

asked to stop by the students and by the teacher. The student had been referring to the three [REDACTED] students as "Chocolate, Strawberry, and Vanilla," which was a reference to their [REDACTED] Mr. Kuehnle then commented, "Chocolate, Strawberry and Vanilla? Do their milkshakes bring all the boys to the yard?" This comment is a reference to the song, "Milkshake" by Kelis. In the song, milkshake is a sexual innuendo.

- Fall 2017—talking with two counselors about a girl having been groped in the chest area by another student. Mr. Kuehnle says to the counselors, "please keep me *abreast* of the situation." This same type of comment has been made at other times in regards to sexual misconduct, overheard by different staff.
- Winter 2018 HS Administrative Team Meeting—People are talking about making homemade Italian sausage. Mr. Kuehnle leans over to an AP and says a crude sexual comment referencing sausage. I lean over to Mr. Kuehnle and say, "gotta work on your whisper." At the conclusion of the meeting, Mr. Kuehnle is going out of his way to apologize, and admits that he does have to work on his whisper. I say, "or just not say things like that" and leave.
- August 2018—a meeting occurs with three staff members and Mr. Kuehnle about testing. There's a little chit-chat before the meeting starts, where one staff member is praising another staff member for completing a task that they had been working on for a while and says "you're magical!" Mr. Kuehnle responds, "Whoa, Karen, do you need me and Stacey to step out?" insinuating that there is some sort of relationship between the two staff members that is beyond being colleagues.

Other inappropriate comments

- Spring 2018—a meeting was held in Mr. Kuehnle's office with a student, counselor, the [REDACTED] Coordinator, and Mr. Kuehnle. [REDACTED] The counselor sat in one of the chairs and it sunk in on [REDACTED] says, "whoa!" Mr. Kuehnle's response is, "Are you putting on a little weight there [REDACTED] No one said anything, but the counselor was hurt. After the student left, Mr. Kuehnle says, "I didn't realize the seriousness of the meeting...I've put on a few pounds too." Counselor leaves without saying anything.
- June 2018 Department Chair meeting (where Mr. Kuehnle summoned all the Department Chairs back several days into summer break). He was talking about staffing and announced that, "Ramsey is leaving. And they have treated Ann so badly, not sure if we'll have another opening." Dr. Spurrier is in the room; she becomes upset, and leaves. After putting Dr. Spurrier's situation out there, which she did not give him permission to do, he shares what was in her evaluation and tells the BLT that Dr. Breeden forced him to change Dr. Spurrier's evaluation and put those things in there.
- Alleged indiscretions at previous job have been brought up multiple times, at various conferences when a Shaker staff member runs into someone from Springfield High School
- When Shaker staff members have attended conferences, they have been approached more than once from folks at Springfield regarding alleged indiscretions while Mr. Kuehnle was at Springfield
- The SHTA President and Building Representative have each had separate conversations with Mr. Kuehnle about inappropriate comments and actions.

Building and maintaining relationships with stakeholders

- There have been a number of times where based on his communication with parents or the PTO, there were either adversarial feelings, or miscommunications between other staff and those stakeholders created
- January 2018 #askingforafriend Twitter exchange with a student

Not "owning" areas of responsibility

- Choir/Orchestra Trip 2018—a chaperone was looking for a kid who was not in her immediate eyesight and asks Mr. Kuehnle, "have you seen 'so and so'..." Mr. Kuehnle's response is, "not my kid...." and keeps walking
- April 2018 Walkout Plan—In our weekly administrative team meeting he shares with APs that he is working with students to plan the event. Wednesday of the same week, two students come to Mr. Inman and I due to a concern with a classmate who may "complicate" the walkout. We deal with the disciplinary matter, update Mr. Kuehnle, and move on with our week. Thursday morning at our monthly Administrative