

From: [Berry, Melanie](#)
To: [Goodwin, Kimberly](#)
Subject: RE: Major concerns
Date: Tuesday, March 19, 2024 9:34:55 AM
Attachments: [GBA-F.pdf](#)

Kim

[REDACTED]
[REDACTED] Attached is the form that we will need completed to file the harassment claim. The matter will then be investigated. Feel free to reach out with any questions.

Thanks, Melanie

From: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>
Sent: Friday, March 15, 2024 1:23 PM
To: Berry, Melanie <mberry2@ycsd.york.va.us>
Subject: Re: Major concerns

Hi Melanie,

I might expect this kind of harassment from a parent or citizen but I do not expect nor think it's appropriate for this kind of harassment by a teacher in our division. Do I need to bring in an outside attorney or can you do something to stop Todd Hoglund from the harassment. I made my statement from the Dias and I am not going to get into answering questions that have legal implications, only to have my words minced and shared among his group of agitators.

As my school board attorney, please advise on my course of action.

Sincerely,
Kim Goodwin
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From: Hoglund, Todd <thoglund@ycsd.york.va.us>
Sent: Friday, March 15, 2024 11:16 AM
To: Fairman, Lynda <lfairman@ycsd.york.va.us>
Cc: Shandor, Victor <vshandor@ycsd.york.va.us>; Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>; Shafer, Mark <mshafer@ycsd.york.va.us>; Richardson, James <jrichardson3@ycsd.york.va.us>; Pajevic, Zoran <zpajevic@ycsd.york.va.us>
Subject: Fw: Major concerns

Mrs. Fairman,

Despite my questions being specifically for Mrs. Goodwin, she suggested that I should direct my questions to you. These are the same questions I asked of all the board members and you sent this reply:

"Good morning, Mr. Hoglund.

Thank you for contacting us with your comments and concerns. We will keep them in mind as we do our school board work.
Have a nice day.

Mrs. Lynda Fairman
School Board Chair"

I am asking 3 simple questions and have already received answers from Shafer, Richardson, and Pajevic.

1. Will you commit to participating in mediation amongst the board members to create a cohesive working board?
2. Do you have evidence of any "indoctrination" in YCSD?
3. Will each of you commit to taking the Cultural Competency Training from the VDOE?

I am not really sure why all individual School Board Members can't answer direct questions, especially when I am represented by Mrs. Goodwin in District 3.
I look forward to hearing from you, Mrs. Fairman.

Todd Hoglund

Special Education Teacher
York County School Division

Grafton Middle School
405 Grafton Drive
Yorktown, VA 23692

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From: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>
Sent: Friday, March 15, 2024 9:20 AM
To: Hoglund, Todd <thoglund@ycsd.york.va.us>
Subject: Re: Major concerns

Mr. Hoglund,
Your email has been received and my comments were made from the Dias at the February 26th meeting. If you have particular questions regarding training or mediation, please direct your questions to the board chair, Mrs. Fairman.

Thank you

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From: Hoglund, Todd <thoglund@ycsd.york.va.us>
Sent: Friday, March 15, 2024 7:32:06 AM
To: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>
Subject: Re: Major concerns

Good Afternoon Mrs. Goodwin,

I wanted to check in to see if you could get a chance to answer my questions.

I sent my original email on 2/14/24.

I sent an email asking for a response on 2/23/24.

You sent a reply on 2/25/24 that said your "comments by the Board" would answer most of my concerns.

On my 3/5/24 email, I asked clarifying questions that were not answered by your comments at the board meeting.

It has now been 10 days without a response.

Your campaign website says:

"Ensuring open communication channels with parents, teachers, and students involves creating an atmosphere of trust, respect, and collaboration. It's about recognizing the value of each stakeholder's input and actively seeking their perspectives to improve the educational experience for everyone involved."

I do not feel like you have created an atmosphere of trust, respect, and collaboration.

I do not feel that you are recognizing the value of my input as a parent, teacher, or constituent.

I do not feel that you are seeking my perspective to improve educational experiences for my children, or my students.

As I said before, I want our school board to be successful. I want all 5 members to do their jobs and do what is best for YCSD.

Todd Hoglund

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From: Hoglund, Todd <thoglund@ycsd.york.va.us>

Sent: Tuesday, March 5, 2024 10:28 AM

To: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>

Subject: Re: Major concerns

Mrs. Goodwin,

I thank you for your response. I understand that the board decided to allow the chair to "take the lead" on emails sent to the entire board. However, in my original email, I asked certain board members direct questions and I feel I need to hear responses. I do appreciate your comments at the last board meeting when you addressed some of the criticism of your prior comments, posts, and campaign claims.

I continue to have a few questions.

1. Will you commit to participating in mediation amongst the board members to create a cohesive working board? Despite what some believe, I do not deny the election results. You won your election. I want the board to be successful in supporting OUR school division. I have too much invested and have too much at stake for the school board not to be successful.
2. In your most recent comments, you said, "I do not think there is mass indoctrination happening in our school division." On your website you list this: **No Indoctrination: I oppose any form of indoctrination, which involves promoting a specific ideological viewpoint without presenting alternative perspectives. I believe that education should encourage students to think critically and independently, allowing them to make informed decisions.** Can please explain to me what "indoctrination" you refer to? Do you have evidence of any "indoctrination" in YCSD? If you used these buzzwords to get elected by a Republican base in York County, please say that and let's move on. If you honestly believe that any teachers in YCSD are indoctrinating students in ANYTHING, please provide your evidence.
3. Will each of you commit to taking the Cultural Competency Training from the VDOE? <https://www.doe.virginia.gov/teaching-learning-assessment/teaching-in-virginia/teacher-licensure/cultural-competency-training> We have such a diverse population here in YCSD and I think you and the other board members would benefit from this. I want ALL students to feel safe, loved, and able to perform to their best.

Todd Hoglund

Special Education Teacher
York County School Division

Grafton Middle School
405 Grafton Drive
Yorktown, VA 23692

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From: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>

Sent: Sunday, February 25, 2024 3:58 PM

To: Hoglund, Todd <thoglund@ycsd.york.va.us>

Subject: Re: Major concerns

Dear. Mr. Hoglund-

Thank you for your email. When you email the entire board, the chair takes the lead for emailing the constituent. This is something that we agreed upon as a Board, so we did not have 5 different board members responding to the emails. I am planning to make a statement when we have the "comments by the Board" at Monday's Board Meeting which should address most of your concerns.

Sincerely,

Kimberly Goodwin

Board Vice Chair
York County School Division

School Board Office
Yorktown, VA 23692

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From: Hoglund, Todd <thoglund@ycsd.york.va.us>

Sent: Friday, February 23, 2024 1:51 PM

To: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>

Cc: Shandor, Victor <vshandor@ycsd.york.va.us>; Fairman, Lynda <lfairman@ycsd.york.va.us>;

Richardson, James <jrichardson3@ycsd.york.va.us>; Shafer, Mark <mshafer@ycsd.york.va.us>;

Pajevic, Zoran <zpajevic@ycsd.york.va.us>

Subject: Re: Major concerns

Mrs. Goodwin,

I live in your District. I sent this email 9 days ago and you are the only School Board member who has not responded.

4 days ago I emailed Mrs. Fairman and copied the rest of the board and Dr. Shandor on an email asking her to please answer my questions. I also listed the timeline of responses from each board member and who actually answered my questions. Can you please listen to and respond to a parent, teacher, and constituent of yours? Thank you.

Todd Hoglund

Special Education Teacher
York County School Division

Grafton Middle School
405 Grafton Drive
Yorktown, VA 23692

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From: Hoglund, Todd

Sent: Wednesday, February 14, 2024 11:14 AM

To: Fairman, Lynda <lfairman@ycsd.york.va.us>; Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>; Richardson, James <jrichardson3@ycsd.york.va.us>; Shafer, Mark <mshafer@ycsd.york.va.us>; Pajevic, Zoran <zpajevic@ycsd.york.va.us>

Cc: Shandor, Victor <vshandor@ycsd.york.va.us>

Subject: Major concerns

Good Morning Board Members,

I wanted to process the entirety of the Work Session Meeting from February 12th before I reached out with my thoughts and concerns. I am sure you have all had to respond to a ton of emails and Let's Talk messages after that meeting. Here are my concerns and questions.

1. Communication. It is very clear that the 5 board members are not on the same page and are not in regular communication. Mrs. Fairman, Mrs. Goodwin, and Mr. Pajevic appear to be communicating with one another before the meetings and have a separate agenda from Mr. Shafer, and Mr. Richardson. Will you commit to mediation amongst the board members to create a cohesive working board?
2. Political Agenda. I have a clear understanding of your 3 person agenda because you have made public statements and posts about what your agenda is. On separate occasions, you have each made comments (verbally or written) that you question the science behind the Covid response, "wokeness" and "indoctrination,"

and have actually responded "YES," to the question, "Would you vote to fire Dr. Shandor." Mrs. Fairman, you attempted to backpedal and spin what you said, but it was recorded. Mrs. Goodwin, in a Facebook post, you wrote, "Shandor is a piece of Shit who bows down to the will of the VDOE and NEA. I want him fired." Do you still have this opinion? Would you clarify this statement? Mr. Pajevic, you stated in a campaign text message that you want to "protect our children from harmful far left agendas." Will you please explain what that means? I would like ALL Board members to please explain to me what "wokeness" you have evidence of in YCSD. I would like each of you to explain what "indoctrination" you have seen in YCSD. If you used these buzzwords to get elected by a Republican base in York County, please say that and let's move on. If you honestly believe that teachers in YCSD are indoctrinating students in ANYTHING, please provide your evidence.

3. The Militia. I am shocked and disturbed. The video of Bob Hergate was very telling. He said that he "has 3 members running for school board." Did any of you 5 agree to join his YCPCM group? Did any of you meet with him? I understand he purposely hid the true name of the group to some by changing "Constitutional Militia" to "Community Mission." As open as he was to say discuss his Militia, I find it questionable that Mrs. Fairman interacted with this group without knowing its true intention.
4. Confidence of the public. I completely understand the results of a fair election, although there are some questions about handing out "sample ballots" with a R next to certain names despite the role of the School Board as being nonpolitical. I believe it was Mr. Richardson that said at the meeting that he never had to us Let's Talk before this year. It sounds like a lot of people have been writing in with concerns about the board. Your first work session alarmed a lot of people with changes that did not seem to serve students, but rather the opinions of a few people that are "whispering in your ear." Then there are the prior comments and posts. Mrs. Goodwin, will you address the posts that have been mentioned at the last meeting about your questioning of evidence "that they 'were not happy," referring to slaves? Will you address your post were you state, "I work in Mental Health and I tell my clients 'You choose to have a 'victim' mentality," and questioned the black community's feelings of oppression by telling them, "Time to get over it and move on. Take a lesson from the Jews." These are just some of the reasons why the public has lost confidence in the board. Will each of you commit to taking the Cultural Competency Training from the VDOE?

<https://www.doe.virginia.gov/teaching-learning-assessment/teaching-in->

virginia/teacher-licensure/cultural-competency-training

I want this board to be successful. I want YCSD to continue to be #3 in the state. I don't want to be in fear of losing my job because my school board has a misconception of what actually happens in the classroom. I want ALL students to feel safe, loved, and able to perform to their best. Is that what you want? Even if those students don't fit in the "white, straight, Christian" box?

Todd Hoglund

Special Education Teacher
York County School Division

Grafton Middle School
405 Grafton Drive
Yorktown, VA 23692

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From: [Goodwin, Kimberly](#)
To: [Berry, Melanie](#)
Subject: Re: Major concerns
Date: Friday, March 22, 2024 10:06:20 AM

Ok. I can stop by after my mtg with Dr. Carroll.

Thanks,
Kim

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From: Berry, Melanie <mberry2@ycsd.york.va.us>
Sent: Friday, March 22, 2024 9:33:07 AM
To: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>
Subject: RE: Major concerns

Good morning,

The form goes to Dr. Reitz and he assigns an investigator. [REDACTED]

[REDACTED] Feel free to stop in when you are over, I have a 3pm mtg and a 4pm IEP to attend, but I'll be here the rest of the day.

Thanks, Melanie

From: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>
Sent: Thursday, March 21, 2024 10:50 PM
To: Berry, Melanie <mberry2@ycsd.york.va.us>
Subject: Re: Major concerns

Hi Melanie-

I have completed and printed the form. I will bring the signed copy to the office Friday when I come in for my 2 on 2 with Dr. Carroll.

Who does the form go to for review? What people are made aware of the complaint.

Thanks,

Kimberly Goodwin

Board Vice Chair
York County School Division

School Board Office
Yorktown, VA 23692

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From: Berry, Melanie <mberry2@ycsd.york.va.us>
Sent: Wednesday, March 20, 2024 2:31 PM
To: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>
Subject: RE: Major concerns

Ok,

[REDACTED]

Thanks Melanie

From: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>
Sent: Wednesday, March 20, 2024 1:46 PM
To: Berry, Melanie <mberry2@ycsd.york.va.us>
Subject: Re: Major concerns

Hi Melanie.

Yes, I do want to pursue the complaint. I received another email from this individual today and I find it interesting that he is a school employee yet finds time to email from work. Should he not be tending to his special education students? I further find it interesting how he feels perfectly comfortable copying Katherine Goff and Dr. Shandor. Makes me question who is behind all of this.

Thanks,
Kim

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From: Berry, Melanie <mberry2@ycsd.york.va.us>
Sent: Wednesday, March 20, 2024 1:38:31 PM
To: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>
Subject: RE: Major concerns

Kim

Now that I am back in the office, I wanted to check on whether you wanted to pursue the harassment complaint?

Thanks, Melanie

From: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>
Sent: Friday, March 15, 2024 1:23 PM
To: Berry, Melanie <mberry2@ycsd.york.va.us>
Subject: Re: Major concerns

Hi Melanie,

I might expect this kind of harassment from a parent or citizen but I do not expect nor think it's appropriate for this kind of harassment by a teacher in our division. Do I need to bring in an outside attorney or can you do something to stop Todd Hoglund from the harassment. I made my statement from the Dias and I am not going to get into answering questions that have legal implications, only to have my words minced and shared among his group of agitators.

As my school board attorney, please advise on my course of action.

Sincerely,
Kim Goodwin
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From: Hoglund, Todd <thoglund@ycsd.york.va.us>
Sent: Friday, March 15, 2024 11:16 AM
To: Fairman, Lynda <lfairman@ycsd.york.va.us>
Cc: Shandor, Victor <vshandor@ycsd.york.va.us>; Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>; Shafer, Mark <mshafer@ycsd.york.va.us>; Richardson, James <jrichardson3@ycsd.york.va.us>; Pajevic, Zoran <zpajevic@ycsd.york.va.us>
Subject: Fw: Major concerns

Mrs. Fairman,

Despite my questions being specifically for Mrs. Goodwin, she suggested that I should direct my questions to you. These are the same questions I asked of all the board members and you sent this reply:

"Good morning, Mr. Hoglund.

Thank you for contacting us with your comments and concerns. We will keep them in mind as we do our school board work.

Have a nice day.

Mrs. Lynda Fairman

School Board Chair"

I am asking 3 simple questions and have already received answers from Shafer, Richardson, and Pajevic.

1. Will you commit to participating in mediation amongst the board members to create a cohesive working board?

2. Do you have evidence of any "indoctrination" in YCSD?
3. Will each of you commit to taking the Cultural Competency Training from the VDOE?

I am not really sure why all individual School Board Members can't answer direct questions, especially when I am represented by Mrs. Goodwin in District 3.

I look forward to hearing from you, Mrs. Fairman.

Todd Hoglund

Special Education Teacher
York County School Division

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Sent: Friday, March 15, 2024 9:20 AM

To: Hoglund, Todd <thoglund@ycsd.york.va.us>

Subject: Re: Major concerns

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Thank you

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Sent: Friday, March 15, 2024 7:32:06 AM

To: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>

Subject: Re: Major concerns

Good Afternoon Mrs. Goodwin,

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Your campaign website says:

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I do not feel like you have created an atmosphere of trust, respect, and collaboration.

I do not feel that you are recognizing the value of my input as a parent, teacher, or constituent.

I do not feel that you are seeking my perspective to improve educational experiences for my children, or my students.

As I said before, I want our school board to be successful. I want all 5 members to do their jobs and do what is best for YCSD.

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York County School Division

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From: Hoglund, Todd <thoglund@ycsd.york.va.us>

Sent: Tuesday, March 5, 2024 10:28 AM

To: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>

Subject: Re: Major concerns

Mrs. Goodwin,

I thank you for your response. I understand that the board decided to allow the chair to "take the lead" on emails sent to the entire board. However, in my original email, I asked certain board members direct questions and I feel I need to hear responses. I do appreciate your comments at the last board meeting when you addressed some of the criticism of your prior comments, posts, and campaign claims.

I continue to have a few questions.

1. Will you commit to participating in mediation amongst the board members to

create a cohesive working board? Despite what some believe, I do not deny the election results. You won your election. I want the board to be successful in supporting OUR school division. I have too much invested and have too much at stake for the school board not to be successful.

2. In your most recent comments, you said, "I do not think there is mass indoctrination happening in our school division." On your website you list this: **No Indoctrination: I oppose any form of indoctrination, which involves promoting a specific ideological viewpoint without presenting alternative perspectives. I believe that education should encourage students to think critically and independently, allowing them to make informed decisions.** Can please explain to me what "indoctrination" you refer to? Do you have evidence of any "indoctrination" in YCSD? If you used these buzzwords to get elected by a Republican base in York County, please say that and let's move on. If you honestly believe that any teachers in YCSD are indoctrinating students in ANYTHING, please provide your evidence.

3. Will each of you commit to taking the Cultural Competency Training from the VDOE? <https://www.doe.virginia.gov/teaching-learning-assessment/teaching-in-virginia/teacher-licensure/cultural-competency-training> We have such a diverse population here in YCSD and I think you and the other board members would benefit from this. I want ALL students to feel safe, loved, and able to perform to their best.

Todd Hoglund

Special Education Teacher
York County School Division

Grafton Middle School
405 Grafton Drive
Yorktown, VA 23692

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From: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>
Sent: Sunday, February 25, 2024 3:58 PM
To: Hoglund, Todd <thoglund@ycsd.york.va.us>
Subject: Re: Major concerns

Dear. Mr. Hoglund-

Thank you for your email. When you email the entire board, the chair takes the lead for emailing the constituent. This is something that we agreed upon as a Board, so we did not have 5 different board members responding to the emails. I am planning to make a statement when we have the "comments by the Board" at Monday's Board Meeting which should address most of your concerns.

Sincerely,

Kimberly Goodwin

Board Vice Chair
York County School Division

School Board Office
Yorktown, VA 23692

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From: Hoglund, Todd <thoglund@ycsd.york.va.us>
Sent: Friday, February 23, 2024 1:51 PM
To: Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>
Cc: Shandor, Victor <vshandor@ycsd.york.va.us>; Fairman, Lynda <lfairman@ycsd.york.va.us>; Richardson, James <jrichardson3@ycsd.york.va.us>; Shafer, Mark <mshafer@ycsd.york.va.us>; Pajevic, Zoran <zpajevic@ycsd.york.va.us>
Subject: Re: Major concerns

Mrs. Goodwin,

I live in your District. I sent this email 9 days ago and you are the only School Board member who has not responded.

4 days ago I emailed Mrs. Fairman and copied the rest of the board and Dr. Shandor on an email asking her to please answer my questions. I also listed the timeline of responses from each board member and who actually answered my questions.

Can you please listen to and respond to a parent, teacher, and constituent of yours?

Thank you.

Todd Hoglund

Special Education Teacher
York County School Division

Grafton Middle School
405 Grafton Drive
Yorktown, VA 23692

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From: Hogle, Todd

Sent: Wednesday, February 14, 2024 11:14 AM

To: Fairman, Lynda <lfairman@ycsd.york.va.us>; Goodwin, Kimberly <kgoodwin@ycsd.york.va.us>; Richardson, James <jrichardson3@ycsd.york.va.us>; Shafer, Mark <mshafer@ycsd.york.va.us>; Pajevic, Zoran <zpajevic@ycsd.york.va.us>

Cc: Shandor, Victor <vshandor@ycsd.york.va.us>

Subject: Major concerns

Good Morning Board Members,

I wanted to process the entirety of the Work Session Meeting from February 12th before I reached out with my thoughts and concerns. I am sure you have all had to respond to a ton of emails and Let's Talk messages after that meeting. Here are my concerns and questions.

1. Communication. It is very clear that the 5 board members are not on the same page and are not in regular communication. Mrs. Fairman, Mrs. Goodwin, and Mr. Pajevic appear to be communicating with one another before the meetings and have a separate agenda from Mr. Shafer, and Mr. Richardson. Will you commit to mediation amongst the board members to create a cohesive working board?
2. Political Agenda. I have a clear understanding of your 3 person agenda because you have made public statements and posts about what your agenda is. On separate occasions, you have each made comments (verbally or written) that you question the science behind the Covid response, "wokeness" and "indoctrination," and have actually responded "YES," to the question, "Would you vote to fire Dr. Shandor." Mrs. Fairman, you attempted to backpedal and spin what you said, but it was recorded. Mrs. Goodwin, in a Facebook post, you wrote, "Shandor is a piece of Shit who bows down to the will of the VDOE and NEA. I want him fired." Do you still have this opinion? Would you clarify this statement? Mr. Pajevic, you stated in a campaign text message that you want to "protect our children from harmful far left agendas." Will you please explain what that means? I would like ALL Board members to please explain to me what "wokeness" you have evidence of in YCSD. I would like each of you to explain what "indoctrination" you have seen in YCSD. If you used these buzzwords to get elected by a Republican base in York County, please say that and let's move on. If you honestly believe that teachers in YCSD are indoctrinating students in ANYTHING, please provide your evidence.
3. The Militia. I am shocked and disturbed. The video of Bob Hergate was very telling. He said that he "has 3 members running for school board." Did any of you

5 agree to join his YCPCM group? Did any of you meet with him? I understand he purposely hid the true name of the group to some by changing "Constitutional Militia" to "Community Mission." As open as he was to say discuss his Militia, I find it questionable that Mrs. Fairman interacted with this group without knowing its true intention.

4. Confidence of the public. I completely understand the results of a fair election, although there are some questions about handing out "sample ballots" with a R next to certain names despite the role of the School Board as being nonpolitical. I believe it was Mr. Richardson that said at the meeting that he never had to us Let's Talk before this year. It sounds like a lot of people have been writing in with concerns about the board. Your first work session alarmed a lot of people with changes that did not seem to serve students, but rather the opinions of a few people that are "whispering in your ear." Then there are the prior comments and posts. Mrs. Goodwin, will you address the posts that have been mentioned at the last meeting about your questioning of evidence "that they 'were not happy," referring to slaves? Will you address your post were you state, "I work in Mental Health and I tell my clients 'You choose to have a 'victim' mentality," and questioned the black community's feelings of oppression by telling them, "Time to get over it and move on. Take a lesson from the Jews." These are just some of the reasons why the public has lost confidence in the board. Will each of you commit to taking the Cultural Competency Training from the VDOE?

<https://www.doe.virginia.gov/teaching-learning-assessment/teaching-in-virginia/teacher-licensure/cultural-competency-training>

I want this board to be successful. I want YCSD to continue to be #3 in the state. I don't want to be in fear of losing my job because my school board has a misconception of what actually happens in the classroom. I want ALL students to feel safe, loved, and able to perform to their best. Is that what you want? Even if those students don't fit in the "white, straight, Christian" box?

Todd Hoglund

Special Education Teacher
York County School Division

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