

## Formal Complaint re: High School

3 messages

**Chengelis, Sara** <chengelis\_s@shaker.org>  
**To:** "Wilkins, Stephen" <wilkins\_s@shaker.org>

Mon, Oct 29, 2018 at 4:12 PM

Dear Dr. Wilkins—

I write in unprecedented concern for the wellbeing of our school and the students and adults who call it home. Since the arrival of Principal Kuehnle, staff morale has declined alarmingly, and now, three years into his tenure, this decline has escalated beyond morale to threaten the mental health of the adults who work to help Shaker students learn and grow on a daily basis. While it is certainly true that everyone – students and adults – has room to grow, the problems Principal Kuehnle’s leadership pose for the high school transcend poor management skills. Sadly, his inexcusable actions and words, too many of which constitute sexual harassment, have shocked, disturbed, and depressed us. I consider myself to be a steward for this building as well as the District, and for this reason, I must convey to you the toxic environment that has occupied the High School as a result of his presence. Let me clearly state that I write only out of profound concern for Shaker students and staff; not for personal gain. I am a servant leader, and want to serve the best interest of the school community. I must overcome my fear of reporting these items, as I just want to see the building emerge from the cloud that has shrouded it these last years.

### Possible alcohol use at school functions

- Winter 2018 Incoming 9<sup>th</sup> Grade Meeting—Mr. Kuehnle arrives late, “disheveled,” with a pungent smell many counselors believe is alcohol. He makes strange comments about the Eagles winning the Super Bowl, as well as flapping his arms down the aisle of the Large Auditorium. Many express concerns over this behavior, and according to Mr. Kuehnle a week later in the administrative meeting some reports of his concerning behavior made it to the Admin Building. He makes light of the situation; comments about how people reported he was “under the influence,” at the event and had the nerve to report it to his boss. Laughed it off and appeared to not be taking these claims serious.
- Open House 2018—Trying to locate due to an issue; unreachable. Says he was in classrooms, however, when he returned to the office, I smelled alcohol on his breath as well as noticed he was chomping gum, and was not willing to talk with me for very long. Approximately 45 minutes before while making announcements with him, there was no noticeable smell as there was at this time.

### Inappropriate comments regarding race

- 2017 August BLT meeting—Mr. Kuehnle acknowledging our lack of African American figures in the building, as well as nationwide in schools, “George, Ramsey—thanks for being Black!”
- October 15, 2018--During a presentation session where Mr. Kuehnle was discussing Restorative Practices, he responds to a question from a parent where she asked about “Black boys.” His response included a statement about “Black boys are an intractable problem.”

### Inappropriate comments regarding sex

- 2017 Administrative Team Fall Sports Draft (selecting athletic coverage's)—An Assistant Principal comes back to table at Winking Lizard and shares that the lizard was cool. Mr. Kuehnle responds with several questions, "Do you like lizards? Do you like big lizards, or small lizards? Do you have a big lizard or a small lizard at home?"
- On 10/17/2017—A teacher met with Mr. Kuehnle, Mr. Inman, and two other SPED staff members concerning a student who had been suspended for actions in [REDACTED] class. During this meeting, the teacher reported that the student had continually made comments to three [REDACTED] students, even after [REDACTED] had been