From: Prince Erin - JW on behalf of Prince Erin - JW <ErinP@ckschools.org>
To: Eli Oldfield
Cc: Bruce Richards - Director 1; Zapatka Jeni - TLC; Beil David - JW; Monroe Jeremy - TLC; Robert MacDermid - Director 2; Archuleta Amy - TLC; Beckon Jeanne - JW
Subject: Re: [EXTERNAL] Re: [EXTERNAL] CKSD Book Removal- Urgent Action Requested
Date: Friday, October 29, 2021 5:47:02 PM
Attachments: image001.png

Eli,

Your email response continues to express frustration. I also see your use of the word discriminatory around the book removal, as you also used with the poster removal. My understanding is that Assistant Superintendent Beckon sent you the following information today. Please let us know how you would like to proceed.

Hello Eli,
My name is Jeanne Beckon. I am the Civil Rights Coordinator for CKSD. I am writing to inquire about your concerns regarding CKSD's decision to remove a poster from an elementary music classroom. I apologize that I have not asked this question formally to you prior to this email. Would you like to file a formal complaint of discrimination? I have attached our Nondiscrimination Policy 3210 and 3210 Procedures for your review. I hope links work and came through. I have been off this week and am working from a laptop. If they do not open, you can find them on our district website under Administration, then Policies and Procedures.

https://www.ckschools.org/UserFiles/Servers/Server_11091/File/Policies%20and%20Procedures/3000/3210.pdf

https://www.ckschools.org/UserFiles/Servers/Server_11091/File/Policies%20and%20Procedures/3000/3210P.pdf

Again, my apologies for not asking the question sooner. If your answer is yes, then I will let you know next steps with a formal investigation.

Thank you

Jeanne Beckon
Assistant Superintendent of Human Resources

Get Outlook for iOS

From: Eli Oldfield <eli@qyouthresources.org>
Sent: Friday, October 29, 2021 3:12:51 PM
To: Prince Erin - JW <ErinP@ckschools.org>
Cc: Bruce Richards - Director 1 <Director1@ckschools.org>; Zapatka Jeni - TLC <JENIZ@ckschools.org>; Beil David - JW <DavidB@ckschools.org>; Monroe Jeremy - TLC <JeremyM@ckschools.org>; Robert MacDermid - Director 2 <Director2@ckschools.org>; Archuleta Amy - TLC <AmyA@ckschools.org>
Subject: Re: [EXTERNAL] Re: [EXTERNAL] CKSD Book Removal- Urgent Action Requested

Hello,

Thank you for your email.

I do not see anywhere in the policy that allows for an email to be accepted in lieu of the formal Citizen's Request for Reconsideration of Instructional Materials regardless of how thoroughly a book has been reviewed before placement in the library. You mentioned in a previous reply to me that the next step was sharing a copy of the resulting report to the complainant--- if there was no formal complaint to initiate the rest of this formal procedure, it is unclear to me why you would be following the final step of the procedure in which you share copy of the decision with the complainant. This demonstrates to QYR that this procedure was not followed, and instead parts of it are being used to justify an informal process.

If there was no formal Citizen's Request for Reconsideration of Instructional Materials submitted, I do not see how the rest of the steps of the process can be fairly and properly evaluated, as the formal request contains several integral questions that must be answered by the complainant and reviewed by the committee.

In how many other instances have emailed complaints been accepted in lieu of a formal Citizen's Request for Reconsideration of Instructional Materials?

Will you provide a copy of the email that was accepted, since there is no formal form available for public review?

Can you please let me know who was seated on the committee? Can you provide the minutes of the meeting, and the report that is supposed to be generated?

It is of great concern to QYR that when CKSD receives informal complaints about LGBTQ+ related materials, the district chooses to hastily disregard thorough formal process and procedure. **This is discriminatory.**

Best,
Eli

On Fri, Oct 29, 2021 at 2:32 PM Prince Erin - JW <ErinP@ckschools.org> wrote:

Good Afternoon Eli,

Board Policy 2021P outlines the procedure for complaints made regarding challenged materials in our libraries. When we received the complaint about *Gender Queer: A Memoir*, we did make the decision to accept the email complaint in lieu of requesting a formal Citizen's Request for Reconsideration of Instructional Materials. We took this action once we discovered that the book was not thoroughly reviewed before placement in the library. We then took the additional steps of moving forward with the library materials review committee reviewing the book, as outlined in our process.

We do regularly review the materials in our libraries, for a variety of reasons. No other books have been challenged and removed this school year.

I trust this responds to your questions. Looking forward to our meeting next week.

Erin

Erin Prince, PhD

Superintendent

Central Kitsap School District

360-662-1615

From: Eli Oldfield <eli@qyouthresources.org>
Date: Thursday, October 28, 2021 at 2:19 PM
To: Prince Erin - JW <ErinP@ckschools.org>
Cc: Robert MacDermid - Director 2 <Director2@ckschools.org>, Bruce Richards - Director 1 <Director1@ckschools.org>, David Beil <DavidB@ckschools.org>, Jeni Zapatka <JENIZ@ckschools.org>, Amy Aruchuleta <AmyA@ckschools.org>, Doug Newell <DougN@ckschools.org>, Beckon Jeanne - JW <JeanneB@ckschools.org>, "katherinekiyoko@gmail.com" <katherinekiyoko@gmail.com>, Monroe Jeremy - TLC <JeremyM@ckschools.org>, Dean Kim - JW <KimK@ckschools.org>
Subject: Re: [EXTERNAL] Re: [EXTERNAL] CKSD Book Removal- Urgent Action Requested

Hello,

Thank you for the offer of further explanations in person. I am reiterating my questions here, that need to be answered with more urgency than can wait for an in-person meeting:

A parent met with Director Zapatka on 10/26 and was informed that the official process was not followed, the Citizen's Request for Reconsideration of Instructional Materials was not filled out, and that the decision was made unilaterally by Superintendent Prince. Is that not accurate?

I noted in my email on 10/25 to Director Zapatka and Superintendent Prince a request for the a copy of the Citizen's Request for Reconsideration of Instructional Materials filed for *Gender Queer: A Memoir* -- does a copy of this exist?

Is there a list available of books and materials that have been removed by CKSD this school year?

Thank you,

Eli

On Thu, Oct 28, 2021 at 2:16 PM Prince Erin - JW <ErinP@ckschools.org> wrote:

> I can walk you through the process when we meet.
>
> Thank you Eli. Looking forward to meeting you.
>
> Erin
>
> Erin Prince, Ph.D.
>
> Superintendent
>
> Central Kitsap School District
>
> ---
>
> **From:** Eli Oldfield <eli@qyouthresources.org>
> **Sent:** Thursday, October 28, 2021 1:57:25 PM
> **To:** Prince Erin - JW <ErinP@ckschools.org>
> **Cc:** Robert MacDermid - Director 2 <Director2@ckschools.org>; Bruce Richards - Director 1 <Director1@ckschools.org>; Beil David - JW <DavidB@ckschools.org>; Zapatka Jeni - TLC <JENIZ@ckschools.org>; Archuleta Amy - TLC <AmyA@ckschools.org>; Newell Doug - JW <DougN@ckschools.org>; Beckon Jeanne - JW <JeanneB@ckschools.org>; katherinekiyoko@gmail.com <katherinekiyoko@gmail.com>; Monroe Jeremy - TLC <JeremyM@ckschools.org>; Dean Kim - JW <KimK@ckschools.org>
> **Subject:** Re: [EXTERNAL] Re: [EXTERNAL] CKSD Book Removal- Urgent Action Requested
>
> A parent met with Director Zapatka on 10/26 and was informed that the official process was not followed, the Citizen's Request for Reconsideration of Instructional Materials was not filled out, and that the decision was made unilaterally by Superintendent Prince. Is that not accurate?
>
> I noted in my email on 10/25 to Director Zapatka and Superintendent Prince a request for the a copy of the Citizen's Request for Reconsideration of Instructional Materials filed for *Gender Queer: A Memoir* -- does a copy of this exist?
>
> Is there a list available of books and materials that have been removed by CKSD this school year?
>
> We will connect with Kim Dean for a meeting.
>
> Best,
>
> Eli

On Thu, Oct 28, 2021 at 1:50 PM Prince Erin - JW <ErinP@ckschools.org> wrote:

Good Afternoon Eli,

Thank you for your email.

We actually did follow Policy 2021 Challenge to Library Materials. When a complaint from a parent came in regarding a library book, the book was removed pending review by the Library Review Materials Committee. This Committee was convened on Wednesday, October 20, 2021 and there was agreement that the book should not be present in a high school library.

The next step is to provide the complainant with a summary of the Library Review Materials Committee's decision.

As we continue to improve our practices and policies, this is one of our processes we want to review and update in order to include additional filters, including our equity lens tool.

I know you are hoping to meet. I welcome this opportunity. Please connect with Kim Dean to find a convenient time for you. Kimk@ckschools.org

Best regards,

Erin Prince

Erin Prince, Ph.D.

Superintendent

Central Kitsap School District

From: Director Area 2 Rob MacDermid <director2@ckschools.org>
Sent: Thursday, October 28, 2021 1:26:29 PM
To: Eli Oldfield <eli@qyouthresources.org>
Cc: Bruce Richards - Director 1 <Director1@ckschools.org>; Beil David - JW <DavidB@ckschools.org>; Prince Erin - JW <ErinP@ckschools.org>; Zapatka Jeni - TLC <JENIZ@ckschools.org>; Archuleta Amy - TLC <AmyA@ckschools.org>; Newell Doug - JW <DougN@ckschools.org>; Beckon Jeanne - JW <JeanneB@ckschools.org>; katherinekiyoko@gmail.com <katherinekiyoko@gmail.com>
Subject: Re: [EXTERNAL] Re: [EXTERNAL] CKSD Book Removal- Urgent Action Requested

Thank you, Eli!

On Thu, Oct 28, 2021 at 13:19 Eli Oldfield <eli@qyouthresources.org> wrote:

Hello Director MacDermid,

There is already a committee process in place to review Library Media complaints, as I outlined in my original email. The issue is not about a lack of process. The already established process requires that the complainant fill out a Citizen's Request for Reconsideration of Instructional Materials , and that the administration assemble a Library Materials Review Committee (L.M.R.C.) to thoroughly review the material and make a formal report based on their findings. We were informed of this existing process by Director Zapatka when we inquired as to CKSD's policies regarding book removal.

The issue is that the administration is making a deliberate choice to bypass an already established CKSD process. **That the administration is choosing to ignore their own processes and act unilaterally to remove LGBTQ-related materials is discriminatory.** The existing process must be initiated for *Gender Queer: A Memior* and any future complaints that you may receive.

Please view section E of CKSD's already existing policies, that I would hope the directors and administration would already be aware of:

https://p9cdn4static.sharpschool.com/UserFiles/Servers/Server_11091/File/Policies%20and%20Procedures/2000/2021P.pdf

Best,

Eli

On Thu, Oct 28, 2021 at 1:03 PM Director Area 2 Rob MacDermid <director2@ckschools.org> wrote:

> Erin,
>
> I am confident that you have thought of this. I would support a standing committee that would review questionable material and make recommendations to the CKSD on these issues. This standing committee should include a broad cross section of community members.
>
> Thank you,
>
> Rob
>
> On Thu, Oct 28, 2021 at 12:41 Eli Oldfield <eli@qyouthresources.org> wrote:
>
>> CKSD Board Members and Superintendent Prince,
>>
>> QYR understands that CKSD is currently working to address our specific concerns about the district's choices and subsequent discriminatory anti-LGBTQ policy following the removal of the "Love Has No Gender" poster from a Cougar Valley classroom. We appreciate you taking the time to do this.
>>
>> Unfortunately, we are contacting you about an additionally urgent concern that reflects the same anti-LGBTQ+ discrimination we are hopeful you will act to correct.
>>
>> **This week, we learned that Superintendent Prince removed the book *"Gender Queer: A Memoir"* from Olympic High School's library without following CKSD's established process for a challenge of library media.**
>>
>> It is our understanding that the complainant was not asked to fill out a Citizen's Request for Reconsideration of Instructional Materials. Further, the book was removed without following the additional procedures when library media is challenged. These include several formal steps for documenting the complaint and assembling the Library Materials Review Committee. The LMRC is to follow an established set of procedures that results in a formal decision report. In the event that anyone reading this email is unfamiliar with this process, you can find it under section E of this document.
>>
>> **Superintendent Prince's removal of *Gender Queer: A Memoir* without following CKSD's process for challenged library materials is a discriminatory action.** When materials reflecting one particular protected class are repeatedly

removed without following any formal process, that class is being targeted. This reflects the concerns we have repeatedly shared with you-- until it is addressed and reversed, CKSD continues to unfairly target LGBTQ+ materials without following formal process. **This is a violation of your LGBTQ+ students, staff, and families civil rights.**

We are hopeful CKSD will take urgent action to address and acknowledge this discrimination. CKSD must immediately initiate your formal process for reviewing library media complaints for *Gender Queer: A Memoir*, and any additional library media complaints that you may receive.

Please respond to Q Youth Resources regarding this matter, in addition to the other concerns of anti-LGBTQ discrimination at CKSD that we have repeatedly brought forward.

Best,

Eli Oldfield

--

Eli Oldfield

Board Chair

Q Youth Resources

eli@qyouthresources.org

(903)253-6788