



For Public Use

Citrus County School Board

Formal Complaint #723

Filed on

Dayanna Volitich

(Employee #38587)

Citrus County School District
COMPLAINT FORM

No 0723

Inge C. Frederick
Person Filing Complaint
(Please Print)

Dayanna Volitch
Complaint Filed Against
(Employee Name-Please Print)

To Be Filed With: Cost Center Administrator / Human Resources Department

Mailing Address: 344 NE Crystal Street
Crystal River, FL 39428

Home Telephone: 352-795-2116 Business Telephone: 352-795-2116

Status/Position (check one): Employee Parent Student**

**If Student:

School/Department: Crystal River Middle Date of Birth: _____ Name of Parent(s)/Guardian: _____
Grade (if applicable): N/A

Nature of Complaint: Ms. Volitch allegedly violated professional practices by being deceptive in changing her teaching practices when administration enters her classroom and by encouraging her students to go along with the deception.

Date of Alleged Incident: March 1st, 2018 Time: 4:10 PM

Person(s) Involved: Students

Relief Sought: full investigation

Inge C. Frederick
Signature - Person Filing Complaint
March 2, 2018
Date

Parent's Signature
(For Student Under Age 18)

For District Use Only

I am willing to cooperate with the investigation, however:

I request that the investigation be rescheduled at a time when I can have a representative of my choice present.

-or-

I waive my rights to representation.

I understand that I may request future representation at any time.

Dayanna Volitch
Signature - Person Complaint Filed Against

3/2/18
Date Received



SANDRA "SAM" HIMMEL – SUPERINTENDENT OF SCHOOLS

*"Where Learning is the Expectation
And Caring is a Commitment"*

- THOMAS KENNEDY
DISTRICT 1
- VIRGINIA BRYANT
DISTRICT 2
- DOUGLAS A. DODD
DISTRICT 3
- SANDRA COUNTS
DISTRICT 4
- LINDA B. POWERS
DISTRICT 5

MEMORANDUM

DATE: March 2, 2018
 TO: Dayanna Volitich (38587)
 FROM: Suzanne Swain, Director of Human Resources *SS*
 SUBJECT: Notice of Investigation

This correspondence is provided as formal notice of investigation into a complaint received in this office on March 2, 2018. (see attached complaint form #723).

You will be contacted in the near future for the purpose of giving a statement. You have the right to representation through all phases of this investigation.

You are directed not to engage the complainant, or any student witness, or any other witness, and/or peers in any conversation regarding the matter under investigation. A violation of this directive could result in disciplinary action up to termination for willful and direct insubordination. Questions regarding the status of this investigation are to be directed to the Director of Human Resources at 726-1931, ext. 2273.

cc: Suzanne Swain, Director of Human Resources
 Teresa Royal, Policy and Compliance Officer
 Inge Frederick, Principal, Crystal River Middle School

.....
My signature evidences receipt of this correspondence.

Dayanna Volitich
 Employee

3/2/18
 Date



SANDRA "SAM" HIMMEL - SUPERINTENDENT OF SCHOOLS

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DISTRICT 5

April 11, 2018

VIA CERTIFIED MAIL - 7013 2630 0000 3302 9667

Charles E. "Gene" Moore, Jr., Esq. on behalf of Dayanna Volitich
 The Law Offices of Charles E. "Gene" Moore, Jr., PA
 20 South Rose Avenue, Suite 3
 Kissimmee, FL 34741

COPY

Dear Mr. Moore:

Due to the inability on the part of your client, Ms. Dayanna Volitich, to pick up these documents at our office, I am sending via certified mail, the final report of the complaint in which Ms. Volitich was the subject of. If you have any questions regarding the findings of the report please do not hesitate to contact me at your earliest convenience.

Enclosed are the following documents:

- Acknowledgment of Investigation Form (1 copy)
- Complaint Final Report
- Notice of Probable Cause (2 copies)

Please sign the documents where indicated and return them to me at your earliest convenience.

Sincerely,

Teresa Royal
 Policy Compliance Officer
 Citrus County School Board

/fcg
Pers18-149

xc: Personnel File

Holloway, Maria

From: auto-reply@usps.com
Sent: Tuesday, April 17, 2018 1:11 PM
To: Holloway, Maria
Subject: USPS® Item Delivered, Left with Individual 70132630000033029667



Hello **MARIA HOLLOWAY**,

Your item was delivered to an individual at the address at 1:00 pm on April 17, 2018 in KISSIMMEE, FL 34741.

Tracking Number: [70132630000033029667](#)

Delivered, Left with Individual



Tracking & Delivery Options

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Citrus County Schools
Human Resources Dept
1007 West Main Street
Inverness, Florida 34450

The Law Offices of Charles E. "Gene" Moore, Jr., PA
Charles E. "Gene" Moore, Jr., Esq.
20 South Rose Avenue, Suite 3
Kissimmee, Florida 34741

7013 2630 0000 3302 9667



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DISTRICT 4

LINDA B. POWERS
DISTRICT 5

April 11, 2018

VIA CERTIFIED MAIL - 7013 2630 0000 3302 9667

Formal Complaint #723 filed on Dayanna Volitich (38587)

The Human Resources Department has concluded the investigation into Formal Complaint #723 submitted on March 2, 2018 and probable cause was found to proceed further. You submitted your resignation during an ongoing investigation which was accepted by the School Board at it's meeting on April 10, 2018. Because of your resignation, no disciplinary action will be taken by the District. This letter with the attached documents constitutes delivery pursuant to F.S. 1012.31(2)(c)1. A copy of the investigation will be forwarded to the Office of Professional Practices Services, pursuant to Florida Statute.

Suzanne Swain
Director of Human Resources

Employee Signature
(Signature denotes receipt of this letter.)
Date: 4/17/18

Citrus County School Board

Investigation Summary
For Formal Complaint #723
Filed on
Dayanna Volitich

SUMMARY OF INCIDENT

Complaint Received: March 2, 2018

Complaint Location: Crystal River Middle School (CRMS)

RE: Formal Complaint filed against Ms. Dayanna Voltich (Teacher) for allegedly violating professional practices by being deceptive in changing her teaching practices when administration enters her classroom and by encouraging her students to go along with the deception.

On March 2, 2018, the Human Resources Department received Formal Complaint #723 submitted by Ms. Inge Frederick, Principal at Crystal River Middle School (CRMS). The complaint alleges that Ms. Dayanna Voltich, Teacher, violated professional practices by being deceptive in changing her teaching practices when administration enters her classroom and by encouraging her students to go along with the deception.

Prior to submitting the Formal Complaint, Ms. Frederick received the following information:

On Thursday, March 2, 2018, at 4:50 p.m. Ms. Frederick and Ms. Sandra Himmel, Superintendent of Schools received an e-mail from Ms. Rebecca Klein, a Huffington Post reporter that included specific information tying Ms. Voltich to a podcast released on February 26, 2018 that expressed "White Nationalist" beliefs, and which allegedly inserted those beliefs into her instruction.

After receiving this information Ms. Frederick contacted Ms. Suzanne Swain, Director of Human Resources, and was informed that a formal district investigation would be initiated.

Ms. Frederick stated that on Friday, March 2, 2018, Mr. Ryan Selby, Assistant Principal and herself met with Ms. Voltich to provide her due process and inform her that the district would begin an investigation into claims made against her by a news organization.

Ms. Frederick explained that during this meeting, Ms. Voltich admitted she participated in social media and in a podcast under a pseudonym. Ms. Voltich would not share the pseudonym with Ms. Frederick and Mr. Selby.

On March 2, 2018 Formal Complaint #723 and a Notice of Investigation, were delivered to Ms. Dayanna Voltich by Ms. Swain, Ms. Frederick and Mr. Selby.

During the investigation, Ms. Frederick was interviewed and a statement was obtained from her in reference to Ms. Voltich's teaching history at CRMS.

Ms. Frederick stated that Ms. Volitich began teaching at CRMS in August 2016. She stated that prior to August 2017 no complaints were received regarding Ms. Volitich from parents, staff, or students.

Ms. Frederick explained that the first concern she received regarding Ms. Volitich was by email on August 22, 2017 from a parent, Mr. [REDACTED], whose child was in Ms. Volitich's class. Mr. [REDACTED] expressed concern that Ms. Volitich may be inserting political bias into her classroom lessons. When Ms. Frederick spoke with Mr. [REDACTED] she asked for more information regarding his concerns. During the conversation he expressed that his child liked Ms. Volitich and her class, and he did not want Ms. Frederick to speak to his child in reference to his concerns. She stated that Mr. [REDACTED] did not want to provide names of students from last year who had expressed concerns to him, nor was he willing to give any specific comments that were made.

Ms. Frederick spoke with Ms. Volitich regarding the concerns she received from the parent. Ms. Frederick reiterated the expectation that Ms. Volitich does not share her perspectives or political bias with students or insert them into her lessons. She stated that Ms. Volitich responded that she did not insert bias in the classroom and that she strictly adhered to the curriculum timeline.

Ms. Frederick explained that a follow-up conversation took place with the parent, Mr. [REDACTED] and he was satisfied with the resolution of the concern and he would contact Ms. Frederick if he had any additional concerns.

Ms. Frederick added that after this matter was brought to her attention, increased walkthroughs of all Social Studies classes were conducted, particularly Ms. Volitich's.

Ms. Frederick stated that on October 16, 2017 at 9:33 pm she received an anonymous e-mail stating that Ms. Volitich had a Twitter account under the alias of Tiana Dalichov. She explained that the e-mail stated, "She's deleted a lot since we exposed her. She had things calling for White America and saying slavery was fabricated. Enjoy her tweets and do a google search for published works she put out under her pseudonym."

The following morning Ms. Frederick contacted Ms. Suzanne Swain, Director of Human Resources, and Mr. Steven Baumer, Coordinator of Certification and Professional Standards, and forwarded the anonymous e-mail to them. Ms. Frederick also indicated that herself, Mr. Selby, Ms. Swain and Mr. Baumer began researching claims made in the anonymous e-mail.

Ms. Frederick stated that after consulting with Ms. Swain regarding the results of the initial internet/twitter search, the administration team interviewed approximately fifteen students from Ms. Volitich's classes. She stated that none of the students in their interviews expressed any concerns about Ms. Volitich other than she was boring.

Ms. Frederick added that no additional complaints from parents were received after the initial e-mail in August 2017, and there were no complaints by students and staff. She added that Ms. Volitich had a co-teacher with her in three of her six class periods and that co-teacher never expressed any concerns regarding the instruction that was occurring in the classroom or about Ms. Volitich.

Ms. Frederick explained that herself, Mr. Selby, Ms. Swain and Mr. Baumer continued to monitor the internet and "Tiana" Twitter account. She further added that they continued additional walk throughs of her classroom.

A written statement was obtained from Ms. Frederick and included in this report as Attachment A.

Throughout the investigation a total of sixteen students were interviewed that either currently have Ms. Volitich as a teacher this school year or had her as a teacher last year. This school year Ms. Volitich taught a total of six classes which consisted of five separate Civics classes, and one United States History class.

All six-class rosters for this current school year were obtained and at that time two students from each class were randomly selected. The random students included different ethnicities and an equal amount of male of and females.

After receiving conflicting view points from two student interviews from the first period Civics roster, a thirteenth random student was selected and interviewed from this particular class.

Three additional students were interviewed throughout the investigation due to their request. These three student interviews are summarized separately in this report. Out of these three student interviews, one student had Ms. Volitich last school year.

Prior to conducting the student interviews, parent contact was made to receive permission to interview their child and give them the opportunity to attend the interview. A list of twelve interview questions were prepared from the allegations detailed in the complaint. Each student was asked to answer each question, then at the end of the interview each student was asked to type a statement in their own words. Present for all student interviews were Ms. Teresa Royal, Policy and Compliance Officer, Ms. Swain and Mr. Selby.

The following is a summary of the thirteen randomly selected student's interviews:

Twelve of the thirteen students currently have Ms. Volitich as a teacher from the beginning of the 2017-18 school year. The last student has only been in her class since October 2017.

When the students were asked how they liked Ms. Volitich's class, nine students were positive and the other four students made the following statements:

- Not favorite class. Felt singled out.
- Ok class. Sometimes she gets off topic like with her opinions.
- Ok class. He was used as an example once reference colored people.
- Does not really like class.

Eleven of the thirteen students felt they learned a lot in Ms. Volitich's class. Twelve of the thirteen students felt they were able to express their views and opinions in class. One student stated the only reason he felt he could not express his views was due to him not feeling smart enough. Twelve students stated that Ms. Volitich expresses her views and opinions in class mainly in reference to politics.

Twelve of the thirteen students denied Ms. Volitich told them not to talk to their parents and/or the administration about topics that were discussed in class. One student expressed that on one occasion while discussing specific laws dealing with law enforcement and warrants, Ms. Volitich told the class not to discuss this topic with their parents.

Eleven of the thirteen students denied that Ms. Volitich told them to stop talking about certain topics if administration walked in the class. Regarding the other two students, one felt Ms. Volitich acted different when administration walked in the classroom and the other student stated Ms. Volitich would change the subject when administration walked into the classroom.

When the students were asked if Ms. Volitich ever talked about subjects in class that made them feel uncomfortable, eight students stated no and the remaining five made the following statements:

- Yes. In reference to immigration.
- Yes. In reference to segregation.
- Yes. In reference to democrats were bad and they will take all your money.
- Yes. In reference to the abortion topic, felt she went into a little too much detail.
- Yes. In reference to President Trump.

All thirteen students stated that Ms. Volitich never discussed having a podcast. One student stated Ms. Volitich talked about being on Twitter a lot but they did not have any specific details. One student stated that they recalled at the beginning of the year Ms. Volitich mentioned having a blog and making the comment that if the FBI or government officials looked at her computer they might think it was weird.

Eleven of the thirteen students stated that Ms. Volitich never made comments and/or asked questions that were discriminatory in nature against any religious groups. One student responded that she felt when Ms. Volitich discussed segregation and "how it would be better now if they did it would be easier" was a form of being discriminatory in nature against religious groups. One student stated she felt Ms. Volitich was a little discriminatory in nature against religious groups when discussing Muslims. She further explained that Ms. Volitich would express that there is no peaceful group with the Muslims.

Eleven students felt Ms. Volitich treated all students fairly.

When the students were asked if there was any other information we should know regarding Ms. Volitich's class. Ten students stated no and the remaining three made the following statements:

- Ms. Volitich would use [REDACTED] as an example when discussing black people being slaves.
- Now knowing Ms. Volitich's views outside of school, she has never relayed this in class. Ms. Volitich does not exclude students because of the color of their skin and helps with our learning, because of all her absences she has a low grade and despite the color of her skin, Ms. Volitich still gave her all the help she needed.
- When kids would misbehave Ms. Volitich would tell the class she will have Mr. Miloscia come in to class to see how they were acting.

Statements were obtained from the students and are included in this report as Attachments B, C, D, E, F, G, H, I, J, K, L, M and N.

The following is a summary of the three students who requested interviews:

Two of the three students had Ms. Volitich as a teacher from the beginning of the 2017-2018 school year. One student had her as a teacher for the 2016-2017 school year.

When the students were asked how they liked Ms. Volitich's class, the students made the following statements:

- Not bad and at times fun.
- Pretty well, good at explaining things.
- Ok

Two of the students felt they learned a lot in Ms. Volitich's class. One student felt they did not learn a lot due to the fact he already knew the curriculum from last year. All three students felt they were able to express their views and opinions in class. Two

students stated that Ms. Volitich expresses her views and opinions in class. The third student felt Ms. Volitich did not express her views and opinions in class.

All three students denied Ms. Volitich told them not to talk to their parents and/or administration about topics that she discussed in class. Two students denied that Ms. Volitich told them to stop talking about certain topics if administration walked in the class. One student stated she would tell them to change the topic.

All three students stated that Ms. Volitich never talked about subjects in class that made them feel uncomfortable. Two students stated that Ms. Volitich never discussed having a podcast or Twitter account. One student recalled her talking about having a podcast, but they could not recall any details about the conversation. The student added that Ms. Volitich would talk about debating with individuals on her Twitter account.

All three students denied Ms. Volitich made comments and/or asked questions that were discriminatory in nature against any religious groups.

Two students felt Ms. Volitich treated all students fairly. One student felt Ms. Volitich treated black students different. The student gave an example that when a black student would share an idea she would act as if she didn't care and it seemed like she would always yell at them when there were other students also doing wrong. The student stated that she never expressed her feelings to her parents and/or school administrators in reference to what was occurring in the class until this year when she heard everything on the news.

When the students were asked if there was any other information we should know regarding Ms. Volitich's class. One student shared that her class was very open, and they would talk about anything.

Statements were obtained from the students and are included in this report as Attachments O, P and Q.

The following is a summary of interviews of four employees that worked with Ms. Volitich:

On March 8, 2018 an interview was conducted with Mr. Anthony Branch, Teacher.

Mr. Branch explained that he was Ms. Volitich's mentor since she started teaching at CRMS. He stated, "At no time was I aware of any activities going on in Ms. Volitich's class that were not standards based or in any terms could be seen as inappropriate or illegal."

Mr. Branch stated that no student, teacher, or administrator made him aware of any curriculum that could have been inappropriate or illegal.

A written statement was obtained from Mr. Branch and included in this report as Attachment R.

On March 9, 2018, an interview was conducted with Ms. Tarliece Steed, Teacher.

Ms. Steed explained that she only worked in Ms. Volitich's classroom for a short period of time. She expressed that she was mainly concerned with her seventh period class. She stated that Ms. Volitich referred to them as "her worst class" because of behavior issues.

Ms. Steed expressed that she questioned the seating arrangements because Ms. Volitich "grouped the black (male) students" together which was odd to her. In her opinion normally, you would separate misbehaved students because they tend to feed off each other. She stated Ms. Volitich claimed she "sat them together because they helped another student." Ms. Steed stated she asked Ms. Volitich "how could they help him when they were all considered low academic students?" Ms. Steed stated that Ms. Volitich did not give her an answer.

Ms. Steed explained that her job was to provide "small group" to help struggling students. She stated that she would pull students for small group and to discourage poor behavior. She stated that Ms. Volitich would stand over us as if she was monitoring what we were doing. She expressed she thought it was strange because there were at least 15 to 20 other students in the classroom that needed to be monitored. Ms. Steed went on to state that in her opinion, in lieu of recent events, she now realizes Ms. Volitich wasn't concerned with what she was saying to the students, but Ms. Volitich was concerned about what the "students" might say to me.

Ms. Steed stated that during the election students told her comments that Ms. Volitich made in class in reference to candidates. She explained that she later had a conversation with Ms. Volitich expressing her concerns about these types of discussions with her students. Ms. Steed relayed to Ms. Volitich that she could not be disclosing who her candidate of choice was, nor could she push that candidate's agenda. She stated that their conversation quickly became heated and ended with Ms. Steed telling Ms. Volitich to get out of her classroom. Ms. Steed stated that no one was present for this conversation.

Ms. Steed stated that in the time frame she worked with Ms. Volitich, she felt Ms. Volitich had problems following district/school policy and would fight against administration on everything. She stated that Ms. Volitich would make comments about administration that was rude and demeaning.

Ms. Steed confirmed that all the concerns she expressed during this interview and in her written statement she never reported to the school's administration or district officials.

A detailed written statement was obtained from Ms. Steed and included in this report as Attachment S.

On March 12, 2018 an interview was conducted with Ms. Tracy Witty, Teacher Aide.

Ms. Witty explained that she worked with Ms. Volitich as a teacher aide in her classroom every day during first, second, and seventh period the last two weeks before Christmas break. She stated that during the time she worked with Ms. Volitich, she did not think she said or acted in any unprofessional manner towards the students. She further expressed that she felt Ms. Volitich treated the students fairly and did not ever express her opinions while she was in the classroom.

A written statement was obtained from Ms. Witty and included in this report as Attachment T.

On March 12, 2018, an interview was conducted with Ms. Marnie Willoughby, Teacher.

Ms. Willoughby stated she worked with Ms. Volitich from August 2018 until just before Thanksgiving for first period, second period and seventh period.

Ms. Willoughby stated that in her role as the inclusion teacher she would work with students at a table, or pull small groups to her room for review before a test, testing, and reteach information. She further explained that due to class size during seventh period she would pull a group to her classroom for additional support.

Ms. Willoughby expressed that the students enjoyed Ms. Volitich's teaching. She felt like she was upbeat and treated all students fairly. She stated that her curriculum was taught from PowerPoints that Mr. Branch, Mr. Bialick, and herself created. She stated that Ms. Volitich posted all assignments, projects, and notes on Google classroom. She stated that Ms. Volitich did not teach about the KKK while she was in the classroom.

Ms. Willoughby recalled Ms. Volitich telling the students at the beginning of the year that she wrote some books. She stated that she later googled Ms. Volitich's name but was unable to find anything. The following day Ms. Willoughby told Ms. Volitich she was unable to find her, and was told she wrote under a different name. No further discussion took place on the subject.

A written statement was obtained from Ms. Willoughby and included in this report as Attachment U.

The following is a summary of interviews of three administrators that worked with Ms. Volitich:

On March 19, 2018 an interview was conducted with Mr. Ryan Selby, Assistant Principal.

Mr. Selby stated that in October 2017 Ms. Frederick informed him that she had received an anonymous email stating that Ms. Volitich was posting on Twitter under the name Tiana Dalichov. He searched for this Twitter account and reviewed the posts. He added that he also downloaded some of the controversial articles published on Halsey News written by Tiana Dalichov and viewed some Youtube videos featuring Tiana Dalichov.

Mr. Selby stated that after reviewing the material and speaking with Ms. Swain, Mr. Baumer and Ms. Frederick he interviewed randomly selected students from each of Ms. Volitich's classes. He added that he asked non-specific questions about how they liked their classes and teachers. He further explained that when he asked the students about their civics class, no students reported any concerns regarding Ms. Volitich sharing her personal views in class. He explained that he continued to periodically monitor the Tiana Dalichov Twitter account and increased the number of walkthroughs in Ms. Volitich's classroom. He added that while conducting the walkthroughs he did not notice any discussions of a controversial nature.

Mr. Selby explained that on Thursday, March 1, 2018, Ms. Frederick notified him that the Huffington Post had contacted her regarding Dayanna Volitich posting a podcast with racist content under the name Tiana Dalichov. He stated that evening he did further research where he located the podcast online. After listening to several podcasts, he discovered discussions included, genetics and race being the determining factor in IQ and one guest on the podcast spoke about "White Feminism" and "anti-white politics." He stated that he also looked at the Twitter feed under the name Tiana Dalichov and viewed several references to the podcast called "Unapologetic." He further added that in one tweet, Tiana Dalichov stated that there is an "aggregate difference in IQ between the Caucasoids and Negroids". He explained he also found videos called "on the Write" featuring Tiana Dalichov and Bri Fauchoux, where in some of these interviews Tiana Dalichov spoke about being deceptive toward her administration when they would come into her classroom.

Mr. Selby stated that on Friday, March 2, 2018, he and Ms. Frederick met with Ms. Volitich and they explained to her that it was reported to them that she had a podcast and Twitter account under another name with concerning content and that the district would be investigating. He explained that Ms. Volitich confirmed that she did have a podcast under another name, but would not share what the name was.

A written statement was obtained from Mr. Selby and included in this report as Attachment V.

On March 19, 2018 an interview was conducted with Mr. Robert Miloscia, Assistant Principal/CRMS. The 2017-2018 school year is the first year that Mr. Miloscia was in the role as assistant principal.

Mr. Miloscia stated that since the beginning of the 2017-2018 school year he has not received any parent, student and/or staff complaints or concerns regarding the teaching practices or character of Ms. Volitich. He added that he conducted one formal classroom observation and several classroom walkthroughs of Ms. Volitich's classroom during which time he never witnessed any inappropriate comments or teaching strategies.

A written statement was obtained from Mr. Miloscia and included in this report as Attachment W.

On March 19, 2018 an interview was conducted with Mr. Charles Brooks, Assistant Principal at Crystal River High School.

Mr. Brooks was the Assistant Principal at CRMS during the 2016-2017 school year.

Mr. Brooks stated that in December 2016 he was appointed as the administrator over the Social Science department. He stated that during this time frame he conducted several walkthroughs and observations of all teachers, including Ms. Volitich. He further explained as Ms. Volitich's supervisor he found her to be both professional and polite to himself and to her students.

Mr. Brooks stated that at no time did he receive any complaints from parents and/or staff members in reference to Ms. Volitich for any questionable or unethical behavior.

A written statement was obtained from Mr. Brooks and included in this report as Attachment X.

On 03/21/2018 Ms. Swain was notified via email that Ms. Volitich would be resigning during an ongoing investigation and she declined to give any statements regarding the investigation.

End of Investigative Summary


Teresa Royal, Policy and Compliance Officer



Attachment A

STATEMENT

Date of Interview: 03/19/2018
Time of Interview: 2:00 p.m.
Person Interviewed: Inge Frederick
Interview Location: Crystal River Middle School
Interviewed By: Teresa Royal and Suzanne Swain

Page | 1

My name is Inge Frederick and I have been the principal of Crystal River Middle School since May of 2015. Dayana Volitich began teaching at Crystal River Middle School in August of 2016.

Prior to August 2017 we received no complaints regarding Ms. Volitich from parents, staff, or students.

August 22 2017, I received an e-mail from a parent, [REDACTED], whose child was in Ms. Volitich's class. He expressed concern that Ms. Volitich may be inserting political bias into her classroom lessons. I followed up with a phone call to [REDACTED] during which I asked for more information regarding his concerns. During the call he told me that his child liked Ms. Volitich and her class and he didn't want me to speak to his child about this. He also didn't want to provide me names of students from last year who had expressed concerns to him nor was I given any specific comments that were made. I spoke to Ms. Volitich regarding the e-mail/phone call from the parent and reiterated the expectation that she doesn't share her perspectives or political bias into lessons and while students may debate both sides of issues and express themselves, students should not be able to identify her personal beliefs. Ms. Volitich responded that she did not insert bias in the classroom and that she strictly adhered to the curriculum timeline. Ms. Volitich said that she would call [REDACTED] to discuss any concerns he had about her class. The parent said that he was satisfied with the resolution of the concern and would contact me if there were any additional concerns. We increased walkthroughs of all Social Studies classes on our campus, particularly Ms. Volitich's.

At 9:33 PM on October 16th, 2017, I received an e-mail from an anonymous e-mail address stating that Ms. Volitich had a Twitter account under the alias of Tiana Dalichov. The e-mail stated, "She's deleted a lot since we exposed her. She had things calling for White America and saying slavery was fabricated. Enjoy her tweets and do a google search for published works she puts out under her pseudonym." The following morning I contacted Suzanne Swain, Director of Human Resources, and Steven Baumer, Coordinator of Certification and Professional Standards, and forwarded the e-mail. Ryan Selby, CRMS Assistant Principal, Suzanne Swain, Steven Baumer, and I began researching claims made in the e-mail. All material found was turned over to district. After consulting with Suzanne Swain regarding the results of the initial internet/twitter search, the administrative team interviewed approximately 15- students in Ms. Volitich's classes and began to focus our walk throughs down the 600-wing of classes where she teaches. We received no complaints from parents, after the initial e-mail in August, and no complaints by students and staff. No students in our interviews expressed any concerns about Ms. Volitich or her class.

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.


Signature


Date


Witness Signature


Date


Date

STATEMENT

Date of Interview: 03/19/2018

Page | 2

Time of Interview: 2:00 p.m.

Person Interviewed: Inge Frederick

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal and Suzanne Swain

The following are statements students made during our interviews:

- o Class is really boring because I don't like history.
- o I learn a lot.
- o She's nice.
- o I like the way she's organized.
- o She knows a lot.
- o She can answer any question.
- o Her class isn't too hard.
- o She lets them catch-up.
- o She talks about interesting things like old wars

No students who were interviewed by members of the administrative team expressed any concerns other than that Ms. Volitich was boring. After consulting with Ms. Swain and Mr. Baumer, no formal complaint was issued. Mr. Selby, Ms. Swain, Mr. Baumer, and I continued to monitor the "Tiana" Twitter account and internet throughout this time. Mr. Selby and I would send any new information to the district as soon as it was obtained. We continued additional walk throughs of her classroom. At no time did any additional parent express concerns regarding Ms. Volitich. At no time did any students or staff members express a concern regarding Ms. Volitich. Ms. Volitich had a co-teacher with her in three of her six class periods. At no time did any of her co-teachers express any concerns regarding the instruction that was occurring in the classroom or about Ms. Volitich.

At 4:50 PM on Thursday, March 1st, Mrs. Himmel and I received an e-mail from Rebecca Klein, a Huffington Post reporter, with specific information tying Ms. Volitich to a podcast released on February 26th that expressed White Nationalist beliefs and during which Ms. Volitich stated that she inserted those beliefs into her instruction. I immediately called Ms. Swain and it was determined that a formal district investigation would be initiated. Prior to receiving the e-mail on March 1st, no member of the CRMS administrative team was aware of any podcasts nor any other material that was posted by Ms. Volitich/Tiana Dolichov that expressed the ideas in the podcast or that she inserted these beliefs into her teaching.

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

Inge Frederick
Signature

3.22.2018
Date

Teresa Royal
Witness Signature

3/22/2018
Date

STATEMENT

Date of Interview: 03/19/2018
Time of Interview: 2:00 p.m.
Person Interviewed: Inge Frederick
Interview Location: Crystal River Middle School
Interviewed By: Teresa Royal and Suzanne Swain

Page | 3

On Friday, March 2nd, Mr. Selby and I pulled Ms. Volitich out of class and notified her that the district was investigating claims made against her by a news organization. She was provided due process and at that time admitted she participated in Social Media and in a podcast under a pseudonym, although she would not share the pseudonym with us. Shortly after, Ms. Swain came to CRMS and I filled out formal complaint. Ms. Volitich was sent home, her school issued technology was taken from her classroom, and she was re-assigned to the district office for the duration of the investigation.


On March 2nd, [REDACTED] left a message on my school phone. [REDACTED] was the parent that had contacted me in August. He had not contacted me regarding Ms. Volitich's classroom since we spoke in August 2017 regarding his e-mail. When I called him back he said Ms. Volitich is bringing up controversial topics. He addressed the fact that he spoke to me at the start of the year and spoke to the teacher and had felt comfortable with the outcome, but now had new concerns regarding comments that his son had said were made in class recently by Ms. Volitich. The three concerns he shared that were stated by Ms. Volitich:

- If Democrats/FBI were not in cahoots, Hillary Clinton would be in jail,
- If you have any doubts about Hillary Clinton you should Google Benghazi.
- Google is down because the Democrats were busy helping to delete all Hilary Clinton's e-mails.

When I spoke to [REDACTED] regarding his concerns, Ms. Volitich had already been informed that she was being investigated by the district.

[Handwritten initials]

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.	
<u>Inge C. Frederick</u> Signature	<u>3-22-2018</u> Date
<u>Teresa Royal</u> Witness Signature	<u>3/22/2018</u> Date



Attachment B

STATEMENT

Date of Interview: 03/05/2018

Page | 1

Time of Interview: 10:45 am

Person Interviewed: [REDACTED]

Interview Location: Crystal River Middle

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

I am [REDACTED] grade 7 I am in mrs.voltich 1st prd civics been in there all school year . I like the class only thing I don't like is the seating arrrsngements. I feel like I can learn a lot in her class and expres my views and opinion . mrs.voltich expresses her views and opioins. Never told me to not tell my parent or princabals about what happened in class .mrs.voltich never told us to stop talking when the princabals came in.never talked about anything discriminating or anthing that made me feel uncomfortable never talked about podcast or twitter accounts she treats all students the same

[REDACTED]

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

[REDACTED]

Signature

3/5/18

Date

Teresa Royal
Witness Signature
3/5/18

3/5/2018

Date



Attachment C

STATEMENT

Date of Interview: 03/09/2018

Page | 1

Time of Interview: 12:45 pm

Person Interviewed: [REDACTED]

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

I am a 7th grader named [REDACTED] at Crystal River Middle School in Ms. Volitichs class since the beginning of the year. Ms. Volitich is not my favorite class to go to because i always feel singled out for talking and not sitting in my right seat when others are too. When we learn in her class we get a lot of her personal opines. I feel that I can give my personal views but she does not agree with them and trys to prove them wrong with her opines. Ms. Volitich gives her views a lot in her class about how she thinks the world should be ran like about the KKK, polite views and about segeration like how the KKK is a good thing, immigration should be shut down and segeration should be putnin schools. Ms. Volitich not that I can remember has told me that I should not tell me parents or administration about what she teachers in her class but actions speak louder than words do, she would always change the subject when they came in though. Ms. Volitich would shop talking about a subject when an adminstation came in. When Ms. Volitich would talk about immigration and segeration that would make me feel uncomfortable because my mom is white and my Dad is Afican American and immigration because my grandpa is an inmigrant. Ms. Volitich has said to the class that she is on Tveeter a lot but has never said anything about a podcast but she says that she reads and writs thangs on there. Ms. Volitich would say things about how segregation would be better in schools but never said why but since the color of my skin I felt affined by that. Something that I would like to add is that she let the other students pick what kind of project they wanted to do but not me and my friend [REDACTED] wanted to do and gave us "Brown Vs. the Broad of Education". Didn't tell adminstation but I did tell my parents about this.

[REDACTED]

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

[REDACTED]

3-9-2018
Date

Teresa Royal
Witness Signature

3/9/2018
Date



Attachment D

STATEMENT

Date of Interview: 03/09/2018

Page | 1

Time of Interview: 1:50 pm

Person Interviewed: [REDACTED]

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

I am [REDACTED] and I am a student at crystal river middle school and I have been in ms.Volitch first period civics class since the beginning of the school year. I like ms. Volitichs class she answered everything honestly and was nice about everything. I believe that I learned a lot in her class and could give my honest opinion about her class. ms. Volitich never told us to not tell our parents about what we learned. Ms. Volitich never told us to stop talking about a subject when an administrator came in the room and never talked about anything that made me uncomfortable. She has never made comments about any discriminatory questions . ms. Volitich never talked about a pod cast or twitter in my class. I felt that a student in my class period that's name is [REDACTED] was yelled at more but he was still talking when he sould not have.

[REDACTED]

I find the above statement to be true and correct. I certify that I have read it or it has been read to me

[REDACTED]

3/9/18

Date

Teresa Royal

Witness Signature

3/9/2018

Date

Suzanne Swain 3/9/18

Ryan Selby 3/9/18



Attachment E

STATEMENT

Date of Interview: 03/05/2018

Page | 1

Time of Interview: 11:15 am

Person Interviewed: [REDACTED]

Interview Location: Crystal River Middle

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

I am [REDACTED], I am a 7th grader at CRMS, I am in Mrs. Volotich's 2nd period class, and have been in her class all school year.

The things I like about being in her class is, she is a nice teacher, very smart so I don't have to worry about barely learning anything. I don't can't really think of anything I dislike about being in her class, although I can't remember anything about it but I did hear the words Jews a lot and Hitler a couple times. I do believe I can express my views/opinions in her class very well, and she would never have a problem with that. She might have sometimes expressed her views about muslims but none I can recall. She never once told us to not tell our parents about something we learned in class. She never told us to stop talking about certain topics when admin would come in, but she would quickly change the subject and get back on topic when they did. At the beginning of the year she said if an admin was to come in she might act a little different but never really changed when they came in. She never talked about anything that made me feel uncomfortable. She never told us she had a twitter/podcast account. She never talked bad about any religion. I think she treats all other students the same.

[REDACTED]

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

[REDACTED]
Signature

3/5/18
Date

Teresa Royal
Witness Signature

3/5/2018
Date

[REDACTED]
3/5/18

3/5/18



Attachment F

STATEMENT

Date of Interview: 03/05/2018

Page | 1

Time of Interview: 11:50 am

Person Interviewed: [REDACTED]

Interview Location: Crystal River Middle

Interviewed By: Teresa Royal, Suzaane Swain and Ryan Selby

I am [REDACTED] in 7th grade I have been in Ms. Volitich's class since October in 2nd period. Ms. Volitich's class is okay to me. I liked learning about all the amendments. I didn't like when she would get off topic like saying all her opinions. I don't believe that I was learning as much as I was in citrus springs. I didn't believe I could share my opinions in class because I started here in October so I feel like she didn't really know me. Yes Ms. Volitich expresses her opinions all the time in class but I just can't remember any examples. Ms. Volitich has never told me not to talk to my parents or administration about topics that has discussed in her class. No Ms. Volitich have not told me to stop talking about certain topics if administration comes in her class. No Ms. Volitich has never talk about subjects that made me feel uncomfortable. No Ms. Volitich has not talked about any podcast or tweeter accounts. No Ms. Volitich has not made any comments or asked questions that are discriminatory in nature against any religious groups. No, but if there were anything that someone should know about I would tell my mom or administration. She does treat all students the same and fair.

[REDACTED]

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

[REDACTED] Signature

3-5-18

Date

Teresa Royal
Witness Signature

3/5/18

Date

3/5/18



Attachment G

STATEMENT

Date of Interview: 3/5/2018

Page | 1

Time of Interview: 12:20

Person Interviewed: [REDACTED]

Interview Location: CRM

Interviewed By: Suzanne Swain, Ryan Selby, and Teresa Royal

Iv been in ms.volitichs class the whole school year and I did feel a little pointed out because she used me and a friend who is not colored as example of segregation on how if I had every skill for a job and I knew every thing about it she would still pick my friend because he is white I was the only colored kid in her classroom and some of the things she said made me feel on the edge about ISIS and Slavery and a lot of the time she viewed her opinions on the topics one time she used me as an example and that made me feel uneasy I told my Nana and my Aunt and Nana Wanted to call the school but she said that we might have been wrong and my sister [REDACTED] Said that she didn't like her that because whenever Ms.volitich would use examples of slavery Or segregation she would always say sorry to the colored kids before she spoke. My grade is low she has gave me chance to bring it up I feel like I could talk about my feelings in class but I was to shy she never to stop talking if a principle came in. I felt that she treated all students fairly and she didn't like have special student

I find the above statement to be true and correct. I certify that I have read it or it has been read to me

[REDACTED]

Signature

3/5/2018

Date

[Handwritten Signature]

Witness Signature

3/5/18

3/5/2018

Date

[Handwritten Signature]

3/15/18



Attachment H

STATEMENT

Date of Interview: 03/08/2018

Page | 1

Time of Interview: 11:45 am

Person Interviewed: [REDACTED]

Interview Location: Crystal River Middle

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

I am [REDACTED] I'm a 7th grader in mr.voltich 4th period civics class and have been in her class since the beginning of the school year. In ms.voltich she makes the learning fun and I believe I have learned a lot in her classroom. When I am in her classroom I can always ask for help when I don't understand something. One thing about ms.voltich is that she expresses her thoughts on the democratic and republican party's she had told us that the republicans don't believe they need help with things for example like they don't need help raising a child or a pet and the democrat's believe they need help with thing for example raising a child or a pet. Ms.voltich never told us not to go home and not tell are parents what we have learned nor has she ever told us to stop talking about a topic when administration came in and she has never talked about a subject that mad me uncomfortable expect when she had told us to work on this one court case about abortion nor never said anything about religious groups. To end this document with anything else I have to say about the class, in her fourth period class there is this one color boy named [REDACTED] and she would always use him a s a example such as when we were learning about slaves she would say and tell him that if we never had wars he would be a slave till this day.

[REDACTED]

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

[REDACTED]

3-8-18
Date

Teresa Royal
Witness Signature

3/8/2018
Date

3/8/18

3/8/18



Attachment I

STATEMENT

Date of Interview: 03/08/2018

Page | 1

Time of Interview: 3:30 pm.

Person Interviewed: [REDACTED]

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

I am [REDACTED]. I am in m.s voltage classroom. I had ms.voltage séance of the year. She was my 5th period teacher. I didn't think me and ms.voltage didn't have any problems in the classroom, it was just a normal classroom. I learned some things in her classroom like different politics. I can express my views but I keep them to myself. She sometimes says Hillary Clinton should be put in jail. Sometimes she will say "no other teacher will go this deep but I will". Sometimes she would act different in class when the staff come in but she won't tell us. She says the democrats want to take your money and put them in your taxes. She does not talk about her podcast or her twitter life. I don't think she said any religious groups. I haven't heard of what ms voltage did out of the class room. I didn't think she was treating me different from the other students, I think she treated every one the same.

[REDACTED]

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

[REDACTED] _____ 3/8/18 _____
Signature Date

Teresa Royal _____ 3/8/2018 _____
Witness Signature Date
Suzanne Swain _____ 3/8/18 _____
Ryan Selby _____ 3/8/18 _____



Attachment J

STATEMENT

Date of Interview: 3/8/2018

Page | 1

Time of Interview: 3/8/2018

Person Interviewed: [REDACTED]

Interview Location: CRM

Interviewed By: Suzy Swain, Ryan Selby, Teresa Royal

I am [REDACTED]. I was in Ms. Volitich 5th period civics class and I have had her as my teacher from the beginning of the year. I enjoyed Ms.V class other than her opinions. Which were that she would make fun of the democratic party and the people in it. She also talked about Pro-Life and spent a day on the topic. As a class we also created these court case projects and with each student presenting she would go more in depth. I do think I learned a lot in her class but I am not sure what is the facts and what is her beliefs. In Ms.V class I did feel that we could speak out on our opinions and views in her class. Ms. Volitich never told the class we couldn't tell administration or our parents about what she discussed in our class. She never told us to be quiet when administration came in to see how she was doing. The one topic that I did feel uncomfortable about was the abortion. I did tell my mom and dad about this one they did seem a bit concerned. Ms.V never did tell us about her podcast or twitter but mentioned a blog at the begging of the year. She also stated that if the FBI went through her electronic devices they would find weird information. In our class Ms. Volitich never had any comments or questions that were discriminatory in nature against any religious groups. Some of my friends had her as their civics teacher and we would talk about her opinions. One of them came to me during the week and said she did feel segregated in her class. I did feel she would do this but it never happened in our class.

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

[REDACTED]

Signature

3/8/18

Date

[Handwritten Signature]

Witness Signature

3/8/18

[Handwritten Signature]

Date

3/8/18



Attachment K

STATEMENT

Date of Interview: 03/05/2018

Page | 1

Time of Interview: 1:20 p.m.

Person Interviewed: [REDACTED]

Interview Location: Crystal River Middle

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

I'm [REDACTED] in a 6th grader in ms volitichs 6th pr US haster class and I think that she shoold be allowed to tech Even though I don't agree with her opinions. I can express my views and have a civil disagreement with my class mates and agrue my point with out being interrupted. Ms volitich offently expressses her stans but never gets hersh. Ms volitich never tells us that we cant tell our parnts or other techers and is fine with amasters being in the room wall we debat. She never made me uncomfortable in any of these debates and never brings up social media. Shes a little dicsermatory angaint muslims she argues that their bible says that they should kill everyone that don't think like them saying thaeres no such thing as a pecful muslim. Ms volitich dous not exclude students because of the color of their skin and helps with our learning, because of all my absences I have a low grade and dicpit the color of my skin she still gav me all the help I need. She treats all student the same and I've never felt singled out. Now s knowing her views shes never brought those view into the classroom.

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

[REDACTED]

3-5-2018

Date

[Handwritten Signature]

Witness Signature

3/5/18

3/5/2018

Date

[Handwritten Signature] 3/5/18



Attachment L

STATEMENT

Date of Interview: 03/08/2018

Page | 1

Time of Interview: 1:30 pm

Person Interviewed: [REDACTED]

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

My name is [REDACTED], I have been in Ms. Volitich's from the beginning of the year from 6th period us history. I love Ms. Volitich's class since the beginning of the year, she is kind and funny. I have learned a lot in her class. She lets me express my feelings in the class but I don't really speak much in her class because I don't want to. Ms. Volitich expresses her feelings sometimes like when the government was shutting down she wasn't with it shutting it down. Ms. Volitich has never told us to not tell our parents about the topic, infact she tells us to show or tell our parents what we did some days. Ms. Volitich hasn't told us to stop talking about a certain topic when a administration comes in. Ms. Volitich hasn't made me feel uncomfortable about a certain subject in class. Ms. Volitich has discussed trumps twitter account to us but no other, she show us trump account because she likes to keep up with politics. Ms. volitich has only talked about the certain religions in US history like Christianity just the ones in history. Ms. Volitich has treated everyone fairly. Thank you.

[REDACTED]

I find the above statement to be true and correct I certify that I have read it or it has been read to me.

[REDACTED]

Signature

03/08/2018

Date

Teresa Royal

Witness Signature

03/08/2018

Date

3/8/18



Attachment M

STATEMENT

Date of Interview: 03/08/2018

Page | 1

Time of Interview: 10:45 am

Person Interviewed: [REDACTED]

Interview Location: Crystal River Middle

Interviewed By: Teresa Royal, Suzane Swain and Ryan Selby

I am [REDACTED] and I am in Ms. Volitich's 7th period class. I have had Ms. Volitich since the beginning of the year. I liked her class but it was boring. I believe I have learned all the topics we covered. I believe I can express my views and opinions in her classroom. No, Ms. Volitich doesn't express her views and opinions in class. No, Ms. Volitich hasn't ever told me to not talk to my parents or administration about topics that she has discussed in class. Ms. Volitich has never told me to stop talking about certain topics if administration came in the class. No, Ms. Volitich has never talked about subjects in class that made me feel uncomfortable. No, Ms. Volitich hasn't discussed any podcasts or twitter accounts. No, Ms. Volitich hasn't made comments or asked questions that are discriminatory against religious groups. Ms. Volitich was very opinionative towards certain subjects. I feel Ms. Volitich treats all students equally.

[REDACTED]

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

[REDACTED]

3-8-18

Date

Teresa Royal
Witness Signature

3/8/2018

Date

3/8/18

RS

3/8/18



Attachment N

STATEMENT

Date of Interview: 3/8/2018

Page | 1

Time of Interview: 11:00

Person Interviewed: [REDACTED]

Interview Location: CRM

Interviewed By: Suzy Swain, Ryan Selby, Teresa Royal

My name is [REDACTED] and I am in miss. Volitich class I have been on her class in the besging of the year and I did not really like her class I feel like she would threw out the papers that I would give her for work becuz of my heand wirting and I don't think she did it on purpose. I feel like I have leard in her class and she would not call on me when my hand was raised she says that she votes for trump and says that she did not like hillacy becuz of health care that not to tell are parents abot the cops needing warrants she will act nice with Mr.miloscia she woud tell us that if we wer not good she woud call Mr.miloscias. she always says trump never talk about hilary sayd any to her she had her faver group never call on othres like me. I feel felt like I was not smart enough but miss. Volitich never said that I was not smart enough.



I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

[REDACTED]	3/8/18
Signature	Date
[Signature]	3/8/18
Witness Signature	Date
[Signature]	3/8/18
[Signature]	3/8/18



Attachment 0

STATEMENT

Date of Interview: 03/09/2018

Page | 1

Time of Interview: 11:30 am

Person Interviewed: [REDACTED]

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

I am [REDACTED]. I am a 7th grader at Crystal River Middle School, I have been in Mrs. Volitich's 4th period class all school year. I did at sometimes like Mrs. Volitich's class, but at sometimes she would inject her political bias into her teaching, for example, one time my work on google classroom was deleted and I told her and she said, Google must be spending too much time with the democrats, because they deleted all of Hillary Clintons E-Mails. I do not believe that I have learned that much in the period of time that I was in her class, because I had a very good American History teacher last year so I knew the material before I was in her class. Also, I do believe I can express my views in her class, like a few times we did debates. Also, Mrs. Volitich expressed her opinions many times, for instance, she would try to persuade my class that the Republican Party's views were better than the other parties that we learned about. She did not ever tell us not to tell our parents about a topic we discussed nor has she ever told us to stop talking about a subject. Ms. Volitich also has not talked about any subjects that made me uncomfortable, talked about any Podcast or Twitter account, and she did not make any discriminatory comments. In addition, it felt to me that she treated everyone fairly in my class.

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

[REDACTED]

Signature

3/9/18

Date

Teresa Royal
Suzanne Swain
Ryan Selby

Witness Signature

3/9/18

3/9/2018

Date

3/9/18



Attachment P

STATEMENT

Date of Interview: 03/12/2018

Page | 1

Time of Interview: 11:30 a.m.

Person Interviewed: [REDACTED]

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

I am [REDACTED] and I am a seventh grader at CRM and have had Ms. Volitich's fifth period civics class since the beginning of the school year. I liked Ms. Volitich's class because she explained things well and made sure students in her class were not confused and understood topic on the correct level on which was required of them. I do not have any particular dislikes of her or her class in which she was a fair teacher and there was no reason to have any negative associations with her. I learned a lot in the class in which I felt it was open to expression of my own views and opinions on subject matters even if they are considered controversial or mostly one-sided. Ms. Volitich did not express her own views and opinions on topics in class. Ms. Volitich has never told students not to talk to their parents or administration about topics she has discussed in class and had actually encouraged speaking to parents about what was discussed in the class in order to obtain an even deeper understanding of the matters. Ms. Volitich had never mentioned to students to stop talking about certain subjects on the event that administration had come into the room. I have never felt uncomfortable in her class nor has she spoken of topics that may have caused me or other students to feel uncomfortable or any feeling other than safe and of comfort. Ms. Volitich had not mentioned or discussed with us in class of any podcast or Twitter account in her name. Ms. Volitich had never asked questions or made comments even close to discriminatory of anything in class nor had she ever mentioned religion at all. There is nothing else in which I believe you should know about Ms. Volitich's class other than she was an equal teacher who taught all students fairly and treated them with respect and open ears toward their and their families' beliefs.

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

[REDACTED]

Signature

3/12/18

Date

Teresa Royal

Witness Signature

3/12/2018

Date

3/12/18

3/12/18



Attachment Q

STATEMENT

Date of Interview: 3/8/2018

Page | 1

Time of Interview: 2:11

Person Interviewed: [REDACTED]

Interview Location: CRM

Interviewed By: Suzy Swain, Ryan Selby, Teresa Royal

My name is [REDACTED] and I was in Ms. Volitich's second period civics class last year. Ms. Volitich was my teacher all year last year. The class was an okay environment, I just felt uncomfortable at times that she wasn't fair to all students, for example when a black student would share an idea she would act as if she didn't care and would it seemed like she would always yell at them when there were others in the class doing wrong too. Sometimes Ms. Volitich would talk about her twitter with us and about how she would get into debates on there and call people "idiots" our class would have debates on news that was upcoming. I learned a lot in that class because we did stay on our lessons at the appropriate time, she would just get off topic and talk about subjects that are based on opinions. I never told my parents or administration what was happening in class until this year when I heard everything on the news.

[REDACTED]

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.	
[REDACTED]	3/8/18
Signature	Date
<i>Teresa Royal</i>	3/8/2018
Witness Signature	Date
<i>[Signature]</i>	3/8/18



Attachment R

STATEMENT

Date of Interview: 03/08/2018

Page | 1

Time of Interview: 2:40 pm

Person Interviewed: Anthony Branch

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

Summary of the Interview that occurred on March 8, 2018 at Crystal River Middle:

1. At no time was I aware of any activities going on in Ms. Volitich's class that were not standards based or in any terms could be seen as inappropriate or illegal.
2. At no time did any student, teacher, or administrator make me aware of any curriculum that could have been inappropriate or illegal.

AWB

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

Anthony W. Branch

Signature

3/9/2018

Date

Teresa Royal

Witness Signature

3/9/2018

3/9/18

Date

Ryan Selby 3/9/18



Attachment S

STATEMENT

Date of Interview: 03/09/2018

Page | 1

Time of Interview: 2:35 pm

Person Interviewed: Tarliece Steed

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

My experience in Ms. Volitich's classroom: I was an ESE teacher in Ms. Volitich's, also known as Ms. V., classroom for only a short period of time. I was mainly concerned with her 7th Period class. She referred to them as "her worst class" because of behavior issues. I questioned her seating arrangement because she "grouped the black (male) students" together...which was odd. Normally, you would separate misbehaved students because they tend to feed off each other. Ms. V. claimed she "sat them together because they helped another student (we'll call him [REDACTED])." I asked her "how could they help him when they were all considered low academic students?" She didn't have an answer.

I also asked about a black female student, (we'll call her [REDACTED]), seated in the back of the class. She's also known to misbehave. I thought she should be placed near the teacher to discourage poor behavior...not seated/positioned in the back to encourage poor behavior. Ms. V. didn't have a comment.

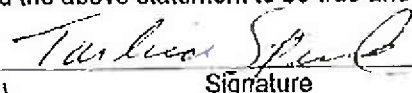
My job was to provide "small group" to help struggling students. I would pull students for small group and to discourage poor behavior. Ms V. would stand over us as if she was monitoring what we were doing. I thought it was strange because there were at least 15 to 20 other students in the classroom that needed to be monitored. In lieu of recent events, I realized she wasn't concerned with what I was saying to the students. She was concerned about what the "students" might say to me...now, it made sense.

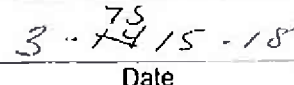
Concerns from Previous Conversations:

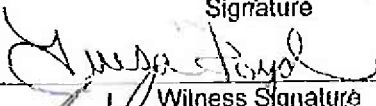
During the election last year, I voiced my concerns about student comments regarding her class. She was having mock elections. Students from her classes would asked me "who was I voting for?" My comment(s) were "voting is personal. I vote for the best candidate." The students' reply was "we're voting for Trump like Ms. V. Trump is going to clean up Obama's mess! Hilarie is a liar...Trump is going to whip this world back in to shape!" I said, "who told you that?" They said, "Ms. V.!"

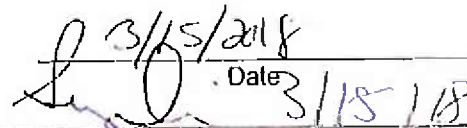
Later, I had a conversation with Ms. V. I asked her "what was she doing over there? These kids are so pumped up about Trump?" She explained about the "mock elections...the kids are

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.


Signature


Date


Witness Signature


Date


Date

STATEMENT

Date of Interview: 03/09/2018

Page | 2

Time of Interview: 2:35 pm

Person Interviewed: Tarliece Steed

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

having a lot of fun." I told her, "she could not be disclosing who her candidate of choice was...nor push that candidate's agenda. It's against District Policy to do that."

The conversation continued as Ms. V. further disclosed her views of the candidates to me...more so, her views about Trump. The conversation quickly turned heated because I asked her "how could she be pushing Trump when he was being accused of groping/raping women?" Ms. V. said, "it's his word against theirs..." I also asked her about the "wall" Trump wanted to build to keep out a certain race of people." Ms. V. stated, "she was behind him in building the wall because they were responsible for the drugs and crime..." I told her "she sounded racist. How can you justify keeping out one group of people?" Her response was "they are responsible for bringing the drugs and crime over here." My response was "you can't keep out one race of people without keeping out all foreigners. Next he will be trying to get rid of black people." Her comment was "well." It was at this point that I told her once again that "she sounded like a racist. Please get out of my classroom."

Other Concerns:

I separated myself from Ms. V. and Mr. Branch because:

1. Ms. V. have/had problems following District/School Policy. She fought against Administration on everything. For example, she refused to stand outside during the transition/in between classes. She would fuss about it to me and she would often not go outside. Fights and unruly behavior(s) have developed because she and Mr. Branch were not standing outside. These incidents could have been prevented if they were positioned outside the door as instructed.
2. Ms. V. often bragged to me about comments she would make to Mrs. Frederick and Mr. Selby during meetings. Comments that I found to be rude and demeaning (i.e., they don't know what they are doing; one does not know what the other one is saying; they need to come together and discuss things before they tell teachers to do them; how foolish she makes/made them look to her students.)

NOTE: When I saw her back this year, I told her "I was surprised to see her back." She laughed and said "me too."

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

Tarliece Steed
Signature

3-15-18
Date

Teresa Royal
Witness Signature

3/15/2018
Date

[Signature]
3/15/18

[Signature]
3/15/18

STATEMENT

Date of Interview: 03/09/2018

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Time of Interview: 2:35 pm

Person Interviewed: Tarliece Steed

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

3. Ms. V. and Mr. Branch were always together (i.e., during school, after school and on weekends). He was her mentor. He encouraged her negative attitude and behavior because his views/comments about Administration was just as bad. Together, they made it known how they felt about Administration and the school. I separated myself because I did not want to be viewed as being a part of this rebellious team.
4. When I heard the news about Ms. V. I was not surprised. Her previous actions and comments led me to believe she had some racial issues; however, I never thought they were this extreme. I wandered all weekend how much Mr. Branch knew about her "secret life." I went to his classroom on Tuesday morning, prior to first period, to ask him for myself. Mr. Branch denied having any knowledge about the entire ordeal. In fact, he repeatedly denied it during a 15 - 20 minutes speech.

He mentioned during his speech that "he was worried that some of the things he said to her may be twisted and/or misconstrued." I asked him "what things? What did he say to her that may be misconstrued?" His response was "I'm conservative but that could mean anything." Then he said, "I don't have to explain my actions to anybody Steed." This statement made me even more concerned...especially because he repeated it about four times (or more) during his speech.

Despite his efforts, I walked away not believing him. During his entire long drawn out speech, not once did he look me in my eyes. In the three (3) years that I have known Mr. Branch, he has never had a problem looking me in my eyes...but today, he did! His entire demeanor towards me has changed! This was a sign of guilt to me...the deciding factor.

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

Tarliece Steed
Signature

3-15-18
Date

Teresa Royal
Witness Signature

3/15/2018
Date

MS
3/15/18

3/15/18



Attachment T

STATEMENT

Date of Interview: 03/12/2018

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Time of Interview: 12:20 pm

Person Interviewed: Tracy Witty

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

My name is Tracey Louise Witty. I worked with Mrs. Volitich as the teacher aide in her classroom everyday during first, second, and seventh period the last two weeks before Christmas break.

At one point she mentioned she had a podcast, but I did not ask her what it was about due to the fact I had no interest in listening to it.

During the time I was with her I didn't think she said or acted in any unprofessional manner towards the students. I thought she treated the students fairly and she did not ever express her opinions while I was in the classroom with her.

zw

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

Tracey Witty
Signature

3-12-18
Date

Teresa Royal
Witness Signature

3/12/2018
Date

Suzanne Swain

RS 3/12/18

3/12/18



Attachment U

STATEMENT

Date of Interview: 03/12/2018

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Time of Interview: 12:40 pm

Person Interviewed: Marnie Willoughby

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal, Suzanne Swain and Ryan Selby

I worked with Ms. Volitich from August till just before Thanksgiving for 3 periods of the day (1st, 2nd, and 7th) as the ESE inclusion teacher. I would work with students in the back of the room at my table or pull small groups to my room for review before the test, testing, and reteach information. During 7th period, I pulled a group of students (ESE and non-ESE) to my room for additional support due to the class size.

The students enjoyed her teaching, she was upbeat and students created projects. She treated all students fairly. Her curriculum was taught from PowerPoints that Mr. Branch, Mr. Bialick, and herself created. She posted all assignments, projects, and notes on Google classroom. She did not teach about the KKK, while I was in the classroom. As for my position as an inclusion teacher, I would assist students with Google classroom, especially at the beginning of the year when students had difficulty getting on in the classroom or at home. My table was in the back of the classroom. I would pull students to get them caught up with notes if they were missing.

Ms. Volitich told the students at the beginning of the year that she wrote some books. I went home that night and googled her name, but couldn't find any under her name. I told her the next day, I tried finding her but couldn't. She told me she wrote under a different name. It went no further.

Marnie

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.

Marnie Willoughby
Signature

3-12-18
Date

Teresa Royal
Witness Signature

3/12/18
Date

3/12/18



Attachment V

STATEMENT

Date of Interview: 03/19/2018
Time of Interview: 2:10 p.m.
Person Interviewed: Ryan Selby
Interview Location: Crystal River Middle School
Interviewed By: Teresa Royal and Suzanne Swain

Page | 1

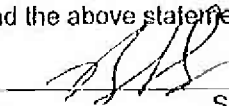
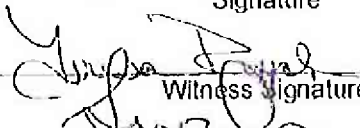
My name is Ryan Selby. I am an assistant principal at Crystal River Middle School. In October, Mrs. Frederick informed me that she had received an anonymous email stating that Dayanna Volitich was posting on Twitter under the name Tiana Dalichov. I searched for this Twitter account and reviewed the posts. I also downloaded some of the controversial articles published on Halsey News written by Tiana Dalichov and viewed some Youtube videos featuring Dalichov. After speaking with Suzy Swain and Steve Baumer, Mrs. Frederick and I interviewed randomly selected students from each of Miss Volitich's classes, asking non-specific questions about how they liked their classes and teachers. When asked about their civics class, no students reported any concerns regarding Miss Volitich sharing her personal views in class. I continued to periodically monitor the Tiana Dalichov Twitter account and I increased the number of walkthroughs in Miss Volitich's classroom. I did not notice any discussions of a controversial nature.

On Thursday, March 1st Mrs. Frederick notified me that the Huffington Post had contacted her regarding Dayanna Volitich posting a podcast with racist content under the name Tiana Dalichov. That evening, I located this podcast online and listened to several of them. One of the topics discussed involved genetics and race being the determining factor in IQ. Another guest on the podcast was Lana Lockteff, who spoke about "white feminism" and "anti-white politics." I also looked at the twitter feed under the name Tiana Dalichov. I saw several references to the podcast called "Unapologetic." In one tweet, Tiana Dalichov stated that there is an "aggregate difference in IQ between the Caucasoids and Negroids". I also found videos called "On the Write" featuring Tiana Dalichov and Bri Faucheux. In some of these interviews, Tiana spoke about being deceptive toward administration when they would come into her classroom. I shared this information with Mrs. Frederick and Suzy Swain.

On Friday morning, Mrs. Frederick and I met with Dayanna Volitich in the administrative office. Mrs. Frederick told Dayanna that it was reported to us that she had a podcast and twitter account under another name with concerning content, and that the district would be investigating this. Dayanna confirmed that she did have a podcast under another name, but did not share what the name was.

Later that Friday, Mrs. Frederick wrote a formal complaint against Dayanna Volitich regarding the statements she had made regarding administration and the students in her classes. This information was shared with Dayanna in a meeting with Suzy Swain, Inge Frederick, and me. When asked about the name she used online, Dayanna stated, "I would rather not say." After this, Miss Volitich requested to go home for the rest of the day. On Saturday, she was reassigned to the district office until the investigation could be completed.

RS

I find the above statement to be true and correct. I certify that I have read it or it has been read to me.	
 _____ Signature	3/21/18 _____ Date
 _____ Witness Signature	3/21/18 _____ Date
	3/21/18



Attachment W

STATEMENT

Date of Interview: 03/19/2018

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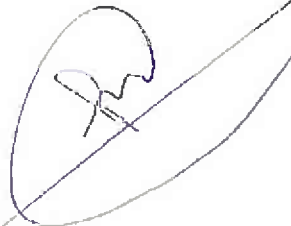
Time of Interview: 2:25 p.m.

Person Interviewed: Robert A. Miloscia

Interview Location: Crystal River Middle School

Interviewed By: Teresa Royal and Suzanne Swain

My name is Robert A. Miloscia, Assistant Principal for Crystal River Middle School(CRMS) since the beginning of the 2017-2018 school year. At no time during this school year have I received any parent, student, or staff complaints or concerns regarding the teaching practices or character of CRMS Social Studies Teacher, Dayanna Volitich. In addition, I have conducted one formal observation and several classroom walkthroughs of Dayanna Volitich's classroom during which time I have never witnessed any inappropriate comments or teaching strategies.



I find the above statement to be true and correct. I certify that I have read it or it has been read to me.



Signature

3-21-18

Date



Witness Signature

3/21/2018

Date

3/21/18



Attachment X

STATEMENT

Date of Interview: 03/19/2018
Time of Interview: 2:15 p.m.
Person Interviewed: Charles Brooks
Interview Location: Crystal River Middle School
Interviewed By: Teresa Royal and Suzanne Swain

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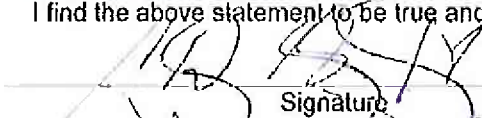
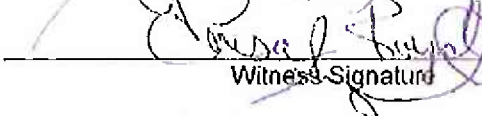
Ms. Royal & Ms. Swain:

In December of the 2016-17 school year I was appointed as the Administrator over the Social Science department while serving as the Assistant Principal of Crystal River Middle School. During that time, I conducted several walkthroughs and observations of all teachers including Dayanna Volitich. During my time as her supervisor I found Ms Volitich to be both professional and polite not just to me but her students as well. I did not receive any complaints from parents or staff members about her or any of our Social Science teachers for any questionable or unethical behavior. If I can be of any further assistance, please don't hesitate to call

Charles Brooks, Jr



I find the above statement to be true and correct. I certify that I have read it or it has been read to me.


Signature

Witness Signature

3/21/18
Date
3/21/2018
Date
3/21/18

Dayanna Volitich's

Written Response

to

Investigation (Complaint #723)

(Received on 04/27/2018)

Response to Citrus County School Board Investigation

By: Dayanna Volitich

The following is a response to Formal Complaint #723, filed by the Citrus County School Board against Dayanna Volitich (Employee #38587), received on April 17, 2018 at 4:43 p.m.

Per the complaint, I “allegedly violated professional practices by being deceptive in changing [my] teaching practices when administration enters [my] classroom and by encouraging [my] students to go along with the deception.” Within my response to this allegation and the ensuing investigation, any part of the investigative summary that references any concerns about my professional practices or draws information from personal statements (attachments A through X) will be addressed in full.

The only concern “on record” against me (dated August 22, 2017) was detailed on page 2 of the investigative summary. Note the parent expressed his child enjoyed my class, and he did not want to provide names or specific comments to Mrs. Frederick. As stated in the summary, I respectfully assured Mrs. Frederick that all professional expectations were being met and that I strictly adhered to the curriculum map and textbooks when designing and executing lessons. I attempted to get in contact with the parent several times over the phone, then followed up via email, explaining the situation: as part of my class, students often debate one another, engaging in civil conversations about diverse, often abstract topics, using facts, statistics, and references from text to back up their positions. At times, discussions would die out, or students would be unsure how to formulate a response to a particular question I posed to them. At those times, I would step in to model the exercise, stating opinions that students may have misconstrued as my own, based on the political nature of the class. The parent was assured that my participation was merely for the purpose of modeling for students, not to inject my own bias into the activity or convince students that my opinion was more important or more valid than their own. Though I never received a response to the email I sent, Mrs. Frederick never approached me again about the issue, so I assumed the parent was satisfied and put the incident behind me.

Note also on page 2 of the investigative summary, that an “anonymous email” disclosed my online alias to the district back in October 2017, and the district subsequently monitored that Twitter account and observed me during instruction. Allow me to underscore a few statements made in relation to this unofficial “investigation”: 1) “No students who were interviewed by members of the administrative team expressed any concerns other than that Ms. Volitich was boring.”; 2) “At no time did any students or staff members express a concern regarding Ms. Volitich.”; and 3) “At no time did any of her co-teachers express any concerns regarding the instruction that was occurring in the classroom or about Ms. Volitich.” (See attachment A of the Investigation Report.)

Let the record show that this unofficial “investigation,” which took place five months before the Huffington Post reached out to the district about the Unapologetic Podcast, was carried out without my knowledge. Nothing was found as a result of this “investigation” and no complaints were filed by any stakeholders, be they students, colleagues, parents, or superiors, any time prior to, or after, August 22, 2017 (see complaint described above).

On pages 4 through 6 of the investigative summary, student interview results are briefly discussed. Over 85% of the students interviewed stated they learned a lot in my class, felt they were able to express their own opinions and views, denied my telling them not to talk to their parents about material discussed in

class, denied my telling them to change the subject when administrators entered the room, denied I ever discussed having a podcast, stated I never made comments or asked questions of a discriminatory nature against any religious groups, and felt I treated all students fairly. In short, most of the students' testimonies support the assertion laid out in my press release at the beginning of March: "None of the statements released about my being a white nationalist or white supremacist have any truth to them, nor are my political beliefs injected into my teaching of social studies curriculum."

In Attachments B, C, E, F, G, H, I, J, K, L, M, N, O, and Q of the Investigative Report, students assumed I expressed my opinions. However, the students in attachments B, C, E, F, G, K, M, and Q, did not (and sometimes stated they *could* not) provide examples of those opinions. Lack of specifics here casts doubt on the validity of the students' claims, especially considering this investigation was conducted *after* students had been repeatedly exposed to the story being circulated by the media and any discussion about that story in which their parents, guardians, or peers may have engaged. Regarding the students who did provide examples of statements, each of those will be addressed here:

- In Attachment H, the student claimed that I expressed my thoughts about the Democrats and Republicans, specifically that Republicans "don't believe they need help with things for example like they don't need help raising a child or a pet," but that Democrats do believe they need this help. Teaching students about the two major political parties is part of the Civics curriculum. This student seems to be referring to the parties' stances on social programs, which were detailed in the texts the Civics teachers were given as teaching resources. This student also claimed that I said "one color boy" would "be a slave till this day" if we "never had wars." In learning about the Civil Rights Amendments, I underscore the importance of the Civil War and how it changed the face of our culture, eradicating slavery and moving us toward the true equality we all have the privilege to experience in our lives in 2018.
- In Attachment I, the student alleged that I said Hillary Clinton should be in jail. My students often paid attention to current events, and on several occasions, they would ask me why Hillary Clinton was not in jail for her crimes. My answer was that if there was proof she had done wrong, which many seemed to believe there was, then yes, she should absolutely be punished for her crimes and go to prison, the same as anyone else. This student also believed I said the "democrats want to take your money and put them in your taxes." See my previous comments re: Civics curriculum about political parties.
- In Attachment J, the student claimed I made fun of the Democratic Party and "the people in it," but does not give any concrete examples. At no time during instruction can I recall "making fun" of or demeaning any political party or its members. The student also said I "talked about Pro-Life," which refers to the day I taught students about *Roe v. Wade* as a part of our Landmark Supreme Court Cases unit. Students had been given a landmark case to research in pairs, and in that class, there were more cases than pairs, so I taught *Roe v. Wade* to the students myself. Worth noting is this student's mention of the FBI, and if the FBI looked through my electronic devices, "they would find weird information." This was a comment made in jest during our mock trial, which dealt with murder in a criminal court. The mock trial was prepared entirely by me, and I did all research necessary to create the scenarios within the script and craft them in a way the students could learn through roleplaying. I joked that the FBI might find it funny that I researched murder a lot over Christmas break, and the students all laughed, saying the research on my part made the mock trial more fun for them.

- In Attachment L, the student mentioned my not being “with [the government] shutting down.” At the beginning of class one day, a student had asked me what a government shutdown was. I briefly explained what it was to the students, then moved on to our arrival activity and into the content of the lesson. My opinion about the shutdown was not offered as part of that brief conversation.
- In Attachment N, the student claimed I said I voted for Trump and that I did not like Clinton “because of healthcare.” Students were never told who I voted for; however, if they had a guess as to who that might be, that guess was entirely their prerogative. I would neither confirm nor deny answers from students who guessed. The student also mentioned that I said not to tell parents about “the cops needing warrants,” which I never said. The student further asserted that I “never talk about” Hillary Clinton and always talk about Trump. Given that Trump is the President of the United States, his name does come up far more often whenever students ask about current events and what is happening in regard to North Korea, Syria, and domestic policy. Any questions asked by students were answered in a neutral, impartial manner. I would also provide links and resources for them to look for further information, should they truly be interested in learning more and forming their own opinions.
- In Attachment O, the student claimed I injected political bias by humorously stating that Google may have deleted his assignment the same way Hillary Clinton’s emails seem to have disappeared. Clearly the joke was lost on the student. This student also said that I would “try to persuade” his class “that the Republican Party’s views were better than the other parties that we learned about.” This is patently false. During the political parties unit, I stuck to curriculum, explaining all parties and their beliefs, refraining from making any judgments whatsoever. In fact, students were asked to choose their own political parties and explain why they supported them – once at the beginning of the unit and once again at the end, after they learned about other parties aside from the Democrats and Republicans.

Note that only one faculty member’s statement included in this investigation (Attachment S) diverges from the rest. Mrs. Tarliece Steed’s testimony will now be addressed in full, and her duplicitous claims against me addressed.

In Attachment S, Mrs. Steed questions a seating arrangement in which I placed three black students together. Her insinuation here is I did this because of their skin color. There were other black students in that class as well; had my goal been to separate the black students from the white students, would it not have made sense to also include the other students, not just these three? Also note her insinuation that the black students were the only behavior issues in the class, which is disingenuous. Many of the white students in that class were unruly as well. It was my most challenging group, and Mrs. Steed understood that. She even empathized with me and said she had no idea how I was able to put up with it. The two of us tried to think of different ways to organize the room, but no matter what we tried, the issues didn’t seem to improve. Several times that year, Mr. Miloscia visited during that class to give me feedback and suggestions, since discipline was an area in which I knew I could use improvement.

The three students mentioned were, as Mrs. Steed explains, “low academic students.” They worked quite well together on assignments and motivated each other to get their work done. Seating these three gentlemen near each other not only helped them stay motivated and focused during assignments, but also made it easier for me to help them should they require my assistance. This class was an inclusion class, in which I had approximately 25 students. With 33% of that class classified as ESE or 504, it was

difficult for me to help all the students who required my assistance, especially when certain students needed my constant presence in order to complete the work. It did not help that the administration had trouble providing me with a consistent inclusion teacher throughout the year, as can be seen from the statements made by Mrs. Willoughby, Mrs. Witty, and Mrs. Steed. This doesn't include the dozens of substitute inclusion teachers I met in the interim as administration scrambled to cover their other open positions. Mrs. Steed is not an expert in Civics or history by any means. She admitted this to me. Her lack of knowledge on the subject made managing those inclusion classes that much more difficult, because the last thing I wanted was for Mrs. Steed to be helping a student with something she did not fully understand. As such, when I circulated the room, I would often "stand over" her as she claims. But not to make sure students didn't say something they shouldn't; rather, to make sure she knew what she was doing and didn't have any questions about the material as she worked with the students. She knows perfectly well that I would circulate the room constantly while students worked, and she also knows that while she only worked with one or two students with their disabilities, I was saddled with the other six or seven, as well as the fifteen or so other students who were Gen. Ed. or Gifted. I may as well have been on my own.

Mrs. Steed also mentions another black female student in that class, and how I positioned her in the back of the room away from me. Mrs. Steed neglects to mention that the student had been positioned near me for several weeks, yet she had not expressed any desire to follow the rules or behave. The student expressed on multiple occasions she wanted to return to Renaissance, so I surmise her misbehavior came from the desire to return to that school. Since being near me had not helped her, I thought being near Mrs. Steed – who was quite good at discipline; it was something I admired about her – might change things. Mrs. Steed sat at the back of the room. Hence my decision to place said student in the back of the classroom closer to her.

Mrs. Steed mentions a specific conversation between us around Election Day in 2016. The students were indeed excited about the Mock Election, especially after we went through the candidates' platforms and discussed how voting actually worked. If any of my students expressed support for Donald Trump, that opinion was entirely their own. Not once did I tell them to vote for him or that I supported him and thought they should, too. Their opinions were their own, most likely formed in the ample time they spent outside of school with parents, siblings, and other friends and family members.

During my conversation with Mrs. Steed afterward, both of us discussed our political views off the record. We talked amicably about what we hoped to see in this new presidency, and when I expressed that Trump was my favored candidate, she grew agitated.

Here I will address some of the statements she made within that conversation. First, Mrs. Steed asked me how I could support Trump when he was "accused of groping/raping women," to which I responded that an accusation does not prove one guilty, and that, yes, essentially it was Mr. Trump's word against the words of the women speaking out against him. I expressed that I found the timing of their openness quite odd, considering they hadn't thought to say anything for the past twenty years, but decided that right before the election was the perfect time.

Second, Mrs. Steed asked about the wall and how Trump wanted to "keep out a certain race of people." Illegal immigrants were not a race, I explained, and putting America's national security interests ahead of "outsiders" had been done by several presidents in the past. Mrs. Steed claims she said I sounded racist, but those words never left her lips. We were cordial with one another, albeit slightly tense. We did not

yell or throw out accusations like “racist.” She also never said, “Next he’ll try to get rid of black people,” nor did she tell me to leave her classroom because I “sounded like a racist.” I deftly changed the subject when I noticed she was becoming upset, and instead decided to ask her about her day with the students.

Note that Mrs. Steed admits no one but she and I were present for these conversations, and that she never reported anything to administration or to the district. Everything she claimed is mere hearsay, a terrible warping of the truth designed to smear my character.

It is also worth noting that during the 2016-2017 school year, both Mrs. Steed and I were new teachers and were required by the state of Florida to complete the General Knowledge Test by a certain date during our first year. I passed my test rather early, but Mrs. Steed had difficulty with the math portion of the exam. When I asked her how she had done, she sadly replied that she hadn’t been able to pass the math portion, so I offered my assistance, since I had tutored SAT and ACT level math for two years prior to moving to Crystal River. She graciously accepted my offer, and we met after school during the week to work through practice problems and prepare her for the exam.

This offer was extended *after* the supposed conversation in which she called me a racist and ordered me to leave her classroom. Why, if I were so racist, would she accept my help prepping for her exam? Why, if I were racist, would she speak to me at all? Why, if I were racist and had “some racial issues,” did she not report me to leadership?

Mrs. Steed lists “other concerns” she had about me, particularly my refusal to stand outside between classes. Again, this is a lie. Camera footage at the school will place me outside my door between classes unless I was taking a trip to the restroom or commuting from another room on campus (e.g. the Media Center, Guidance Building, or Administrative Offices for meetings). Yes, at times it was inconvenient to me, especially the first year when I was still learning all the intricacies of teaching over 100 students in a day and preparing everything for them. But I never deliberately remained inside as an affront to my administrators. I always made every effort to be outside, and if I couldn’t be, I made sure my neighbors knew, so they could cover for me until I could make it outside.

Mrs. Steed also makes quite a bold claim, stating that Mr. Branch and I were to blame for the “fights and unruly behavior(s)” that broke out in the hallways. Correction: this only happened once. That afternoon, I had been otherwise detained in the restroom, and Mr. Branch had been in the gym preparing for a sports match that afternoon. (He served as Athletic Director during the 2017-2018 school year.)

Mrs. Steed further alleges that I “bragged to her about comments [I] would make to Mrs. Frederick and Mr. Selby during meetings,” which is, again, categorically false. I would never act in a rude or demeaning manner toward administration. Yes, I would absolutely disagree with the way they handled particular situations, and how they seemed to lack a consistent message when it came to providing constructive feedback for my instructional practice. For the record, I would never attempt to make the administration look bad in front of the students. To do so is utterly unprofessional, and Mrs. Steed’s baseless accusation to this end is, quite frankly, appalling.

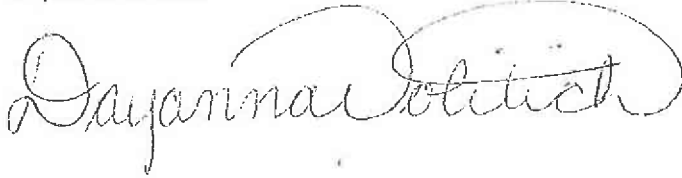
On the final page of Mrs. Steed’s statement, she details a conversation she supposedly had with Mr. Branch the Tuesday after this story broke in the media, in which he denied having any knowledge about my podcast or my political activities off the clock. If Mr. Branch said this, he was telling the truth. I never

spoke with him about any of my activities outside school with respect to politics. Therefore, he could not possibly be guilty of anything, regardless of Mrs. Steed's fallacious lip service.

In closing, I acknowledge that the school has been brought under an intense amount of scrutiny as a result of the media coverage relating to this investigation and the allegations against me. It was never my intent for events to have taken this path, and for that, I humbly ask forgiveness. It is my sincerest hope that this response will shed further light on the truth and help to rectify the situation.

Respectfully submitted,

Dayanna Volitich

A handwritten signature in cursive script that reads "Dayanna Volitich". The signature is written in black ink and is positioned below the typed name.