidelines, you stated your updated Quarantine Guidelines:

Updated Quarantine Guidelines

Staff: Quarantine guidelines for employees who have tested positive for COVID or are experiencing COVID symptoms have been updated based on current CDC and [TEA guidelines](#). Employees may return to work after 5 days of quarantine, as long as the return criteria is met, and the employee has been cleared by Health Services to return to work. In accordance with [CDC guidance](#), masks should be worn for an additional 5 days. If the return criteria is not met after 5 days, quarantine will continue.

Students: Guidelines for student quarantine have not changed from 10 days as dictated by [Texas Department of State Health Services](#).

The CDC guidance you are choosing to follow for not vaccinated staff states:

Who should quarantine?

If you come into close contact with someone with COVID-19, you should quarantine if you are not [up to date](#) on COVID-19 vaccines. This includes people who are not vaccinated.

What to do for quarantine

- Stay home and away from other people for at least 5 days (day 0 through day 5) after your last contact with a person who has COVID-19. The date of your exposure is considered day 0. Wear a [well-fitting mask](#) when around others at home, if possible.

Even though multiple studies from across the globe have shown that the current omicron variant of Covid-19 is as contagious if not more among those who are *vaccinated*, you have chosen to take a course of action with the not vaccinated educators which is detrimentally impacting all of our educators and students. You are forcing not vaccinated educators that are in close contact with a Covid-19 positive individual, *who are experiencing no symptoms themselves*, to stay home at least 5 days, at which point your Health Services must clear them to return to work. Insult to injury is that these **healthy educators are being forced to stay home using their own Paid Time Off (PTO) for those days or without any pay if they have no remaining PTO**. Given the substitute teacher shortage, this has then placed a burden on these educators' peers to try to fill-in for them by teaching the at-home educator's classes during what should be those at-school educators' conference periods and/or lunches or filling their already packed classrooms with those at-home educator's students to try to teach both classes simultaneously. That then causes friction between your vaccinated and not vaccinated educators, as the vaccinated educators are the ones being forced to take on more work to help these additional students for their not vaccinated peers who are forced to be at home, healthy, on an unpaid quarantine.

You have chosen to do this. You have chosen to create this hardship for your already overtaxed educators - both vaccinated and not vaccinated. You have chosen to create a situation that causes workplace tension between these two groups of educators, the likes of which ignites harassment and retaliation. You have chosen to expose educators' personal health information - their vaccination status - to their peers by sending only the not vaccinated educators home after close contact with a Covid-19 individual. You have chosen to impede the education of our already academically behind students by denying them their healthy educators and disrupting their learning.

Quit playing politics with our educators and students. Enough is enough. Our educators need to do what they do best - teach. Our students need to do what they are in your care to do - learn. Because of you, neither is happening well. Resign today.

As a reminder, these questions remain outstanding, and none of them are rhetorical:

1. Why have you violated GA-38?
2. Why have you violated the Board's motion that stated the mask requirement ended upon "further guidance" on GA-38 when there's legally been "further guidance" repeatedly given on GA-38 since the motion passed?
3. How much in legal fees are you willing for your multi-million dollar debt-ridden District to incur to legally fight your decision to violate GA-38 and violate the Board's motion?
4. Why was a deadline given for parents to file an online mask exemption for their children when no such directive was given by the Board?
5. Why was a deadline given for parents to enroll their children in the Parent-Led Temporary Virtual Option when in fact your District's internal documents show there really was no deadline?
6. Why were parents required to provide a written statement for their children's exemption requests though no such provision was required by the Board's motion?
7. Why were staff required to know the provision of District policy and/or procedure for which an exemption is requested, identify the sincerely held religious/philosophical belief which supports their request, answer whether they follow this belief in all settings, identify the activity in which they participate that requires them to comply with the District policy and/or procedure, answer whether they have ever complied with the District policy and/or procedure for which the exemption is requested with explanation, provide any any other accommodations that would satisfy their request for an exemption, and provide any additional information they believe is relevant to their request, though no such provisions were required by the Board's motion?
8. Why were staff directed that visitors were not exempt from the mask mandate?
9. Why were parents not made aware ahead of filing mask exemptions for their children that your District would publish to the entire world a Mask Exemption Dashboard on Plano ISD's website?
10. Why has your District not removed the Mask Exemption Dashboard from the Plano ISD website?
11. Why has no communication been made by your District to inform everyone that exemptions are still allowed and that paper copies of the form in both English

and Spanish are available on campuses?

12. Why has your District continued to promulgate that masks are required in signage displayed across campuses in your District and at your District's Administrative Office?
13. Who in your District authorized that deceptive signage?
14. When will the deceptive signage be removed?
15. How are you not defying the Plano ISD 2019-2023 Strategic Plan, specifically the beliefs and Pillar 4 (as attached below in our initial email to you)?
16. Under what authority did you abdicate responding on behalf of your District to Board Trustee and President David Stolle as demonstrated in the August 27th email we have cited?
17. Who is the "we" that is referred to in President Stolle's August 27th email we have cited?
18. Are you permitted to respond on behalf of the Board of Trustees, and if so, under what authority?
19. Has a thorough investigation been conducted of the infractions we have identified and swift action taken upon the individuals responsible for them? If not, will such an investigation be conducted and when?
20. Has an independent audit been conducted of the nepotism and cronyism within your District and the individuals that have been hired by your District since you became Superintendent to determine their fitness for their positions within your District? If not, will such an audit be conducted and when?
21. Since August 30, 2021, has your District evaluated the culture of bullying, harassment, intimidation, and retaliation that is flowing from you and your administration? If not, will such an evaluation be conducted and when?
22. When will you resign for the benefit of our community and to remove the liability you create and continue to create as Superintendent of Plano ISD?
23. Why is the data reported to the TEA inaccurate?
24. Why did cumulative Covid case numbers decrease over time for some campuses?
25. Why did you and your administration disregard the insurmountable amount of scientific data emailed ahead of and presented to you at the Emergency Board Meeting on August 23, 2021 which clearly demonstrated that masks do not correlate to a decrease of Covid cases - exactly what has been demonstrated within your own District since the mask mandate was implemented?
26. Why was it acceptable to you to make your students experimental subjects rather than to rely on the overwhelming scientific data that demonstrated no correlation between mask compliance and a decrease in Covid cases?
27. When will these types of books be removed from Plano ISD?
28. Why have you allowed these types of books in Plano ISD?
29. How many minors have checked out these types of books?
30. Did you and your administration alert parents that their children had checked out these types of books?
31. How many tax dollars were spent on purchasing these types of books?
32. When will a thorough, independent audit be conducted of all of the books in the Plano ISD libraries for such abusive and salacious content?
33. Why did you and your administration fail to keep Plano ISD students and staff safe and secure during the September 17, 2021 lockdown prompted by the threat of a weapon on campus at Plano West Senior High School?
34. Why do you and your administration continue to emotionally abuse, disrespect, and disregard Plano ISD educators by suggesting that they are not working hard enough to deserve increases in pay and incentives and that they should get additional jobs to be able to supplement the non-competitive income you are providing them?
35. Why on January 7, 2022 did you implement new quarantine guidelines for staff that are in close contact with a Covid-19 individual which are placing undue burden and hardship on our already strained and stressed educators and detrimentally impacting the education our students are receiving?

Sincerely,

The Fire Sara Bonser Coalition

----- Original Message -----

On Tuesday, January 4th, 2022 at 8:51 PM, Fire Sara Bonser wrote:

Dear Superintendent Bonser,

As members of the community, parents, students, and Plano ISD staff, we are appalled at the emotional abuse, disrespect, and disregard that you and your administration have shown towards our educators, especially upon the approach of the holidays and winter break. Dr. Beth Brockman has echoed from the start of this school year what campus administrators have been saying as well: this District is in need of more teachers and substitutes. You and your administration have neither matched nor done more than surrounding Districts that gave bonus pay to teachers at the end of the 2020 school year for their hard work in pivoting to virtual learning after Spring Break, gave bonuses throughout the trying 2020-2021 school year, and gave additional incentives this school year like a mental health day in lieu of an in-service day. Instead, you and your administration insulted them with the following emails.

November 11, 2021 email to all Plano ISD staff:



Thu 11/11/2021 5:48 PM

Lesley Range-Stanton

11-11-21 Update for Plano ISD Staff

To: Email All Staff



EAP Webinars

Webinars have been made available through the District's Employee Assistance Program (EAP). Register for the following webinars through PowerSchool. Please make sure to go to the App Depot and install GoTo Opener (Multiuser) prior to the webinar date.

November 18, 2021

3:30 PM - How To Be More Engaged at Work

Description: There is a difference in being motivated and being engaged in the workplace. Sure, you may be motivated to come to work each day for the paycheck, but are you truly engaged in what you are doing? Stars tend to be internally motivated to begin with, but put that motivation together with truly being engaged in what you do and you have the formula for capturing the most "prizes" the organization has to offer—the most interesting work, the salary increases, promotions and possibly bonuses. [Register here.](#)

4:30 PM - How To Make a Habit of Success

Description: As we move through life, our needs, priorities and situations change, as well as our skills, competencies, interests and values. How often do we take the time to assess our current situations to see if it aligns with our work/life goals? When attempting to achieve these goals, are work or personal habits working for us or against us? Developing new success habits that move us toward our goals will help us achieve better results in our work and personal lives.

[Register here.](#)

District Updates for Families & Students

Lesley Range-Stanton

Senior Executive Director for Communications

Plano Independent School District

p: 469.752.8094 m: 469.360.7552

a: 2700 W. 15th Street | Plano, TX 75075

w: www.pisd.edu/communications e: lesley.range-stanton@planoisd.edu

November 12, 2021 email to all Plano ISD staff in response to their indignation:

[Reply](#) [Reply All](#) [Forward](#)

Fri 11/12/2021 4:23 PM



Lesley Range-Stanton

11-12-21 Update for Plano ISD Staff

To: [Email All Staff](#)



EMPLOYEE SERVICES

November 12, 2021

Dear Plano ISD Team,

The wellness information provided in yesterday's staff update totally missed the mark. While the webinars offered by a vendor are typically a great source of information, this week the webinar descriptions did not honor the daily work and engagement of our valued staff. For that we sincerely apologize and promise to do a better job of reviewing information, including all descriptions, before communicating to staff.

We would appreciate any ideas and feedback you may have regarding the wellness information we send employees each week. Please feel free to provide suggestions to [Jun Melvin](#) for topics you would like to see.

Again, please know we deeply appreciate your work with Plano ISD and acknowledge that this has been an especially challenging year.

Beth Brockman, EdD

Assistant Superintendent for Employee Services
Plano ISD

December 2, 2021 email to all Plano ISD staff, clearly demonstrating the insincerity of Dr. Brockman's prior email:

[Reply](#) [Reply All](#) [Forward](#)

Thu 12/2/2021 7:16 PM



Lesley Range-Stanton

12-02-21 Update for Plano ISD Staff

To: Email All Staff

ON VIRTUAL PROGRESSIVE LEARNING DAY, FRIDAY, DECEMBER 24, 2022, IN ORDER TO MAINTAIN PRECISELY LEAVING A VACANT TEACHING POSITION, LEAVING ON DECEMBER 24, 2022, DELEGATE OR LEAVE SESSIONS CAN BE FOUND [HERE](#). ALL SECONDARY COUNSELORS, SECONDARY SPECIAL ED DEPARTMENT HEADS AND ONE ASSISTANT PRINCIPAL FROM EACH SECONDARY CAMPUS (WHO WORKS WITH SPECIAL EDUCATION) SHOULD ATTEND.

EMPLOYEE SERVICES



[Holiday Shopping & Budgeting Tips](#)

The holidays can be overwhelming, stressful and tough on your finances. Between gifts, travel expenses, decorations and entertainment, costs can add up very quickly. The following article provides some helpful tips for organizing your budget, keeping stress under control and reducing unnecessary spending.

[Holiday Shopping on a Budget](#)

STUDENT, FAMILY & COMMUNITY SERVICES

[Virtual Academy to Host Information Meetings for 2022-2023 School Year Enrollment](#)

Plano ISD is excited to announce that the Virtual Academy pilot will be extended for the 2022-2023 school year. The Plano ISD Virtual Academy will provide an enhanced K-5 instructional design fully led by Plano ISD teachers and support staff. This enhanced instructional design includes increased synchronous instructional time, curriculum designed by Plano ISD, more opportunities for small group instruction and enrichment, integration of social emotional learning, and additional administrative and support staff.

Families interested in enrolling their student in Plano ISD's Virtual Academy during the 2022-2023 school year are invited to attend one of two information

The "Holiday Shopping on a Budget" article that is produced when clicked:

Holiday Shopping on a Budget

Holidays can be overwhelming, stressful and tough on your finances. Between gifts, travel expenses, decorations and entertainment, costs can add up very quickly and result in a significant amount of debt. Proper financial planning is essential to organizing your budget, keeping stress under control and reducing unnecessary spending.

Holiday Budget

Creating a holiday budget is necessary in order to set clear expectations for upcoming expenses. To avoid financial strain, it is important to approach any situation with a plan. Although it is difficult to account for holidays throughout the year, a holiday budget can be a great tool to assist you. To get started, follow these steps:

Step 1: Review last year's holiday expenses. Make a note of the types of expenses your money went towards.

Step 2: Create a budget that includes the following: gifts, food, gas, decorations and travel. You can add other categories as you see fit. Set limitations on how much you can spend this year based on your current financial situation and remember to be realistic about what you can afford.

Step 3: Create a detailed plan for how you will ensure that you follow the budget. For most people, this can be tricky. It is normal to have limited financial resources to work with, so it is important to identify any expenses that can be given up to allow for additional saving. Consider cutting back on non-essential expenses, selling unwanted items for extra cash, or getting a seasonal or a part-time job to increase income.

Step 4: Implement and execute your plan. Once you know how much you need to save to achieve your holiday spending goal, divide that number by 12. Then, open a savings account and set this amount aside each month.

Gifts on a Budget

There is an entire marketing industry that pressures consumers to purchase large, expensive gifts to show affection for their loved ones. However, the focus of a holiday should not be to spend money; rather, it should be about spending time with family, celebrating traditions, enjoying time off from work and participating in various activities.

Brainstorm low-cost ways to spend time together like volunteering or making homemade gifts and decorations for your loved ones and others. When shopping, keep in mind that what matters most is the thought and care put into a gift, not the size and cost of it.

Consider the following tips to help you follow your budget:

- Always give only what you can afford
- Plan for the holiday early
- Avoid impulse buys by considering all options before making a purchase
- Bring a copy of your budget with you when shopping for quick and easy reference
- Set spending limitations and ensure your spending stays within them
- Use cash instead of credit cards
- Avoid payday loans
- Create homemade gifts and baskets to reduce spending
- Re-gift if appropriate and possible

Here when you need us.

Call: 800-272-7255

TTY: 800.697.0353

Online: guidanceresources.com

As the Superintendent of Plano ISD, paid \$340,000 a year - five to six times the salaries of nearly all Plano ISD educators, you should be outraged by these emails, and yet you personally issued no response or statement to your staff.

Before you and your administration continue to blame Covid, perhaps you should take a long, serious look at the behaviors of you and your administration as the cause for the ongoing and increasing departure of excellent educators from Plano ISD. We again call for your resignation for the benefit of our community and to remove the liability that you are to Plano ISD. You are the problem, not the solution. Stop the Plano ISD educator exodus and step down. You are more easily replaceable than the highly valued and tenured Plano ISD educators that are fleeing you and taking with them the exceptional education they offered Plano ISD students. The longer you take to leave, the greater the incumbency you place upon your employer - the Plano ISD school board - to remove you.

It has been 127 days since we began emailing you with our concerns about Plano ISD's culture of abuse, bullying, harassment, intimidation, and retaliation. We have been asking for answers to questions surrounding your lack of leadership which has created and nurtured this harmful culture that has permeated every facet of this school District. Your continued silence has affirmed your awareness, acceptance, and approval of all of these reprehensible matters as well as your complicity in each and every one of them.

These questions remain outstanding, and none of them are rhetorical:

1. Why have you violated GA-38?
2. Why have you violated the Board's motion that stated the mask requirement ended upon "further guidance" on GA-38 when there's legally been "further guidance" repeatedly given on GA-38 since the motion passed?
3. How much in legal fees are you willing for your multi-million dollar debt-ridden District to incur to legally fight your decision to violate GA-38 and violate the Board's motion?
4. Why was a deadline given for parents to file an online mask exemption for their children when no such directive was given by the Board?
5. Why was a deadline given for parents to enroll their children in the Parent-Led Temporary Virtual Option when in fact your District's internal documents show there really was no deadline?
6. Why were parents required to provide a written statement for their children's exemption requests though no such provision was required by the Board's motion?
7. Why were staff required to know the provision of District policy and/or procedure for which an exemption is requested, identify the sincerely held religious/philosophical belief which supports their request, answer whether they follow this belief in all settings, identify the activity in which they participate that requires them to comply with the District policy and/or procedure, answer whether they have ever complied with the District policy and/or procedure for which the exemption is requested with explanation, provide any any other accommodations that would satisfy their request for an exemption, and provide any additional information they believe is relevant to their request, though no such provisions were required by the Board's motion?
8. Why were staff directed that visitors were not exempt from the mask mandate?
9. Why were parents not made aware ahead of filing mask exemptions for their children that your District would publish to the entire world a Mask Exemption Dashboard on Plano ISD's website?
10. Why has your District not removed the Mask Exemption Dashboard from the Plano ISD website?
11. Why has no communication been made by your District to inform everyone that exemptions are still allowed and that paper copies of the form in both English and Spanish are available on campuses?

12. Why has your District continued to promulgate that masks are required in signage displayed across campuses in your District and at your District's Administrative Office?
13. Who in your District authorized that deceptive signage?
14. When will the deceptive signage be removed?
15. How are you not defying the Plano ISD 2019-2023 Strategic Plan, specifically the beliefs and Pillar 4 (as attached below in our initial email to you)?
16. Under what authority did you abdicate responding on behalf of your District to Board Trustee and President David Stolle as demonstrated in the August 27th email we have cited?
17. Who is the "we" that is referred to in President Stolle's August 27th email we have cited?
18. Are you permitted to respond on behalf of the Board of Trustees, and if so, under what authority?
19. Has a thorough investigation been conducted of the infractions we have identified and swift action taken upon the individuals responsible for them? If not, will such an investigation be conducted and when?
20. Has an independent audit been conducted of the nepotism and cronyism within your District and the individuals that have been hired by your District since you became Superintendent to determine their fitness for their positions within your District? If not, will such an audit be conducted and when?
21. Since August 30, 2021, has your District evaluated the culture of bullying, harassment, intimidation, and retaliation that is flowing from you and your administration? If not, will such an evaluation be conducted and when?
22. When will you resign for the benefit of our community and to remove the liability you create and continue to create as Superintendent of Plano ISD?
23. Why is the data reported to the TEA inaccurate?
24. Why did cumulative Covid case numbers decrease over time for some campuses?
25. Why did you and your administration disregard the insurmountable amount of scientific data emailed ahead of and presented to you at the Emergency Board Meeting on August 23, 2021 which clearly demonstrated that masks do not correlate to a decrease of Covid cases - exactly what has been demonstrated within your own District since the mask mandate was implemented?
26. Why was it acceptable to you to make your students experimental subjects rather than to rely on the overwhelming scientific data that demonstrated no correlation between mask compliance and a decrease in Covid cases?
27. When will these types of books be removed from Plano ISD?
28. Why have you allowed these types of books in Plano ISD?
29. How many minors have checked out these types of books?
30. Did you and your administration alert parents that their children had checked out these types of books?
31. How many tax dollars were spent on purchasing these types of books?
32. When will a thorough, independent audit be conducted of all of the books in the Plano ISD libraries for such abusive and salacious content?
33. Why did you and your administration fail to keep Plano ISD students and staff safe and secure during the September 17, 2021 lockdown prompted by the threat of a weapon on campus at Plano West Senior High School?
34. Why do you and your administration continue to emotionally abuse, disrespect, and disregard Plano ISD educators by suggesting that they are not working hard enough to deserve increases in pay and incentives and that they should get additional jobs to be able to supplement the non-competitive income you are providing them?

Sincerely,

The Fire Sara Bonser Coalition

----- Original Message -----

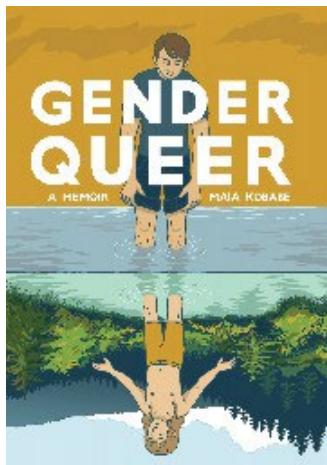
On Monday, November 1st, 2021 at 1:15 PM, Fire Sara Bonser wrote:

Dear Superintendent Bonser,

Harmful and pornographic material abound in your Plano ISD libraries. Unlike other school districts that have immediately pulled these types of books of their own volition from their libraries for review, your librarians and administration continue to allow minor children to have access to them. For every Plano ISD library book that is raised to you and your administration for offensive and pornographic content which you continue to allow in your Plano ISD libraries, most especially books where precise page numbers are cited or excerpts are read aloud during Public Comments (as was done at the October 5, 2021 Plano ISD School Board Meeting), you and your administration become undeniably culpable and complicit to minor children being exposed to this abhorrent and sexually graphic material and perhaps in some cases starting a sexual addiction or fueling one - which can lead to major ramifications for these children well into their adulthood. That is on your hands, right now, as well as your and your administration's violation of Texas Penal Code as referenced in our prior email below dated October 3, 2021.

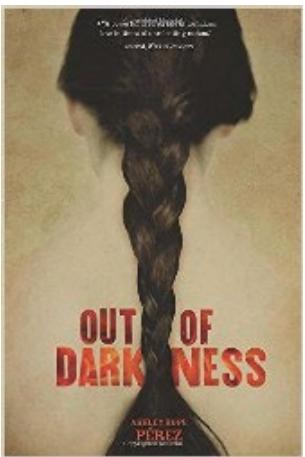
Here is yet more of such books that exist in our Plano ISD libraries:

Gender Queer by Maia Kobabe



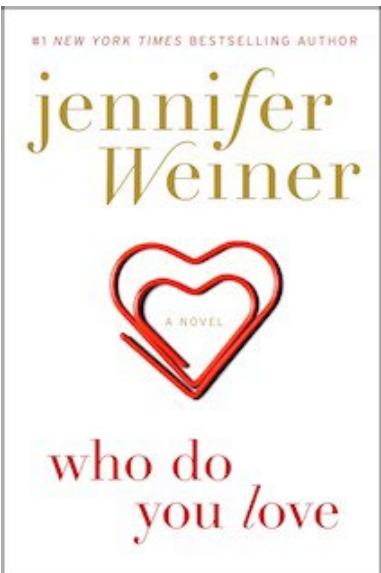
- Visually pornographic images: Pages 60-63, 135, 166-167
- Visual depiction of sexual usage of a vibrator that the main character shares with a sibling: Pages 138-141
- 2 copies found at Plano ISD District Professional Library for use across the District with no public record of where the books are currently in use.

Out of Darkness by Ashley Hope Pérez



- Explicit description of sexual assault and rape: Page 33
- Found in the following Plano ISD libraries: Academy High School, Bowman Middle School, Clark High School, Jasper High School, McMillen High School, Plano East Senior High School, Plano Senior High School, Plano West Senior High School, Shepton High School, Special Programs - Guinn, Vines High School, and Williams High School

Who Do You Love by Jennifer Weiner



- Description of masturbation: Page 101
- Explicit descriptions of sexual intercourse: Pages 155-159, 223-225
- Found in the following Plano ISD libraries: Plano East Senior High School

Also, it has been 63 days since our original email to you (below), and you have still not responded. These questions remain outstanding, and as a reminder, none of them are rhetorical:

1. Why have you violated GA-38?
2. Why have you violated the Board's motion that stated the mask requirement ended upon "further guidance" on GA-38 when there's legally been "further guidance" repeatedly given on GA-38 since the motion passed?
3. How much in legal fees are you willing for your multi-million dollar debt-ridden District to incur to legally fight your decision to violate GA-38 and violate the Board's motion?
4. Why was a deadline given for parents to file an online mask exemption for their children when no such directive was given by the Board?
5. Why was a deadline given for parents to enroll their children in the Parent-Led Temporary Virtual Option when in fact your District's internal documents show there really was no deadline?
6. Why were parents required to provide a written statement for their children's exemption requests though no such provision was required by the Board's motion?
7. Why were staff required to know the provision of District policy and/or procedure for which an exemption is requested, identify the sincerely held religious/philosophical belief which supports their request, answer whether they follow this belief in all settings, identify the activity in which they participate that requires them to comply with the District policy and/or procedure, answer whether they have ever complied with the District policy and/or procedure for which the exemption is requested with explanation, provide any any other accommodations that would satisfy their request for an exemption, and provide any additional information they believe is relevant to their request, though no such provisions were required by the Board's motion?
8. Why were staff directed that visitors were not exempt from the mask mandate?
9. Why were parents not made aware ahead of filing mask exemptions for their children that your District would publish to the entire world a Mask Exemption Dashboard on Plano ISD's website?
10. Why has your District not removed the Mask Exemption Dashboard from the Plano ISD website?
11. Why has no communication been made by your District to inform everyone that exemptions are still allowed and that paper copies of the form in both English and Spanish are available on campuses?
12. Why has your District continued to promulgate that masks are required in signage displayed across campuses in your District and at your District's Administrative Office?
13. Who in your District authorized that deceptive signage?
14. When will the deceptive signage be removed?
15. How are you not defying the Plano ISD 2019-2023 Strategic Plan, specifically the beliefs and Pillar 4 (as attached below in our initial email to you)?
16. Under what authority did you abdicate responding on behalf of your District to Board Trustee and President David Stolle as demonstrated in the August 27th email we have cited?
17. Who is the "we" that is referred to in President Stolle's August 27th email we have cited?
18. Are you permitted to respond on behalf of the Board of Trustees, and if so, under what authority?
19. Has a thorough investigation been conducted of the infractions we have identified and swift action taken upon the individuals responsible for them? If not, will such an investigation be conducted and when?
20. Has an independent audit been conducted of the nepotism and cronyism within your District and the individuals that have been hired by your District since you became Superintendent to determine their fitness for their positions within your District? If not, will such an audit be conducted and when?
21. Since August 30, 2021, has your District evaluated the culture of bullying, harassment, intimidation, and retaliation that is flowing from you and your administration? If not, will such an evaluation be conducted and when?
22. When will you resign for the benefit of our community and to remove the liability you create and continue to create as Superintendent of Plano ISD?
23. Why is the data reported to the TEA inaccurate?
24. Why did cumulative Covid case numbers decrease over time for some campuses?

25. Why did you and your administration disregard the insurmountable amount of scientific data emailed ahead of and presented to you at the Emergency Board Meeting on August 23, 2021 which clearly demonstrated that masks do not correlate to a decrease of Covid cases - exactly what has been demonstrated within your own District since the mask mandate was implemented?
26. Why was it acceptable to you to make your students experimental subjects rather than to rely on the overwhelming scientific data that demonstrated no correlation between mask compliance and a decrease in Covid cases?
27. When will these types of books be removed from Plano ISD?
28. Why have you allowed these types of books in Plano ISD?
29. How many minors have checked out these types of books?
30. Did you and your administration alert parents that their children had checked out these types of books?
31. How many tax dollars were spent on purchasing these types of books?
32. When will a thorough, independent audit be conducted of all of the books in the Plano ISD libraries for such abusive and salacious content?
33. Why did you and your administration fail to keep Plano ISD students and staff safe and secure during the September 17, 2021 lockdown prompted by the threat of a weapon on campus at Plano West Senior High School?

Sincerely,

The Fire Sara Bonser Coalition

----- Original Message -----

On Wednesday, October 13th, 2021 at 9:58 PM, Fire Sara Bonser wrote:

Dear Superintendent Bonser,

Why did you and your administration fail to keep Plano ISD students and staff safe and secure during a recent lockdown prompted by the threat of a weapon on campus?

On September 17, 2021, a photo circulating of a student holding a rifle on the second floor of E Building at Plano West prompted the school to go into lockdown. Since this apparently bears reminding, per Plano ISD policy, a lockdown is defined as: "A response action schools take to **secure interior portions of school buildings and grounds during incidents that pose an immediate threat of violence inside the school**. The primary objective is to quickly **ensure all school students, staff, and visitors are secured away from immediate danger.**"

Staff and students in our Coalition have corroborated failures that happened at Plano West during that lockdown which potentially jeopardized the safety and security of Plano ISD students and staff, especially had the threat been determined to be real:

- Mr. Felipe Vargas, Assistant Principal at Plano West, began going door-to-door to classrooms and dismissing students into the impacted threat area (second floor of E Building) *while the school was still on lockdown*. The "all clear" had not officially been given, yet Mr. Vargas was filling the hallways with students who believed the threat had been cleared. These students would have been defenseless, obvious targets had that threat been real. This error was realized minutes later, at which point students were ordered to go back into lockdown creating confusion and chaos in what at that time was still considered an active threat situation.
- It was also reported that Mr. Vargas was tasked with reporting the lockdown to District in a timely manner yet neglected to do so. Consequently, District was delayed in awareness that Plano West was on lockdown and in responding to the lockdown.

This is an egregious failure by you and your administration. Last week, the nation took notice of the tragic shooting at Timberview High School in Arlington, Texas. As has been widely reported, mental health issues are at all time highs amongst teenagers, and now more than ever concerns about tragedies like this in our schools should be forefront issues. Yet, as demonstrated at Plano West, you and your administration severely failed to ensure the safety and security of everyone on that campus.

Also, it has been 44 days since our original email to you (below), and you have still not responded. These questions remain outstanding, and as a reminder, none of them are rhetorical:

1. Why have you violated GA-38?
2. Why have you violated the Board's motion that stated the mask requirement ended upon "further guidance" on GA-38 when there's legally been "further guidance" repeatedly given on GA-38 since the motion passed?
3. How much in legal fees are you willing for your multi-million dollar debt-ridden District to incur to legally fight your decision to violate GA-38 and violate the Board's motion?
4. Why was a deadline given for parents to file an online mask exemption for their children when no such directive was given by the Board?
5. Why was a deadline given for parents to enroll their children in the Parent-Led Temporary Virtual Option when in fact your District's internal documents show there really was no deadline?
6. Why were parents required to provide a written statement for their children's exemption requests though no such provision was required by the Board's motion?
7. Why were staff required to know the provision of District policy and/or procedure for which an exemption is requested, identify the sincerely held religious/philosophical belief which supports their request, answer whether they follow this belief in all settings, identify the activity in which they participate that requires them to comply with the District policy and/or procedure, answer whether they have ever complied with the District policy and/or procedure for which the exemption is requested with explanation, provide any any other accommodations that would satisfy their request for an exemption, and provide any additional information they believe is relevant to their request, though no such provisions were required by the Board's motion?
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11. Why has no communication been made by your District to inform everyone that exemptions are still allowed and that paper copies of the form in both English and Spanish are available on campuses?
12. Why has your District continued to promulgate that masks are required in signage displayed across campuses in your District and at your District's Administrative Office?
13. Who in your District authorized that deceptive signage?
14. When will the deceptive signage be removed?
15. How are you not defying the Plano ISD 2019-2023 Strategic Plan, specifically the beliefs and Pillar 4 (as attached below in our initial email to you)?
16. Under what authority did you abdicate responding on behalf of your District to Board Trustee and President David Stolle as demonstrated in the August 27th email we have cited?
17. Who is the "we" that is referred to in President Stolle's August 27th email we have cited?
18. Are you permitted to respond on behalf of the Board of Trustees, and if so, under what authority?
19. Has a thorough investigation been conducted of the infractions we have identified and swift action taken upon the individuals responsible for them? If not, will such an investigation be conducted and when?
20. Has an independent audit been conducted of the nepotism and cronyism within your District and the individuals that have been hired by your District since

you became Superintendent to determine their fitness for their positions within your District? If not, will such an audit be conducted and when?

21. Since August 30, 2021, has your District evaluated the culture of bullying, harassment, intimidation, and retaliation that is flowing from you and your administration? If not, will such an evaluation be conducted and when?
22. When will you resign for the benefit of our community and to remove the liability you create and continue to create as Superintendent of Plano ISD?
23. Why is the data reported to the TEA inaccurate?
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31. How many tax dollars were spent on purchasing these types of books?
32. When will a thorough, independent audit be conducted of all of the books in the Plano ISD libraries for such abusive and salacious content?

Sincerely,

The Fire Sara Bonser Coalition

----- Original Message -----

From: Fire Sara Bonser
Sent: Sunday, October 3rd, 2021 at 6:43 PM
Subject: FOSTERING A CULTURE OF BULLYING, HARASSMENT, INTIMIDATION, AND RETALIATION IN PLANO ISD - DAY 20 of NO RESPONSE

Dear Superintendent Bonser,

It has been 34 days since our original email to you (below), and you have still not responded. These questions remain outstanding, and as a reminder, none of them are rhetorical:

1. Why have you violated GA-38?
2. Why have you violated the Board's motion that stated the mask requirement ended upon "further guidance" on GA-38 when there's legally been "further guidance" repeatedly given on GA-38 since the motion passed?

3. How much in legal fees are you willing for your multi-million dollar debt-ridden District to incur to legally fight your decision to violate GA-38 and violate the Board's motion?
4. Why was a deadline given for parents to file an online mask exemption for their children when no such directive was given by the Board?
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6. Why were parents required to provide a written statement for their children's exemption requests though no such provision was required by the Board's motion?
7. Why were staff required to know the provision of District policy and/or procedure for which an exemption is requested, identify the sincerely held religious/ philosophical belief which supports their request, answer whether they follow this belief in all settings, identify the activity in which they participate that requires them to comply with the District policy and/or procedure, answer whether they have ever complied with the District policy and/or procedure for which the exemption is requested with explanation, provide any any other accommodations that would satisfy their request for an exemption, and provide any additional information they believe is relevant to their request, though no such provisions were required by the Board's motion?
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18. Are you permitted to respond on behalf of the Board of Trustees, and if so, under what authority?
19. Has a thorough investigation been conducted of the infractions we have identified and swift action taken upon the individuals responsible for them? If not, will such an investigation be conducted and when?
20. Has an *independent* audit been conducted of the nepotism and cronyism within your District and the individuals that have been hired by your District since you became Superintendent to determine their fitness for their positions within your District? If not, will such an audit be conducted and when?
21. Since August 30, 2021, has your District evaluated the culture of bullying, harassment, intimidation, and retaliation that is flowing from you and your administration? If not, will such an evaluation be conducted and when?
22. When will you resign for the benefit of our community and to remove the liability you create and continue to create as Superintendent of Plano ISD?
23. Why is the data reported to the TEA inaccurate?
24. Why did cumulative Covid case numbers *decrease* over time for some campuses?
25. Why did you and your administration disregard the insurmountable amount of scientific data emailed ahead of and presented to you at the Emergency Board Meeting on August 23, 2021 which clearly demonstrated that masks do not correlate to a decrease of Covid cases - exactly what has been demonstrated within your own District since the mask mandate was implemented?
26. Why was it acceptable to you to make your students experimental subjects rather than to rely on the overwhelming scientific data that demonstrated no correlation between mask compliance and a decrease in Covid cases?

We have amended number 20 to reflect an "independent" audit as clearly you have demonstrated that an internal audit cannot be trusted.

While the mask mandate by the Board may have expired, our resolve has not. The issues we have presented have everything to do with your grievous actions as Superintendent which continue to persist:

1. Violation of a motion passed by the Plano ISD Board of Trustees
2. Violation of statements made on the record by District leadership
3. Violation of current case precedence with respect to Governor Abbott's Executive Order GA-38's impact on Texas independent school districts
4. Fostering a culture of bullying, harassment, intimidation, and retaliation
5. Defiance of Plano ISD's 2019-2023 Strategic Plan
6. Reporting of deceptive data to stakeholders
7. Breach of good faith and fair dealing
8. Violation of parental, student, and staff trust
9. Violation of Texas law

Violation of Texas law; Violation of parental, student, and staff trust; and Breach of good faith and fair dealing

Per [Texas Penal Code, Title 9 Offenses Against Public Order and Decency, Chapter 43. Public Indecency, Subchapter B. Obscenity, Section 43.24](#):

Sec. 43.24. SALE, DISTRIBUTION, OR DISPLAY OF HARMFUL MATERIAL TO MINOR. (a) For purposes of this section:

(1) "Minor" means an individual younger than 18 years.

(2) "Harmful material" means material whose dominant theme taken as a whole:

(A) appeals to the prurient interest of a minor, in sex, nudity, or excretion;

(B) is patently offensive to prevailing standards in the adult community as a whole with respect to what is suitable for minors; and

(C) is utterly without redeeming social value for minors.

(b) A person commits an offense if, knowing that the material is harmful:

(1) and knowing the person is a minor, he sells, distributes, exhibits, or possesses for sale, distribution, or exhibition to a minor harmful material;

(2) he displays harmful material and is reckless about whether a minor is present who will be offended or alarmed by the display; or

(3) he hires, employs, or uses a minor to do or accomplish or assist in doing or accomplishing any of the acts prohibited in Subsection (b)(1) or (b)(2).

(c) It is an affirmative defense to prosecution under this section that the sale, distribution, or exhibition was by a person having scientific, educational, governmental, or other similar justification.

(c-1) It is a defense to prosecution under this section that the actor was the spouse of the minor at the time of the offense.

(d) An offense under this section is a Class A misdemeanor unless it is committed under Subsection (b)(3) in which event it is a felony of the third degree.

Acts 1973, 63rd Leg., p. 883, ch. 399, Sec. 1, eff. Jan. 1, 1974. Amended by Acts 1993, 73rd Leg., ch. 900, Sec. 1.01, eff. Sept. 1, 1994.

Amended by:

Acts 2011, 82nd Leg., R.S., Ch. 497 (H.B. 1344), Sec. 1, eff. September 1, 2011.

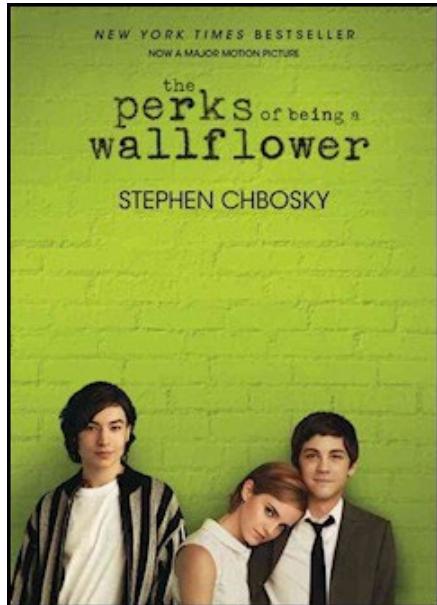
Harmful material is being distributed and displayed through our Plano ISD school libraries. In compliance with [Texas Penal Code, Title 9 Offenses Against Public Order and Decency, Chapter 43. Public Indecency, Subchapter B. Obscenity, Section 43.22](#), the material will not be displayed in this email, however books and page numbers will be referenced.

Sec. 43.22. OBSCENE DISPLAY OR DISTRIBUTION. (a) A person commits an offense if he intentionally or knowingly displays or distributes an obscene photograph, drawing, or similar visual representation or other obscene material and is reckless about whether a person is present who will be offended or alarmed by the display or distribution.

(b) An offense under this section is a Class C misdemeanor.

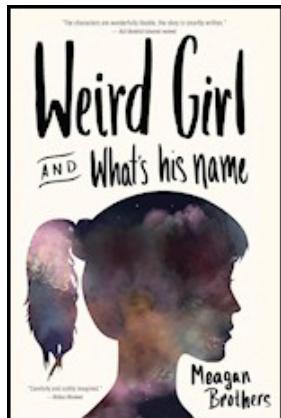
Acts 1973, 63rd Leg., p. 883, ch. 399, Sec. 1, eff. Jan. 1, 1974. Amended by Acts 1993, 73rd Leg., ch. 900, Sec. 1.01, eff. Sept. 1, 1994.

The Perks of Being a Wallflower by Stephen Chbosky:



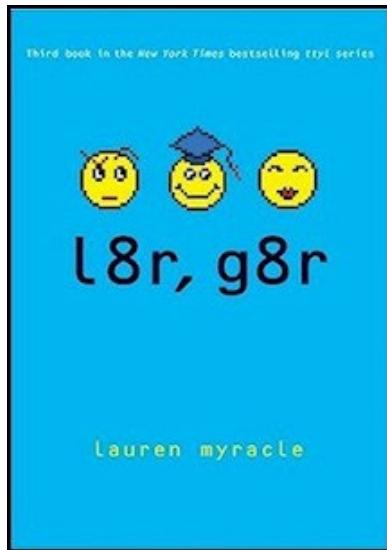
- Explicit description of rape: Pages 30 through 31
- Found in the following Plano ISD libraries: Carpenter Middle School, Clark High School, Jasper High School, McMillen High School, Plano East Senior High School, Plano Senior High School, Plano West Senior High School, Shepton High School, and Williams High School

Weird Girl and What's His Name by Meagan Brothers:



- Pedophilia and statutory rape: Pages 87, 107, and 108
- Normalizing of inappropriate relations between teacher and student: Pages 218 through 219 and 296
- Found in the following Plano ISD libraries: Plano East Senior High and Vines High School

L8r, G8r by Lauren Myracle:



- Explicit description of oral sex with minors: Page 157 through 158
- Sexual encounter and sexual slang: Page 181
- Explicit description of sex with minors, transpiring at a church nonetheless: Pages 183, 201, and 204 through 207
- Found in the following Plano ISD libraries: Shepton High School and Vines High School

This is by no means an exhaustive list. These are a mere sampling of three books amongst dozens we have identified in Plano ISD that are abusive to our children which you and your administration have made accessible and available to them. In keeping with Texas law, while we may not be able to present images of the offensive pages or even directly quote the books, as surely you are aware by what is happening in other districts across Texas and the United States, nothing prohibits these entries from being read into the record during a Board Meeting's Public Comments. Perhaps Plano ISD will be the next district to make the news as you and your administration have demonstrated no issue with harming our children through the access to these books in Plano ISD.

We now add the following questions to our growing list:

27. When will these types of books be removed from Plano ISD?
28. Why have you allowed these types of books in Plano ISD?
29. How many minors have checked out these types of books?
30. Did you and your administration alert parents that their children had checked out these types of books?
31. How many tax dollars were spent on purchasing these types of books?
32. When will a thorough, independent audit be conducted of all of the books in the Plano ISD libraries for such abusive and salacious content?

Sincerely,

The Fire Sara Bonser Coalition

----- Original Message -----

From: Fire Sara Bonser

Sent: Sunday, September 19th, 2021 at 11:25 PM

Subject: FOSTERING A CULTURE OF BULLYING, HARASSMENT, INTIMIDATION, AND RETALIATION IN PLANO ISD

Dear Superintendent Bonser,

You have not responded nor redressed the issues laid out in our emails to you dated August 30, 2021 and September 16, 2021. As such, our lack of confidence in Plano ISD as it operates under your leadership and authority remains for the reasons outlined in our emails to you (see below).

As we have looked this weekend at data reported by you and your administration to the Covid Dashboard on the Plano ISD website as well as to the Texas Education Agency (TEA), more concerns have arisen about the accuracy of your reporting.

Reporting of deceptive data to stakeholders

[Plano ISD Covid Dashboard as of September 17, 2021:](#)

School Level	Campus	Student Current Positive	Student Closed Positive	Staff Current Positive	Staff Closed Positive
ECS	Beaty	2	3	0	2
ECS	Head Start	0	4	0	2
ECS	Isaacs	3	6	1	6
ECS	Pearson	1	9	0	2
Elementary	Aldridge	2	13	0	1
Elementary	Andrews	0	13	0	4
Elementary	Barksdale	2	16	0	3
Elementary	Barron	3	5	0	1
Elementary	Bethany	0	37	0	4
Elementary	Beverly	0	5	1	2
Elementary	Boggess	7	11	0	1
Elementary	Brinker	7	40	0	6
Elementary	Carlisle	6	19	0	2
Elementary	Centennial	0	2	0	3
Elementary	Christie	1	13	0	2
Elementary	Daffron	0	7	0	2
Elementary	Davis	0	1	0	3
Elementary	Dooley	2	34	0	2
Elementary	Forman	2	5	1	3
Elementary	Gulledge	0	8	1	1
Elementary	Haggar	2	23	0	2
Elementary	Harrington	1	9	1	2
Elementary	Haun	3	13	1	1
Elementary	Hedgcoxe	1	18	0	2
Elementary	Hickey	2	3	0	0
Elementary	Hightower	1	18	0	2
Elementary	Huffman	5	16	0	3
Elementary	Hughston	0	3	0	3
Elementary	Hunt	3	12	0	3
Elementary	Jackson	4	12	2	2
Elementary	Mathews	2	7	0	0
Elementary	McCall	7	6	0	1
Elementary	Meadows	0	7	0	2
Elementary	Memorial	1	1	0	0
Elementary	Mendenhall	2	15	0	5
Elementary	Miller	0	16	0	2
Elementary	Mitchell	0	9	0	1
Elementary	Rasor	1	11	0	3
Elementary	Saigling	2	38	0	2
Elementary	Schell	0	6	0	0
Elementary	Shepard	0	8	0	2
Elementary	Sigler	4	22	0	4
Elementary	Skaees	1	5	0	2

Category	Category	Count	Count	Count	Count
Elementary	Stinson	1	8	1	0
Elementary	Thomas	3	3	0	2
Elementary	Weatherford	1	3	1	2
Elementary	Wells	2	12	0	1
Elementary	Wyatt	0	14	0	1
Middle	Armstrong	6	23	0	2
Middle	Bird Building	0	0	0	3
Middle	Bowman	0	9	0	5
Middle	Carpenter	5	12	1	4
Middle	Frankford	5	27	0	3
Middle	Haggard	1	19	1	1
Middle	Hendrick	1	15	0	1
Middle	Murphy	5	24	0	9
Middle	Otto	4	20	0	4
Middle	Renner	0	14	0	3
Middle	Rice	2	10	1	2
Middle	Robinson	6	21	0	3
Middle	Schimelpfenig	1	18	0	1
Middle	Wilson	2	35	1	5
High/SHS	Clark	2	26	0	3
High/SHS	Guinn SPC	0	0	0	3
High/SHS	Jasper	1	13	0	1
High/SHS	McMillen	5	63	0	1
High/SHS	Academy H.S.	2	4	0	2
High/SHS	Plano East	11	48	0	9
High/SHS	Plano Senior	2	48	0	9
High/SHS	Plano West	7	39	0	5
High/SHS	Shepton	2	65	1	9
High/SHS	Solomon Center	3	21	2	7
High/SHS	Vines	5	32	0	2
High/SHS	Williams	8	21	1	4
	Total	173	1196	18	203
	Percent of Students	0.35%	2.43%		
	Percent of Staff			0.35%	3.90%
Updated on	9/17/2021 16:06:11				

[Plano ISD data reported to the TEA:](#)

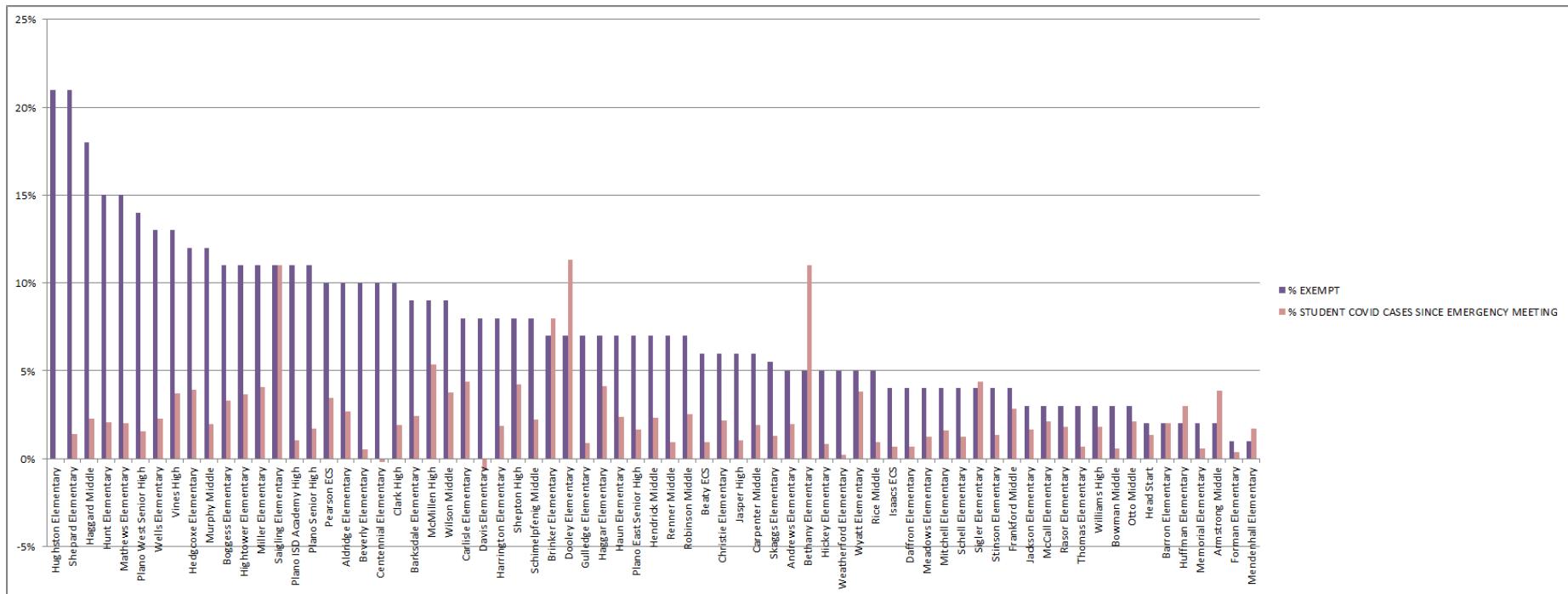
Report 2: School Reported COVID-19 Cases in Public Schools,
Current Report Period: September 6, 2021 - September 12, 2021

Campus Name	Cumulative Reports	
	Total Student Cases	Total Staff Cases
BEATY EARLY CHILDHOOD	*	2
HEAD START	*	1
ISAACS EARLY CHILDHOOD	6	
PEARSON EARLY CHILDHOOD	9	
ALDRIDGE EL	16	1
ANDREWS EL	13	4
BARKSDALE EL	16	3
BARRON EL	*	1
BETHANY EL	38	4
BEVERLY EL	*	2
BOGESS EL	10	1
BRINKER EL	43	6
CARLISLE EL	22	2
CENTENNIAL EL	*	2
CHRISTIE EL	*	2
DAFFRON EL	7	2
DAVIS EL	*	3
DOOLEY EL	35	1
FORMAN EL	*	2
GULLEDGE EL	9	2
HARRINGTON EL	*	3
HAUN EL	17	1
HEDGCOXE EL	20	2
HICKEY EL	*	0
HIGHTOWER EL	19	2
HUFFMAN EL	18	3
HUGHSTON EL	*	3
JACKSON EL	12	3
MARTHA HUNT EL	13	2
MATHEWS EL	7	0
MCCALL EL	*	1
MEADOWS EL	*	2
MEMORIAL EL	*	0
MENDENHALL EL	*	5
MILLER EL	15	2
MITCHELL EL	*	1
RASOR EL	*	2
ROSE HAGGAR EL	27	2
SAIGLING EL	40	2
SCHELL EL	*	0
SHEPARD EL	8	2
SIGLER EL	26	4
SKAGGS EL	*	3

STINSON EL	*	0
THOMAS EL	*	2
WEATHERFORD EL	*	2
WELLS EL	*	1
WYATT EL	*	1
ARMSTRONG MIDDLE	*	2
BOWMAN MIDDLE	9	4
C M RICE MIDDLE	10	0
CARPENTER MIDDLE	16	4
FRANKFORD MIDDLE	29	3
HAGGARD MIDDLE	*	0
HENDRICK MIDDLE	15	1
MURPHY MIDDLE	25	8
OTTO MIDDLE	19	3
RENNER MIDDLE	11	3
ROBINSON MIDDLE	20	4
SCHIMELPFENIG MIDDLE	17	1
WILSON MIDDLE	*	5
C A MCMILLEN H S	63	1
CLARK H S	26	2
JASPER H S	14	1
SHEPTON H S	69	7
VINES H S	38	2
WILLIAMS H S	19	5
PLANO EAST SR H S	37	9
PLANO ISD ACADEMY H S	*	2
PLANO SR H S	48	10
PLANO WEST SENIOR H S	45	4

Despite all of the campuses being reported on the Covid Dashboard (on Plano ISD's website) as having at least one Covid case since school started, 28 Plano ISD schools are showing no data for Total Student Cases reported to the TEA: Beaty ECS, Head Start, Barron Elementary, Beverly Elementary, Centennial Elementary, Christie Elementary, Davis Elementary, Forman Elementary, Harrington Elementary, Hickey Elementary, Hughston Elementary, McCall Elementary, Meadows Elementary, Memorial Elementary, Mendenhall Elementary, Mitchell Elementary, Rasor Elementary, Schell Elementary, Skaggs Elementary, Stinson Elementary, Thomas Elementary, Weatherford Elementary, Wells Elementary, Wyatt Elementary, Armstrong Middle School, Haggard Middle School, Wilson Middle School, and the Academy High School. **This means at least 39% of all Plano ISD campuses are not reporting accurate data to the TEA.**

Since you and your administration continue to publish inaccurate data and, as demonstrated in the August 23, 2021 Emergency Board Meeting, will present data that belies truth, we want to make certain that you and your administration are abundantly clear that your blatant violation of GA-38, blatant violation of the Board motion approved at that Emergency Board meeting, and your bullying, harassment, and intimidation of students and parents to follow your agenda of wearing masks has demonstrated from your own data that mask wearing is in fact not correlated to fewer Covid cases on Plano ISD campuses.



This chart illustrates the percentage of mask exempt students (purple) beside the percentage of cumulative Covid cases *since the week the mask mandate was implemented* (pink). Centennial Elementary and Davis Elementary have negative cumulative Covid cases because your District reported a higher number of cumulative Covid cases for both of those campuses [before the mask mandate was implemented](#) than your District is [currently reporting](#). A very fascinating find is an overwhelming number of the campuses with high mask exemption have very low cumulative Covid cases. If masks truly worked, the data would not look like this, and you and your administration knew that ahead of the Emergency Board Meeting on August 23, 2021 and now have used your students as experimental subjects to demonstrate that truth.

Covid cases reported on Plano ISD's Covid Dashboard on August 26, 2021:

Plano ISD COVID-19 Data Submitted to the State

Plano ISD reports positive COVID-19 cases on school campuses weekly to the Texas Department of State Health Services (DSHS), which they make available via their [Texas Public Schools COVID-19 Data Dashboard](#). This Plano ISD dashboard will be updated each Tuesday morning (when school is in session) with data for the previous Monday through Sunday.

This data reflects cumulative totals current as of Sunday, August 22, 2021, at 11:59 p.m.

[a](#) Search



School Level	Campus	New Student Cases	Cumulative Student Cases	New Staff Cases	Cumulative Staff Cases
ECS	Beaty	1	2	0	1
ECS	Head Start	3	4	0	2
ECS	Isaacs	1	3	1	4
ECS	Pearson	3	6	0	1
Elementary	Aldridge	6	10	0	1
Elementary	Andrews	2	5	4	4
Elementary	Barksdale	12	14	0	1
Elementary	Barron	0	2	0	0
Elementary	Bethany	14	27	0	3
Elementary	Beverly	1	1	0	0
Elementary	Boggess	4	9	0	0
Elementary	Brinker	10	18	0	1
Elementary	Carlisle	6	9	2	2
Elementary	Centennial	2	3	1	2
Elementary	Christie	8	9	2	2
Elementary	Daffron	0	4	2	2
Elementary	Davis	0	1	1	3
Elementary	Dooley	9	15	0	2
Elementary	Forman	3	5	1	2
Elementary	Gulledge	3	5	0	0
Elementary	Haggar	15	20	1	2
Elementary	Harrington	1	3	2	2
Elementary	Haun	8	10	0	1
Elementary	Hedgcoxe	8	14	1	1
Elementary	Hickey	1	1	0	0
Elementary	Hightower	9	11	0	0
Elementary	Huffman	3	5	0	0
Elementary	Hughston	0	1	1	1
Elementary	Hunt	5	9	2	2
Elementary	Jackson	3	9	0	1
Elementary	Mathews	2	5	0	0
Elementary	McCall	1	5	0	0
Elementary	Meadows	3	4	0	2
Elementary	Memorial	1	2	0	0
Elementary	Mendenhall	7	11	0	0
Elementary	Miller	6	11	1	2
Elementary	Mitchell	4	7	0	1
Elementary	Rasor	2	6	2	3
Elementary	Saigling	20	28	2	2
Elementary	Schell	2	4	0	0
Elementary	Shepard	2	9	1	1
Elementary	Sigler	3	11	1	3
Elementary	Skaans	4	4	0	1

Category	Category	1	2	3	4
Elementary	Stinson	2	3	0	0
Elementary	Thomas	0	1	0	2
Elementary	Weatherford	0	1	1	2
Elementary	Wells	5	10	0	0
Elementary	Wyatt	8	8	1	1
Middle	Armstrong	7	8	0	1
Middle	Bird Building	0	0	0	3
Middle	Bowman	3	8	0	0
Middle	Carpenter	6	11	0	0
Middle	Frankford	11	21	1	3
Middle	Haggard	8	11	0	0
Middle	Hendrick	7	11	0	0
Middle	Murphy	2	4	2	7
Middle	Otto	6	11	1	3
Middle	Renner	5	8	0	1
Middle	Rice	3	7	0	2
Middle	Robinson	13	16	0	3
Middle	Schimelpfenig	5	16	1	1
Middle	Wilson	16	22	2	3
High/SHS	Clark	12	19	1	3
High/SHS	Guinn SPC	0	0	2	2
High/SHS	Jasper	5	10	1	1
High/SHS	McMillen	17	19	0	1
High/SHS	Academy	2	2	0	0
High/SHS	Plano East	18	22	3	8
High/SHS	Plano Senior	17	31	2	6
High/SHS	Plano West	13	24	0	4
High/SHS	Shepton	26	35	1	6
High/SHS	Solomon Center	0	0	0	1
High/SHS	Vines	15	22	0	0
High/SHS	Williams	5	6	2	4
	Total	435	709	49	126

Given these findings, we are adding the following questions to our list in our email below which you have chosen to ignore. We will begin numbering with where we left off:

23. Why is the data reported to the TEA inaccurate?
24. Why did cumulative Covid case numbers *decrease* over time for some campuses?
25. Why did you and your administration disregard the insurmountable amount of scientific data emailed ahead of and presented to you at the Emergency Board Meeting on August 23, 2021 which clearly demonstrated that masks do not correlate to a decrease of Covid cases - exactly what has been demonstrated within your own District since the mask mandate was implemented?
26. Why was it acceptable to you to make your students experimental subjects rather than to rely on the overwhelming scientific data that demonstrated no correlation between mask compliance and a decrease in Covid cases?

Sincerely,

The Fire Sara Bonser Coalition

----- Original Message -----

From: Fire Sara Bonser

Sent: Thursday, September 16th, 2021 at 10:09 PM

Subject: FOSTERING A CULTURE OF BULLYING, HARASSMENT, INTIMIDATION, AND RETALIATION IN PLANO ISD

Dear Superintendent Bonser,

You have not responded nor redressed the issues laid out in our email to you dated August 30, 2021. As such, our lack of confidence in Plano ISD as it operates under your leadership and authority remains for the reasons outlined in our initial email to you (see below).

In the two weeks since that last email, you and your administration have only further demonstrated your flagrant disregard for these most serious issues. All of the issues previously outlined in our original email to you remain, with these additional matters now added:

Violation of a motion passed by the Plano ISD Board of Trustees &

Violation of current case precedence with respect to Governor Abbott's Executive Order GA-38's impact on Texas independent school districts

We are in receipt of the following email that was sent to the Board of Trustees and you on August 26, 2021:

Good Day Board Members and Ms. Bonser,

I am sure you have all been made aware and are receiving other emails and messages today that the Texas Supreme Court has ruled that Governor Abbott's GA-38 Executive Order does in fact stand and ALL public entities must comply.

The emails from PISD regarding the temporary mask mandate, of which was voted on Monday, 8/23/2021, were swiftly sent to all parents, teachers and admin that same day. Due to this ruling the temporary mask mandate is now in violation of Texas law, and as such I would expect the same expediency in an updated message being sent today rescinding the temporary masking mandate forthwith.

I look forward to receiving the communication restoring parent choice for the health and wellbeing of their children.

We are in receipt as well of the response sent on August 27, 2021 by Board President David Stolle:

As Board President, I am responding to you on behalf of the entire Board, per our operating protocols.

The District is aware of the decision by the Texas Supreme Court to temporarily stay the temporary injunction issued by a Bexar County District Court. We have vetted the Supreme Court's actions yesterday with counsel, and we do not believe the action has statewide effect. The Bexar County case is specific to Bexar County and Bexar County orders. The District will continue to monitor the courts' orders. The District believes its existing temporary mask requirement with opt out for medical, religious and/or philosophical reasons complies with GA-38.

And yet, Texas Attorney General Paxton continues to make clear that Texas Independent School Districts do not have the right to mandate masks.



Texas Attorney General 
@TXAG

...

3 districts rescinded mask-mandates: Trenton, Calvert, & Los Fresnos ISDs. In doing so, they'll save taxpayer \$\$ in futile litigation & comply with TX law. More ISDs are still breaking the law. Lawsuits are coming against them THIS WEEK. Rescind now or see you in court!



Trenton ISD Families.

The District received a letter from the Texas Attorney General's office regarding compliance with Governor Abbott's Executive Order GA-38. The letter threatened litigation against the District by the Texas Attorney General if the District did not rescind the temporary 10-day mask requirement.

Therefore, in an abundance of caution, I am rescinding the 10-day mask requirement sent out on September 1, 2021. However, I am requesting clarification from the Texas Attorney General regarding his letter. While I believe we are in compliance with GA-38, I do not feel it is worth risking Trenton ISD funds on potential litigation from the Texas Attorney General's office.

I have been blessed to be a part of this district for 12 years. During these 12 years, I have witnessed our district and community come together time and time again. While I'm rescinding the September 1, 2021 mask requirement, I'm still asking for us to come together.

I'm asking for any family that is not opposed to your child wearing a mask, to volunteer and have your child wear a mask for the next 10 school days. Along with the other preventative measures the district has put into place, the district believes that increasing the participation of mask-wearing will help to reduce the number of virus cases we are experiencing. To date, we have experienced 29 positive Covid cases in just 15 days of school. Last year, we did not record our 29th positive case until November 30.

Trenton ISD's goal is to keep our students and staff in the classrooms and to not have disruptions to our extracurricular activities. Unfortunately, only 15 days into the school year, we have already had disruptions. With everyone's help, we can reduce the spread of the viruses we are experiencing and provide a safe environment for our students and staff.

Sincerely,

Jeremy Strickland
Superintendent
Trenton ISD

vert Independent School District Administration Calvert School Staff Links Parent Links

uraged - All students, staff and visitors are encouraged to wear masks

visitors are highly encouraged to wear masks while at school or on school provided transportation.

Los Fresnos CISD Mask Policy

Face Masks

recommended but not required for all unvaccinated students, staff and visitors

3:40 PM · Sep 7, 2021 · Twitter Web App



Texas Attorney General 
@TXAG

...

If districts choose to spend their money on legal fees, they must do so knowing that my office is ready and willing to litigate these cases.

I have full confidence that the courts will side with the law – not acts of political defiance.



KEN PAXTON
ATTORNEY GENERAL of TEXAS

Paxton Files Multiple Lawsuits Against School Districts Defying State Law
Attorney General Ken Paxton announced the filing today of three lawsuits against three school districts defying Governor Abbott's Executive Order ...
 texasattorneygeneral.gov

4:30 PM · Sep 10, 2021 · Twitter Web App



Texas Attorney General 
@TXAG

...

A win for the rule of law!

This ruling today restricts **#FWISD** from imposing their unlawful mask mandates. The decision to enforce mask mandates lies w/the governor's legislatively-granted authority.

I will continue to safeguard the rule of law in **#Texas**.



Appellate court reinstates temporary injunction against Fort Worth ISD mask m...
This latest ruling will restrict the district from imposing a mandate until the case can go to trial on Jan. 17, 2022.

 wfaa.com

1:58 PM · Sep 13, 2021 · Twitter Web App

And if somehow you thought that Plano ISD was not violating GA-38, [Attorney General Paxton has made it abundantly clear in posting Plano ISD in his list of districts violating GA-38 on the Office of Attorney General's website](#):

The following list of governmental entities who have been reported as non-compliant with Executive Order GA-38, updated to reflect their current status:

Aldine ISD *
Angleton ISD
Aransas Pass ISD*
Austin Community College
Austin ISD *
Basis Texas
Bexar County
Beaumont ISD*
Brooks County ISD*
Brownsville ISD *
Cameron County *
Canutillo ISD *
Carrizo Springs CISD*
Carrollton-Farmers Branch ISD *
Channelview ISD*
Chapel Hill ISD*
Clint ISD
Connally ISD*
Crowley ISD *
Dallas County
Dallas ISD
Del Valle ISD *
Denton ISD*
DeSoto ISD *
Diboll ISD*
Donna ISD *
Eanes ISD*
Eagle Pass ISD *
Edcouch-Elsa ISD *
Edgewood ISD *
Edinburg CISD *
El Paso (City) *
El Paso ISD *
Elgin ISD ***
Ferris ISD*
Fort Bend County
Fort Sam Houston ISD *
Fort Worth ISD*
Galena Park ISD *
Galveston ISD ***
Garland ISD*
Harlandale ISD*
Harris County
Hidalgo ISD *
Honey Grove ISD*
Houston ISD *
IDEA Public Schools
Judson ISD*
Kennedale ISD
La Joya ISD *
Lackland ISD *
Laredo ISD *
Lasara ISD *
La Vega ISD*
Leander ISD*
Lockhart ISD*
Longview ISD*
Lufkin ISD*
Manor ISD *

Mathis ISD*
McAllen ISD *
McGregor ISD*
Mesquite ISD *
Midway ISD*
North East ISD
Northside ISD *
Paris ISD *
Plainview ISD*
Plano ISD*
Pflugerville ISD *
Pharr-San Juan-Alamo ISD *
Point Isabel ISD*
Progreso ISD*
Raymondville ISD*
Red Oak ISD
Richardson ISD ***
Round Rock ISD ***
Salado ISD*
San Antonio ISD *
San Benito CISD *
San Marcos CISD *
Sharyland ISD*
Sherman ISD***
Socorro ISD *
South San Antonio ISD
Spring ISD **
Texas City ISD *
Travis County *
United ISD *
Uplift Education
Valley View ISD*
Vanguard Academy
Waco ISD*
Weslaco ISD *
West Orange Cove CISD*
West Oso ISD *
Ysleta ISD*

* indicates currently not in compliance; letter sent by the Texas Attorney General's Office

** indicates that the Office of the Attorney General is in active litigation with government entity regarding the enforcement of GA-38

*** indicates lawsuit filed by the Office of the Attorney General against government entity to enforce GA-38

According to Texas Education Code Chapter 11, Subchapter E, Section 11.201: "The superintendent is the educational leader and the chief executive officer of the school district." Amongst your duties is: "developing or causing to be developed appropriate administrative regulations to implement policies established by the board of trustees."

The motion of the Board of Trustees on August 23, 2021 approved a: "temporary mask requirement for students, staff, and visitors, indoor in District facilities and on District provided transportation, subject to medical exceptions, religious, or philosophical exceptions, or administrative exception, as analogous to Board Policy FNCA beginning August 26, 2021 until September 24, 2021, or until there is further guidance on GA-38 as a result of ongoing state and federal litigation or legislative action."

Notice the ending. It does not state "until GA-38 is overturned" or "until mask mandates are lawful" or "until mask mandates are unlawful." What it does state is "until there is further guidance on GA-38 as a result of ongoing state and federal litigation or legislative action." This standard of "further guidance" has **repeatedly** been met since the August 23, 2021 Emergency Board Meeting. And yet, you have done nothing. The motion the board passed was *your* directive to follow and

implement, and you have failed miserably to do either.

Further, as you are the CEO of the District, under what authority did you abdicate that role to Board Trustee and President David Stolle that he was permitted to respond on behalf of your District? Are you permitted to respond on behalf of the Board of Trustees, and if so, under what authority?

President Stolle twice uses the term "we" in his response on this matter, yet the term is used with ambiguity. Since this is your District, please inform us as to which individuals comprise the "we" President Stolle references.

Violation of a motion passed by the Plano ISD Board of Trustees;
Fostering a culture of bullying, harassment, intimidation, and retaliation;
Defiance of Plano ISD's 2019-2023 Strategic Plan;
Reporting of deceptive data to stakeholders;
Breach of good faith and fair dealing; &
Violation of parental, student, and staff trust

You and your administration have continued your underhanded, deception campaign with regards to the actual motion passed by the board. Campuses all across Plano ISD as well as the Administrative Office have signs posted that betray the actual motion of the board:







In keeping with what you started, there is no mention at all about an exemption being available.

Consequently, parents who have shown up to their children's campuses have been bullied, harassed, and intimidated by Plano ISD staff for not wearing a mask, some staff going so far as to forbid access unless the parent would don a mask. Plano ISD staff believe they are following the proper directive as you and your administration have failed to properly disseminate to them the actual motion that was passed and the mask exemption afforded to all visitors of Plano ISD facilities.

Even after our email to you on August 30, 2021 calling out this very issue, you have continued to intentionally allow this blatant violation of the Board's motion to promulgate throughout Plano ISD as a way to bully, harass, and intimidate parents and visitors into following your agenda instead of complying with the Board's motion.

Again, Superintendent Bonser, the culture of bullying, harassment, intimidation, and retaliation is initiated and fostered by you and your administration. It is a top down issue, and you are at the top.

Further, in this issue alone you demonstrate your defiance for Plano ISD's 2019-2023 Strategic Plan; reporting of deceptive data to stakeholders (in this particular case the totality of the motion passed by the Board); breach of good faith and fair dealing; and violation of parental, student, and staff trust. You are off the rails, and have demonstrated no concern whatsoever for these egregious actions that you have taken by continuing to take them.

As the CEO of Plano ISD, we are seeking answers from you about your District and actions taken by you and your administration. Unfortunately, because you have refused to respond to our initial email, continue in your corrupt behavior, and have disregard for good faith, fair dealing, and transparency, our list of questions is long and continues to grow. Please provide answers to the following questions (none of them are rhetorical):

1. Why have you violated GA-38?
2. Why have you violated the Board's motion that stated the mask requirement ended upon "further guidance" on GA-38 when there's legally been "further guidance" repeatedly given on GA-38 since the motion passed?
3. How much in legal fees are you willing for your multi-million dollar debt-ridden District to incur to legally fight your decision to violate GA-38 and violate the Board's motion?
4. Why was a deadline given for parents to file an online mask exemption for their children?
5. Why was a deadline given for parents to enroll their children in the Parent-Led Temporary Virtual Option when in fact your District's internal documents show there really was no deadline?
6. Why were parents required to provide a written statement for their children's exemption requests though no such provision was required by the Board's motion?
7. Why were staff required to know the provision of District policy and/or procedure for which an exemption is requested, identify the sincerely held religious/philosophical belief which supports their request, answer whether they follow this belief in all settings, identify the activity in which they participate that requires them to comply with the District policy and/or procedure, answer whether they have ever complied with the District policy and/or procedure for which the exemption is requested with explanation, provide any any other accommodations that would satisfy their request for an exemption, and provide any additional information they believe is relevant to their request, though no such provisions were required by the Board's motion?
8. Why were staff directed that visitors were not exempt from the mask mandate?
9. Why were parents not made aware ahead of filing mask exemptions for their children that your District would publish to the entire world a Mask Exemption Dashboard on Plano ISD's website?
10. Why has your District not removed the Mask Exemption Dashboard from the Plano ISD website?
11. Why has no communication been made by your District to inform everyone that exemptions are still allowed and that paper copies of the form in both English and Spanish are available on campuses?
12. Why has your District continued to promulgate that masks are required in signage displayed across campuses in your District and at your District's Administrative Office?
13. Who in your District authorized that deceptive signage?
14. When will the deceptive signage be removed?
15. How are you not defying the Plano ISD 2019-2023 Strategic Plan, specifically the beliefs and Pillar 4 (as attached below in our initial email to you)?
16. Under what authority did you abdicate responding on behalf of your District to Board Trustee and President David Stolle as demonstrated in the August 27th email cited above?
17. Who is the "we" that is referred to in President Stolle's August 27th email cited above?
18. Are you permitted to respond on behalf of the Board of Trustees, and if so, under what authority?
19. Has a thorough investigation been conducted of the infractions we have identified and swift action taken upon the individuals responsible for them? If not, will such an investigation be conducted and when?
20. Has an audit been conducted of the nepotism and cronyism within your District and the individuals that have been hired by your District since you became Superintendent to determine their fitness for their positions within your District? If not, will such an audit be conducted and when?
21. Since August 30, 2021, has your District evaluated the culture of bullying, harassment, intimidation, and retaliation that is flowing from you and your administration? If not, will such an evaluation be conducted and when?
22. When will you resign for the benefit of our community and to remove the liability you create and continue to create as Superintendent of Plano ISD?

Sincerely,

The Fire Sara Bonser Coalition

----- Original Message -----

From: Fire Sara Bonser

Sent: Monday, August 30, 2021 at 8:56 PM

Subject: FOSTERING A CULTURE OF BULLYING, HARASSMENT, INTIMIDATION, AND RETALIATION IN PLANO ISD

Dear Superintendent Bonser,

This email was composed by a number of concerned citizens that include Plano ISD parents, students, and staff. We have all convened in recent days, and each has contributed in some significant way to this email.

We are writing you today to express our lack of confidence in Plano ISD as it operates under your leadership and authority for the following reasons:

1. Violation of a motion passed by the Plano ISD Board of Trustees
2. Violation of statements made on the record by District leadership
3. Violation of current case precedence with respect to Governor Abbott's Executive Order GA-38's impact on Texas independent school districts
4. Fostering a culture of bullying, harassment, intimidation, and retaliation
5. Defiance of Plano ISD's 2019-2023 Strategic Plan
6. Reporting of deceptive data to stakeholders
7. Breach of good faith and fair dealing
8. Violation of parental, student, and staff trust

1. Violation of a motion passed by the Plano ISD Board of Trustees

On August 23, 2021, the Plano ISD Board of Trustees voted to approve a:

"temporary mask requirement for students, staff, and visitors, indoor in District facilities and on District provided transportation, subject to medical exceptions, religious, or philosophical exceptions, or administrative exception, as analogous to Board Policy FNCA beginning August 26, 2021 until September 24, 2021, or until there is further guidance on GA-38 as a result of ongoing state and federal litigation or legislative action."

Shortly after that meeting was over, your administration emailed parents in the "Today's Update for Plano ISD Families":

Masks To Be Temporarily Required Indoors at All Plano ISD Schools and Facilities

Today, the Plano ISD Board of Trustees held an Emergency Meeting in which they approved a measure to temporarily require indoor masking at all Plano ISD schools, facilities and district-provided transportation. As [COVID-19 cases this year have already surpassed last year's peak numbers](#), this additional health and safety measure will be effective Thursday, August 26. This temporary measure will be effective through Friday, September 24, or until there is further guidance on GA-38 as a result of ongoing state and federal litigation or legislative action. A [Mask Exemption Form](#) is available for families who want to submit a medical, religious or philosophical exception for their child. This form will be live this evening and will remain open until 11:59 p.m. on August 25.

- **VIOLATION: There was no deadline given in the motion passed by the Board of Trustees.**

This is the *Mask Exemption Form* referred to in the email:



Mask Exemption Form

The Plano ISD Board of Trustees has authorized a temporary mask protocol, effective **August 26, 2021**. This mandate requires all staff, students and visitors to wear a mask while inside of any Plano ISD facility.

Mask Required unless parent exemption in place.

If you would like your child to be exempt, please complete the form below.

A form must be completed for each student you would like to be exempt.

Student ID (?)

First Three Characters of Student's Last Name

Student Name

Campus

Grade

Info Will Auto-Populate with correct Student ID and First Three of last Name

Info Will Auto-Populate with correct Student ID and First Three of last Name

Info Will Auto-Populate with correct Student ID and First Three of last Name

I would like my child to be exempt from the mandatory mask mandate.

Please select the primary reason below:

Provide a written statement for your exemption:

(150 character limit)

Digital Signature

By selecting "Accept" and entering my full name, I am providing my electronic signature which indicates my receipt and understanding of this information. I understand and agree that my electronic signature is the legal equivalent of my manual signature on this form, carries the same force and effect as my written signature, and I represent that all the information contained in this form is accurate.

Parent/Guardian Full Name

Date

Accept

- **VIOLATION:** There was no requirement given in the motion passed by the Board of Trustees that a written statement must be provided for an exemption, yet this was a required field.

Additionally:

- **VIOLATION: There to date has still been no mention of paper copies available for parents or exemption forms available in Spanish.** Apparently this exemption form is only intended for the privileged people that have access to an electronic device by which to complete the exemption and only for those that read English.

The following email was sent to Plano ISD staff the afternoon of August 25, 2021:

The form referred to in the link is as such:

Questionnaire for Employee Claiming Mask Exemption

Please DO NOT complete this form for a medical/disability accommodation request - please contact the Benefits department at benefits@pisd.edu.

Your email will be recorded when you submit this form

* Required

Your Name *

Your answer

Your Job Title/Position (please indicate

if applicable) *

if you are a substitute) *

Your answer

Your Campus/Department *

Your answer

Name of your principal/supervisor *

Your answer

Please state the provision of District
policy and/or procedure for which you
are requesting an exemption. *

Your answer

Please state the basis for your request.

*

Your answer

Please identify the sincerely held
religious/philosophical belief which
supports your request. *

Your answer

Do you follow this belief in all settings?

*

Your answer

At any time, do you participate in any

activity that requires you to comply with the District policy and/or procedure? If so, please identify the activity. *

Your answer

Have you ever complied with the District policy and/or procedure for which the exemption is requested? If so, please explain. *

Your answer

Are there any other accommodations that would satisfy your request for an exemption? *

Your answer

Please provide any additional information you believe is relevant to your request. *

Your answer

Submit

Never submit passwords through Google Forms.

This form was created inside of Plano ISD. [Report Abuse](#)



Google Forms

- **VIOLATION: There were no requirements given in the motion passed by the Board of Trustees that exemption applicants:**
 1. know the provision of District policy and/or procedure for which an exemption is requested,
 2. identify the sincerely held religious/philosophical belief which supports their request,
 3. answer whether they follow this belief in all settings,
 4. identify the activity in which they participate that requires them to comply with the District policy and/or procedure,
 5. answer whether they have ever complied with the District policy and/or procedure for which the exemption is requested with explanation,
 6. provide any any other accommodations that would satisfy their request for an exemption, or
 7. provide any additional information they believe is relevant to their request,
 - and yet these were required fields for the exemption applications.

Later last week, after this Emergency Meeting, the following document titled *Temporary Mask Requirement* was distributed by your administration to Plano ISD staff:

Temporary Mask Requirement

1. Can staff opt out?

Plano ISD's employment contracts stipulate that staff have to abide by all Board directives. However, a non-medical/non-disability request can be made using [THIS STAFF FORM](#) while medical/disability related requests may be made through the [Benefits Department](#).

2. How will we know which students have an exemption?

Students whose parents have filled out a Mask Exemption Form will be flagged in TEAMS and Pinnacle.

3. How will we enforce the mask requirement?

All students will be regularly reminded of proper masking procedures and to abide by their parents' request regarding wearing masks. If appropriate, a student may be offered a face covering. Staff should **not** apply disciplinary consequences for a student's refusal to wear a face mask.

4. Can families request a mask exemption beyond the August 25 deadline?

Yes. Paper copies of [THIS STUDENT FORM](#) (available in English and Spanish) should be made available at the campus.

5. Will exceptions be made for students in grades 2 or younger?

Face coverings will be required for all students.

6. Can I still order masks or other PPE to have on hand for those who request it?

Campuses may order masks and other PPE, including face shields, from the Warehouse for no additional cost to the campus.

7. Can campus volunteers or other visitors be exempt from the mask mandate?

No. Since their presence on campus is voluntary, they are required to follow the mandate. As a reminder, all district employees including delivery personnel are expected to follow the mandate.

8. If a parent asks why a student or staff member is not wearing a mask, what should the response be?

Questions regarding specific students or staff members involve confidential information, and should be referred to the campus administrator.

9. Can we require masks for optional after school activities?

Masks are required for all indoor activities at Plano ISD facilities, regardless of the time of day.

10. Can parents still sign up for the parent-led temporary virtual option?

A parent may contact their home campus to switch their child to TVO.

11. If parents request that their child be seated exclusively with students who follow the same mask protocol, are we able to honor their request?

No. We will not create separation between masked and unmasked students. Staff members are encouraged to offer general reminders to all students to follow their parents' wishes

- **VIOLATION: Item 7 is an overt breach of the motion passed by the Board of Trustees which granted exemptions to visitors.**

2. Violation of statements made on the record by District leadership

During the August 23, 2021 Emergency Board Meeting, your District leadership made statements on the record that were breached:

- Dr. Theresa Williams responded "absolutely" when prompted "for parents that don't have access to computers, a paper form will be available?" She also responded "yes" when asked if that form would be available "in Spanish."
 - **VIOLATION: To date, there has been no mention of a paper form to parents much less a form available in Spanish. Instead, parents were coerced into using an English-only online form due to a fictitious deadline conveyed to parents as real and enforced by District to the point that such online form is no longer accessible.**
- When questioned whether there was an approval process for exemptions, you, Superintendent Bonser shook your head left to right, indicating "no."
 - **VIOLATION: The wording of both the student and teacher exemptions implied approval process by the requirement of answers to matters for which the Board of Trustees never sanctioned.**

3. Violation of current case precedence with respect to Governor Abbott's Executive Order GA-38's impact on Texas independent school districts

On August 26, 2021, three days after the passing of a mask mandate by the Board of Trustees, [the Texas Supreme Court blocked school districts from mandating masks, upholding Governor Abbott's Executive Order GA-38.](#)

Texas Supreme Court blocks San Antonio schools' mask mandate

Associated Press

4-5 minutes

HOUSTON — The Texas Supreme Court on Thursday temporarily blocked a mask mandate issued by San Antonio and Bexar County for their public schools — a blow to efforts by some cities, counties and school districts to defy Republican Gov. Greg Abbott's ban on such measures.

The ruling came in a lawsuit by San Antonio and Bexar County, one of at least nine that have been filed by cities, counties and school districts against Abbott over his ban on mask mandates. Amid a surge in COVID-19 cases that have overwhelmed many hospitals across the state, at least 11 counties and cities and 63 school districts or systems in Texas have imposed mask mandates to slow the spread of COVID-19.

[Texas Attorney General Paxton also took to social media to declare this legal standing.](#)



Texas Attorney General 
@TXAG

...

To all Texans: PUBLIC SCHOOLS CANNOT MANDATE MASKS. Period.

Both the Gov's Exec Order and SCOTX are clear on this.

If your kids' public schools are still requiring masks, email maskmandate@oag.texas.gov. They are wasting your tax dollars dragging everyone into litigation!

3:37 PM · Aug 26, 2021 · Twitter Web App

845 Retweets 172 Quote Tweets 2,439 Likes



However, Plano ISD has not dropped its mask mandate requirement nor issued any public statement about this ruling and why Plano ISD is disregarding it. There is a duty to your parents and staff to explain this, especially given that the motion stated that it was in effect through September 24, 2021 or "until there is further guidance on GA-38 as a result of ongoing state and federal litigation or legislative action." This **is** such further guidance, and yet your District has not dropped the mask mandate or explained why it doesn't need to adhere to "further guidance" from the highest court in the state of Texas. This is a dereliction of duty by you and your administration and a violation of current legal standing on GA-38.

4. Fostering a culture of bullying, harassment, intimidation, and retaliation

Earlier this year, Plano ISD made national news for a bullying incident with students at Haggard Middle School. In a [Press Conference](#) you, Superintendent Bonser, gave on March 9, 2021 with respect to this incident, you stated:

"First and foremost, I want to be very clear, bullying, harassment...against Plano ISD students are abhorrent and will not be tolerated. There is nothing okay about harassment. There is nothing okay about bullying."

"As the Superintendent of Plano ISD, I want to tell you that we are listening, and we hear you, and we will continue to be at the table having a seat in the solutions of the collective work within this community. It is too important, and our students need for this to happen."

After your statement, a reporter asked you:

"We received an email from a teacher at Haggard Middle School who says after all of this is done Haggard Middle School is going to be made the scapegoat when it's really an issue, ma'am, with your school district as a whole."

What we all saw across your District on Friday, August 27, 2021 in the "Today's Update for Plano ISD Families | 08-27-2021" email would inform that the teacher at Haggard is indeed correct, verifying a belief many parents and staff have held about bullying, harassment, and intimidation being a top down issue originating with you and your administration. Bullying and harassment is indeed an issue with your school district because it is behavior that is demonstrated and modeled at the highest levels of your administration, as most publicly and recently displayed in the [Mask Exemption Dashboard](#).

COVID RESPONSE[COVID Response](#)[Return to School Plan](#)[COVID-19 Case Dashboard](#)**Mask Exemptions**[District Updates](#)[Temporary Virtual Option](#)[ESSER Funding](#)[Home](#) » [About Us](#) » [COVID Response](#) » [Mask Exemptions](#)**Plano ISD Mask Exemption Dashboard**

This dashboard includes the percentages of students by campus requesting mask exemptions as of the August 25 deadline.

4 Search

SCHOOL LEVEL	CAMPUS	TOTAL EXEMPT	% EXEMPT	% MASKED
ECS	Beaty ECS	19	6%	94%
ECS	Isaacs ECS	12	4%	96%
ECS	Pearson ECS	23	10%	90%
ECS	Head Start	3	2%	98%
Elementary	Andrews Elementary	23	5%	95%
Elementary	Aldridge Elementary	52	10%	90%
Elementary	Barksdale Elementary	55	9%	91%
Elementary	Barren Elementary	7	2%	98%
Elementary	Bethany Elementary	15	5%	95%
Elementary	Beverly Elementary	38	10%	90%
Elementary	Boggess Elementary	57	11%	89%
Elementary	Brinker Elementary	36	7%	93%
Elementary	Carlisle Elementary	42	8%	92%
Elementary	Centennial Elementary	47	10%	90%
Elementary	Christie Elementary	33	6%	94%
Elementary	Daffron Elementary	29	4%	96%
Elementary	Davis Elementary	24	8%	92%
Elementary	Dooley Elementary	21	7%	93%
Elementary	Forman Elementary	8	1%	99%
Elementary	Gulledge Elementary	47	7%	93%
Elementary	Haggard Elementary	39	7%	93%
Elementary	Haun Elementary	41	7%	93%
Elementary	Harrington Elementary	30	8%	92%
Elementary	Hedgcoxe Elementary	52	12%	88%
Elementary	Hickey Elementary	30	5%	95%
Elementary	Hightower Elementary	51	11%	89%
Elementary	Huffman Elementary	12	2%	98%
Elementary	Hughston Elementary	71	21%	79%
Elementary	Hunt Elementary	88	15%	85%
Elementary	Jackson Elementary	22	3%	97%
Elementary	Mathews Elementary	67	15%	85%
Elementary	McCall Elementary	17	3%	97%
Elementary	Meadows Elementary	16	4%	96%
Elementary	Memorial Elementary	7	2%	98%
Elementary	Mendenhall Elementary	7	1%	99%
Elementary	Miller Elementary	38	11%	89%
Elementary	Mitchell Elementary	20	4%	96%
Elementary	Rasor Elementary	15	3%	97%
Elementary	Saigling Elementary	38	11%	89%
Elementary	Schell Elementary	19	4%	96%
Elementary	Shandon Elementary	00	0%	100%

Elementary	Onepero Elementary	70	4%	97%
Elementary	Sigler Elementary	20	4%	96%
Elementary	Skaggs Elementary	17	6%	95%
Elementary	Stinson Elementary	24	4%	96%
Elementary	Thomas Elementary	17	3%	97%
Elementary	Weatherford Elementary	22	5%	95%
Elementary	Wells Elementary	74	13%	87%
Elementary	Wyatt Elementary	17	5%	95%
Middle	Armstrong Middle	14	2%	98%
Middle	Bowman Middle	21	3%	97%
Middle	Carpenter Middle	38	6%	94%
Middle	Frankford Middle	41	4%	96%
Middle	Haggard Middle	143	18%	82%
Middle	Hendrick Middle	45	7%	93%
Middle	Murphy Middle	122	12%	88%
Middle	Otto Middle	28	3%	97%
Middle	Renner Middle	81	7%	93%
Middle	Rice Middle	47	5%	95%
Middle	Robinson Middle	66	7%	93%
Middle	Schimelpfenig Middle	64	8%	92%
Middle	Wilson Middle	74	9%	91%
High/SHS	Clark High	130	10%	90%
High/SHS	Jasper High	73	6%	94%
High/SHS	McMillen High	113	9%	91%
High/SHS	Shepton High	108	8%	92%
High/SHS	Vines High	123	13%	87%
High/SHS	Williams High	40	3%	97%
High/SHS	Plano East Senior High	211	7%	93%
High/SHS	Plano Senior High	265	11%	89%
High/SHS	Plano West Senior High	363	14%	86%
High/SHS	Plano ISD Academy High	42	11%	89%
Total		3804	8%	92%

[SCROLL ^ TO TOP](#)

PLANO INDEPENDENT SCHOOL DISTRICT



2700 W. 15th Street, Plano, TX 75075
Phone 469-752-8100



PLANO
Independent School District

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ACCOUNTABILITY REPORTS

[site map](#)

From the onset of this mask mandate, you and your administration made abundantly clear your intent to dissuade parents from completing an exemption by making no mention of it in your mask mandate Facebook post made just after the August 23, 2021 Emergency Board Meeting. This was a blatant deception of the actual motion that was passed. It is reprehensible that you and your administration would post an intentionally misleading account of the motion upon which the Board of Trustees voted. This does not communicate a spirit of integrity and morality but rather one of deceit and coercion, with you and your administration forcing your agenda and neither respecting the rule of the Board of Trustees nor the parents, students, and staff that you lead.



Plano Independent School District 

August 23 at 6:08 PM · 

...

Today, the Plano ISD Board of Trustees held an Emergency Meeting in which they approved a measure to temporarily require indoor masking at all Plano ISD schools, facilities and district-provided transportation. This additional health and safety measure will be effective Thursday, August 26 through Friday, September 24. For more information, visit www.pisd.edu.

Masks To Be Temporarily Required Indoors at All Plano ISD Schools, Facilities & District-Provided Transportation



Thursday, August 26, through Friday, September 24

As many PTAs across Plano ISD do, they followed your District's lead and reposted the same deceptive information, neglecting also to mention the mask exemption. You and your administration effectively began an underhanded, deception campaign that you did not care to stop.

Considering the following facts:

1. As revealed in the *Temporary Mask Requirement* document published on the campuses, there is no action – disciplinary or otherwise – taken upon a student who does not wear a mask;
2. District buried a message about something as significant as an exemption in an email that didn't bare a subject line that would alert parents to this announcement and immediate, subsequent action needed to be taken for an exemption;
3. District was intentionally deceptive in its Facebook post about this mask mandate so as to limit the number of exemptions; and
4. there was a coercive effort by District to get parents as well as teachers to hurriedly complete the form by instituting a non-Board approved deadline to register an exemption,

and the most reasonable and logical deduction is that your and your administration's intention was not to accommodate parental rights and create a safe atmosphere for those students who opted to not wear a mask, but rather it was to expeditiously coerce the completion of few exemption forms - presumably from the most ardent parents who had been paying attention to the actual Emergency Board Meeting - out of a desire to analyze and ultimately publicly publish data

calling out that specific group of non-compliants to the mask mandate via exemption with the purpose of bullying, intimidating, and harassing them as an act of retaliation against them for exerting their rights.

Making a list and reporting numbers of the non-compliant is eerily similar to tactics Hitler and his Nazi regime employed in their takeover of Germany. Another tactic the Nazis employed was working in coordination with media outlets to further push their propaganda, also eerily similar to what is seen in the Dallas Morning News article below that was published two days before the Mask Dashboard. Knowing that Plano ISD parents who wanted a choice were painted in a skewed and biased manner as hysterical, reckless, and irresponsible threats to society's health and well being, you and your administration still published data singling these people out publicly. This is likely not an error or oversight by you and your administration, but rather a coordinated and cooperative effort with your allies in the media who hide behind "The Dallas Morning News Editorial Board" to promote your propaganda and intimidate any dissenters. Perhaps because your District has long lost its focus on education under your leadership, what should be red flags and deeply disturbing to you and your administration as vestiges of wickedness and vice in our world's history is instead enacted upon without concern or regard; or perhaps it is this type of intentionally malicious evil you are seeking to dispense.

Plano ISD mask fight - hysteria and hyperbole aren't convincing anyone

By Dallas Morning News Editorial 2:00 AM on Aug 25, 2021

4 minutes

On Monday, about 90 people packed into a Plano ISD board meeting to duke it out over masks. Things were not calm. There were shouts, jeers and threats of violence. There were signs calling one trustee a tyrant. Staff resorted to cutting off the microphone for some of the speakers.

The angry shouts in Plano illustrate the way hysteria has taken over this issue. What could be a relatively benign school rule, on the level of dress codes, has escalated to match just about every other part of our national dialog in these days: amplified, polarized and imprecise. We can't seem to keep things in perspective. We can't seem to refrain from finger-pointing and name-calling.

Featured on Dallas News

55-year-old man last seen in west Oak Cliff found safe, Dallas police say

One can hardly blame people for escalating this way, when they're

just following the example of their civic and religious leaders. In the statehouse, the commissioners court, the pulpit and social media feeds, every pro-masker is cast as an oppressor; every anti-masker as a selfish simpleton.

Here's what the anti-mask crowd needs to hear: Your constitutional freedoms are not at stake here. It's a mask, not a hair shirt. Mask mandates are not a slippery slope to tyranny or whatever your Facebook feed is scaring you with. And your fear of losing the freedom to bare your lips is no less paranoid than your neighbor's fear of dying from COVID. Stop the histrionics and try to just get along.

Make no mistake. We think masks are a hugely important part of the response to COVID. Wearing them protects people and can help us stem the disease's spread. But there are pro-mask messages that need modulating, too. An unmasked face at a school increases risk of COVID-19 spreading, but it is not a loaded gun. One Plano parent actually used that metaphor Monday in comparing the need for masks to the need for security measures to prevent school shootings. No one who opposes masks will be persuaded by that sort of inappropriate hyperbole.

There are lots of factors that can limit the spread of this virus, the most important of which is vaccination. Masks are important but they're not the only thing standing between a child and certain death. We are never going to experience 100% compliance with

any rule. There will always be someone who refuses or forgets. We're all going to have to learn to live with people whose faces are exposed just the way we've learned to live with reckless drivers or people who don't get flu shots or that group who takes their smoke break right outside the door to the building where you work. All of those present irresponsible threats to health and well-being. None of them are the subject of school board shouting matches.

We agree with Plano ISD board president David Stolle who had to calm down speakers at Monday's meeting saying, "This is not a show. This is not a performance art piece, please."

In the end, Plano ISD trustees decided to instate a temporary mask mandate beginning Thursday. With that mandate expiring in a month, and with more districts considering measures on this and other controversial topics, Monday's meeting won't be the last time concerned citizens clash. We're likely to see more debate in the coming weeks. We would just remind those involved that informed, logical debate is healthy. Overwrought rhetoric and personal attacks are not. Civility must prevail.

Since the August 23, 2021 Emergency Board Meeting, many children across your District had begun facing bullying, harassment, and intimidation in their schools by staff and students for their decision to not wear a mask. Now, our students are being bullied, harassed, and intimidated by the highest levels of your District – you and your administration. Now you have publicly retaliated by making available the exact number of students on each campus that have exemptions, or perhaps more accurately to how you and your administration view it, have rebelled against the desire of your District's agenda.

For the children in a small minority on their campuses that are unmasked, you have now let the entire world know their exact numbers on each campus, singling them out as targets of ire, condemnation, and ultimately bullying. Shame on you and your administration for even a moment of believing this was acceptable or justifiable. Regardless of your personal opinion or that of your administration, this is blatantly vengeful and malevolent.

The fact that you and your administration have acted in such a way is indeed, as you described it in the Press Conference, "abhorrent." While it sounds altruistic to

say you want to continue to be at the table having a seat in the solutions, what you neglect to openly acknowledge is that it is you and your administration that have set the table by creating the culture of bullying, harassment, and intimidation. This was not only abundantly clear when you promoted the former Principal of Haggard Middle School - who was responsible for instituting that culture on that campus - to Director of Communications in your administration, but reaffirmed with this action taken by you and your administration with this Mask Dashboard.

5. Defiance of Plano ISD's 2019-2023 Strategic Plan

From the current [Plano ISD Strategic Plan](#):

PLANO ISD STRATEGIC PLAN

Beliefs

We Believe:

- ALL students are at the heart of our decisions.
- High expectations lead to growth and achievement for each student and staff member.
- Graduates must possess the skills and knowledge that prepare them to become responsible citizens and successful leaders.
- All students will utilize social, emotional and academic skills in order to become resilient and resourceful lifelong learners.
- The highest levels of learning occur when students are engaged in work that is relevant, authentic and challenging.
- Equity and access to equal opportunities are essential to reaching the highest levels of student achievement.
- As good stewards, we provide access to resources that enable each student to reach his/her aspirations.
- Our diverse, innovative and future-focused employees are the most valuable resource vital to the growth, care and success of each student.
- We embrace families, staff, students and our community in the shared responsibility of educating our children.
- Developing meaningful, collaborative relationships in a welcoming, safe and caring environment is essential for student success.
- Quality public education is the foundation of a thriving community.

Pillar 4: Culture of Community

Objective: Plano ISD embraces the diverse community in which we live and work and will foster partnerships that are beneficial to the education of our students and meet the needs of our families.

Strategy 4.1: Identify and engage stakeholders to foster meaningful, committed relationships that embrace the community as partners in student success.

Action Plan 4.1.1

Specific Result: Foster equitable engagement experiences across the district for all stakeholders.

Action Steps

1. Assess current communications and engagement practices districtwide to determine opportunities, gaps, risks and the district's current framework for engagement.

Action Plan 4.1.2

Specific Result: Build a cohesive, positive culture of trust and inclusion that engages all stakeholders.

Strategy 4.2: Develop and nurture a culture of empathy, caring, and advocacy for our diverse learning community where individuals feel connected.

The actions taken by your administration, as already detailed, are in defiance of Plano ISD's Strategic Plan.

ALL students were not at the heart of your decisions regarding masks. Only those students whose parents' ideologies and beliefs align with yours and your administration's were considered; those who were not face retaliatory backlash.

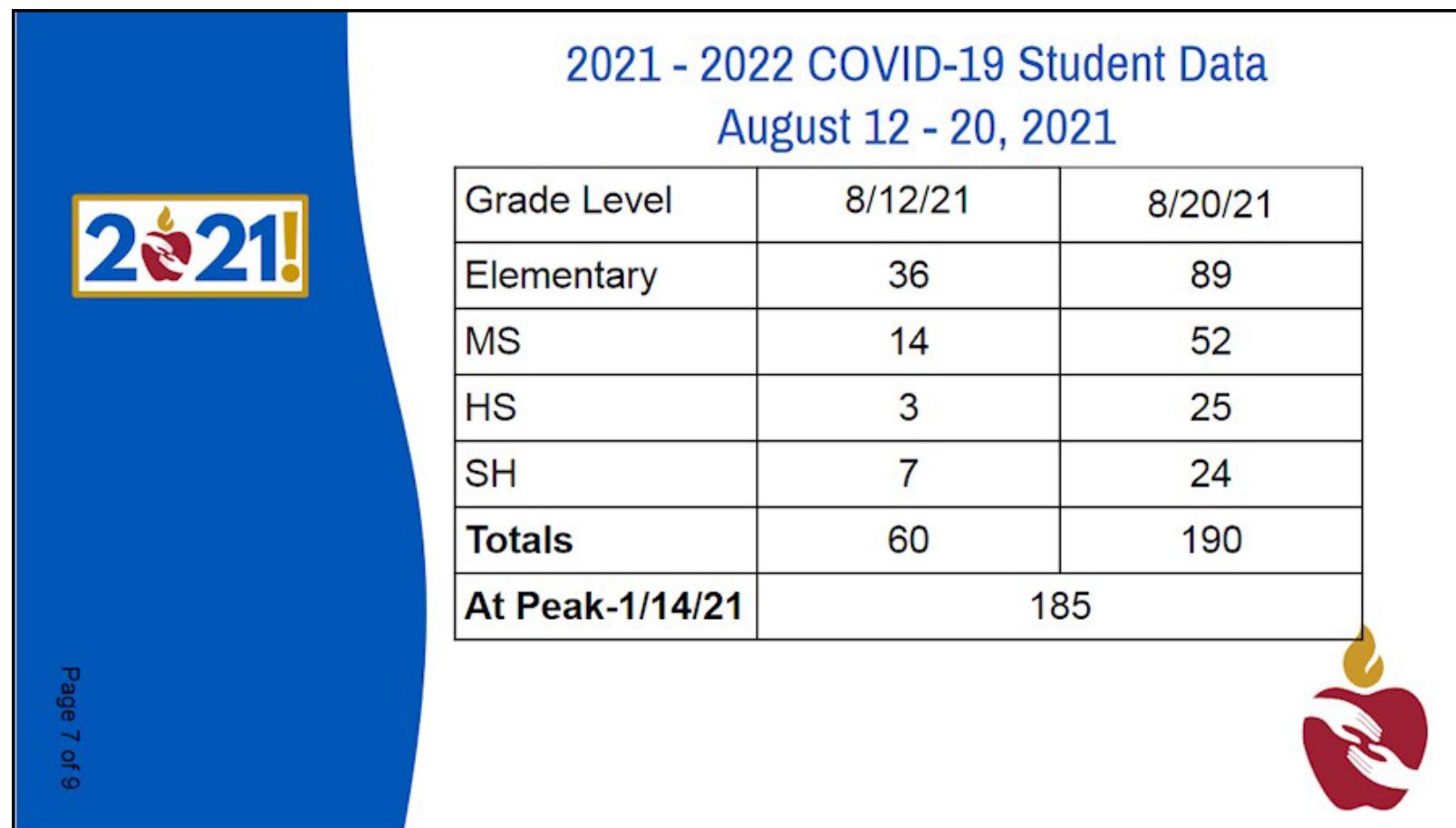
Rather than fostering meaningful, committed relationships that embrace the community as partners in student success, fostering equitable engagement experiences across the District, and assessing your communications and engagement practices District-wide to determine opportunities, gaps, and risks, you and your administration have embraced only the community that aligns with your beliefs and utterly disregarded the community that has an opposing view to the point of bullying them.

A culture of empathy, caring, and advocacy has been obliterated by a culture of bullying, harassment, and intimidation that starts with you and your administration and flows down to every campus.

6. Reporting of deceptive data to stakeholders

Further implicating your District in an attempt to push an agenda and not be objective and fair to all members of this community, your District presented its own conclusions of data at the August 23, 2021 Emergency Board Meeting that belied truth about the current situation relative to where we were back on January 14, 2021. We are aware of people who emailed you or posted on social media true analysis and statistics ahead of the meeting pointing out the flagrant disregard for truth and accuracy by you and your administration in a moment of crucial decision making. And yet, Dr. Beth Brockman (Assistant Superintendent for Employee Services), you, and your administration were either unprepared to provide real data or, as is more exceedingly likely, were refusing to do so during that Emergency Board Meeting.

As a reminder, here is the slide with data concerning students that your administration presented:



2021 - 2022 COVID-19 Student Data
August 12 - 20, 2021

Grade Level	8/12/21	8/20/21
Elementary	36	89
MS	14	52
HS	3	25
SH	7	24
Totals	60	190
At Peak-1/14/21		185

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"Dr. Brockman, for the numbers that you cited, do we know how that compares as a percentage of teachers or percentage of students, just 'cause last year around January we had different attendance on campus?" - Trustee Weaver

"While I don't know without doing a further dig of the 185 from January how many of those were on campus versus school-at-home, this does represent about 0.4%" - Dr. Brockman

Plano ISD has been providing weekly data updates on Covid-19 cases to the Texas Education Agency (TEA) since the start of last school year. Not only does that mean Plano ISD has this information readily accessible internally, it is also easily accessed on the [TEA's website](#). Interestingly, looking at the week in which January 14, 2021 would have been reported, Plano ISD submitted no new student cases and 1 new staff case. That does not correlate to the data that Dr. Brockman presented. Where are the 185 cases that you and your administration reported to the Board of Trustees? Did you deceive the Board or TEA or both?

Report 2: School Reported COVID-19 Cases in Public Schools, July 27, 2020 - January 17, 2021 Texas											Cumulative Reports		
Current Report Period											School Reported Source		
School Reported Source											School Reported Source		
District Name	Total District Enrollment as of October 30, 2020	Approximate District On Campus Enrollment as of October 30, 2020	New Student Cases	New Staff Cases	On Campus	Off Campus	Unknown	Total Student Cases	Total Staff Cases	On Campus	Off Campus	Unknown	
PLANO ISD TOTAL	50167	25654	0	1	0	0	1	845	379	1	634	589	

"How many students out of this 185 contracted the disease from outside of school versus inside of school?" - Trustee Dr. Wang

"We don't have specifics on where it was contracted." - Dr. Brockman

And yet Plano ISD submitted that specific data to the TEA last year every week, resulting in this year-end report:

Report 2: School Reported COVID-19 Cases in Public Schools, July 27, 2020 - June 6, 2021, Texas											Cumulative Reports		
Current Report Period											School Reported Source		
School Reported Source											School Reported Source		
District Name	Total District Enrollment as of January 29, 2021	Approximate District On Campus Enrollment as of January 29, 2021	New Student Cases	New Staff Cases	On Campus	Off Campus	Unknown	Total Student Cases	Total Staff Cases	On Campus	Off Campus	Unknown	
PLANO ISD TOTAL	49933	26591						1693	630	19	1125	1179	

According to Plano ISD's own data submitted to the TEA, 19 TOTAL cases of Covid were attributed to on-campus contraction last school year.

"But we can safely assume the 36 [students] on 8/12 were not on campus because school started on the 11th?" - Trustee Weaver

"That is correct." - Dr. Brockman

This would mean the starting baseline would not have been 36 students as those were all reported before school started when reporting compliance by parents was most minimal. Really, the baseline starting number should be 190.

"Out of that 185, none of those are part of the 2,396 that are in the currently parent led virtual?" - Trustee Weaver

"The 185 is from last year in January." - Dr. Brockman

"Okay, so out of the 190?" - Trustee Weaver

"I don't know." - Dr. Brockman

Given that Dr. Brockman had already at this point not been providing truthful information about the crucial numbers she was presenting, it is safe to say either she was purposefully not provided that information from you and your administration so that she had deniability or she chose to deceitfully not recall the answer.

"Can we say that they [the 9th through 12th grade students] got it [Covid] from school or can we say they got it from outside activities?" - Trustee Powell

"We can't say with any definitive confidence of where they contracted Covid. Could have been in classrooms, it could have been in extracurricular activities, it could have been outside of school." - Dr. Brockman

And yet, you and your administration [have submitted data to the TEA](#) which provides those clear answers:

Report 2: School Reported COVID-19 Cases in Public Schools, August 2, 2021 - August 22, 2021, Texas												
Current Report Period: August 16, 2021 - August 22, 2021												
District Name	Total District Enrollment as of January 29, 2021	Total School Enrollment as of January 29, 2021	Current Report Period			Cumulative Reports						
			New Student Cases	New Staff Cases	On Campus	Off Campus	Unknown	Total Student Cases	Total Staff Cases	On Campus		
PLANO ISD TOTAL	49933	49933	209	41	0	5	245	247	61	0	27	281

You and your administration have reported no Covid cases this year to have been contracted on-campus.

Further, we reviewed all the data you and your administration submitted to the TEA last school year, and the cases were continually in fluctuation. There may have been a maximum number of reported cases, but the plots of the data are so erratic that "peak" is a rather misleading term given its usage particularly to describe Covid cases. And you and your administration knew that yet still chose that term.

7. Breach of good faith and fair dealing

There is a reasonable assumption by this community that the actions of this District are done in good faith and with fair dealing until otherwise demonstrated. Beyond the issues with the mask mandate, the *Temporary Mask Requirement* document demonstrated that District also mislead parents with respect to a deadline for enrollment in the Temporary Virtual Option as conveyed via email to parents on August 9, 2021 ("Important Back-to-School Announcement | 08-09-21"):

Plano ISD Offering Parent-Led Temporary Virtual Option for Students in Grades PreK - 6

August 16 - September 3, 2021

As Plano ISD continues to respond to the COVID-19 pandemic, please know that we are listening to our families and community as they express health and safety concerns regarding the latest trends associated with the delta variant of the virus. In order to address the needs and concerns of our families with children enrolled in grades preK through 6, who are not yet able to be vaccinated, the district will be offering a temporary online, asynchronous learning option for parents who are seeking an alternative to in-person learning.

In addition to the face-to-face instructional model in place for the 2021-22 school year, Plano ISD will offer a parent-led **temporary** virtual option at the start of the 2021-22 school year for parents who are seeking an alternative to in-person learning. The Plano ISD Parent-Led Temporary Virtual Option is a remote, asynchronous learning experience where students engage in learning materials from home. This temporary learning solution allows students to engage in asynchronous learning utilizing Plano ISD instructional resources in pre-kindergarten through 6th grade. (PreK students must qualify for eligibility.)

Registration Process & Enrollment Status

Registration

Parents can opt in to the Parent-Led Virtual Option by registering their child using [this form](#). Parents who want to select this option **must register by 11:59 p.m., Wednesday, August 11, 2021**.

For all the reasons already outlined, this District has repeatedly demonstrated a breach of good faith and fair dealing with this community.

8. Violation of parental, student, and staff trust

As should be apparent, the natural consequence of the aforementioned actions is a blatant and massive violation of parental, student, and staff trust.

The exemption form which automatically populated private student data wasn't even safeguarded behind ParentPortal, but rather it was made public for anyone to access.

Your staff received an email the afternoon of August 25, 2021 - when teachers were teaching - and instructed that it needed to be completed by 6 pm that same day.

Parents and your staff were coerced into a short period of time in which to file for an exemption, only to find that the data would be used against the students. Your staff is wondering when you will use it against them as you did their pupils.

Trustee Dr. Wang stated in the August 23, 2021 Emergency Board Meeting:

“you've got to have the culture of respect and tolerance, otherwise it's going to split the community once again.”

She is accurate, as the culture of disrespect and intolerance you and your administration have instead chosen to foster has indeed split the community once again.

Your and your administration's actions and operations have been coercive, deceptive, malicious, intimidating, bullying, harassing, and retaliatory.

Under your leadership, this District has had a marked decline resulting in the loss of students and excellent teachers as this has no longer become the sought out District it once was for either them.

We are aware of your and your administration's cronyism that leads to problematic individuals being promoted from campuses to your administration rather than terminated. We are aware of your partisanship. We are aware of your purging of dissenters by creating an untenable relationship with them, just as you have in the past week with this current issue.

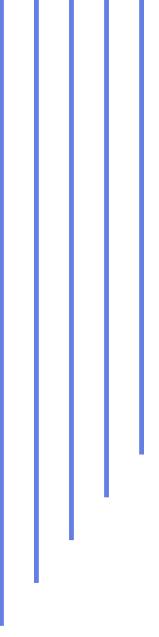
Given the magnitude of corruption that has managed to transpire in less than a full week under your leadership, we are all justified in our votes of no confidence in you and your administration. This depravity and disregard for your parents, students, staff, Board of Trustees, rules, policies, and law is sadly unsurprising to us and rather what we have come to expect. This is not the first time any of us have had grave concerns about your leadership. We never thought it would be as clear as it is now that the origins of all these serious concerns lies directly with you and your administration.

Next Steps

We are asking that the following immediately occur:

1. The Mask Dashboard be removed from the Plano ISD website and neither it nor any similar iteration of it ever be published again whether for students or staff.
2. By all communications means (email, social media, etc.), Plano ISD inform everyone that exemptions are still allowed and that paper copies of the form in both English and Spanish are available on campuses.
3. A thorough investigation be conducted of these infractions and swift action taken upon the individuals responsible for them.
4. An audit be conducted of the nepotism and cronyism within Plano ISD and the individuals that have been hired by Plano ISD since you became Superintendent to determine their fitness for their positions within the District.
5. Plano ISD immediately evaluate the culture of bullying, harassment, intimidation, and retaliation that is flowing from you and your administration and inform of steps taken to rectify these issues.
6. You resign for the benefit of our community and to remove the liability you create and continue to create as Superintendent of Plano ISD.

Sincerely,



The Fire Sara Bonser Coalition
