



STATE OF NEW JERSEY

In the Matter of Fletcher Stokely,
Newark School District

DECISION OF THE
CIVIL SERVICE COMMISSION

CSC Docket No. 2024-1308
OAL Docket No. CSV 14261-23

ISSUED: APRIL 30, 2025

The appeal of Fletcher Stokely, Custodian, Newark School District, removal, effective September 5, 2023, on charges, was heard by Administrative Law Judge Patrice E. Hobbs (ALJ), who rendered her initial decision on March 27, 2025. Exceptions were filed on behalf of the appointing authority and a reply was filed on behalf of the appellant.

Having considered the record and the ALJ's initial decision, and having made an independent evaluation of the record, including a thorough review of the exceptions and reply, the Civil Service Commission (Commission), at its meeting on April 30, 2025, adopted the ALJ's Findings of Facts and Conclusions of Law and the recommendation to modify the removal to a six-month suspension.

The only issue in contention is the ALJ's recommendation to modify the removal to a six-month suspension. In its exceptions, the appointing authority argues that the ALJ minimized the actual words and language that the appellant used in his inappropriate emails, and thus, determined that he should receive a penalty less than removal. The Commission's review of the penalty is *de novo*. In addition to its consideration of the seriousness of the underlying incident in determining the proper penalty, the Commission also utilizes, when appropriate, the concept of progressive discipline. *West New York v. Bock*, 38 N.J. 500 (1962). In determining the propriety of the penalty, several factors must be considered, including the nature of the appellant's offense, the concept of progressive discipline, and the employee's prior record. *George v. North Princeton Developmental Center*, 96 N.J.A.R. 2d (CSV) 463. However, it is well established that where the underlying conduct is of an egregious nature, the imposition of a penalty up to and including removal is appropriate, regardless of an individual's disciplinary history. *See Henry v. Rahway State Prison*, 81 N.J. 571 (1980). It is settled that the theory of progressive discipline is not a "fixed

and immutable rule to be followed without question.” Rather, it is recognized that some disciplinary infractions are so serious that removal is appropriate notwithstanding a largely unblemished prior record. *See Carter v. Bordentown*, 191 N.J. 474 (2007).

In this matter, the Commission agrees with the ALJ that removal is not the appropriate penalty. In this regard, it rejects the appointing authority’s exceptions contending that the ALJ did not properly account for the inappropriateness of the words and language used in the emails. In this regard, the ALJ stated:

There is no question that Stokely engaged in conduct unbecoming of a public employee. His emails were written poorly and contained language that was clearly offensive and inappropriate. However, Stokely was never given any guidance or discipline in the past for his earlier inappropriate emails other than a verbal warning. He was not referred to any training on sensitivity or proper use of email. He was not even referred to a fitness for duty examination. In addition, Stokely’s emails did not result in any complaints. His emails should not have contained such language, nor should he have sent the emails outside the proper chain of command. Stokely clearly exercised poor judgment and could benefit from training or counseling as to appropriate behavior and use of emails. There was nothing presented to show that Stokely could not be counseled on the proper use of email. His disciplinary record is not spotless, but over the course of his twenty-five-year career, he has only been disciplined four times. Two of those referrals for discipline were not sustained by any actual discipline being imposed. In fact, he has only ever received written warnings. He had never been suspended. The only discipline that Stokely received for his emails was a verbal warning. Notably, Newark is charging Stokely with conduct unbecoming a public employee dating back to 2021, and yet they only issued one verbal warning to Stokely in February 2022. After that warning, Stokely sent at least three other emails that warranted discipline, and none was imposed. No training was ever required. Thus, Newark made no effort to encourage a change in his behavior through progressive discipline. Termination with such a limited disciplinary record after twenty-five years of service to Newark is disproportionate to the offense. Therefore, I **CONCLUDE** that progressive discipline requires a suspension for six months.

The Commission agrees with the ALJ’s cogent and thorough penalty analysis. While the appellant’s actions and the words and language used in the emails was wholly inappropriate, given his lengthy service and lack of a significant major disciplinary record, removal in this case is not warranted. However, the Commission emphasizes that it is in no way minimizing the appellant’s misconduct, and notes that the six-month suspension imposed, the largest suspension permitted for such charges under

Civil Service law and rules, should serve as sufficient warning that any future misconduct by the appellant may result in his removal from employment.

Since the removal has been modified, the appellant is entitled to be reinstated with back pay, benefits, and seniority pursuant to *N.J.A.C. 4A:2-2.10* from six months after the first date of separation without pay until the date of actual reinstatement. However, he is not entitled to counsel fees. *N.J.A.C. 4A:2-2.12(a)* provides for the award of counsel fees only where an employee has prevailed on all or substantially all of the primary issues in an appeal of a major disciplinary action. The primary issue in the disciplinary appeal is the merits of the charges. See *Johnny Walcott v. City of Plainfield*, 282 *N.J. Super.* 121,128 (App. Div. 1995); *In the Matter of Robert Dean* (MSB, decided January 12, 1993); *In the Matter of Ralph Cozzino* (MSB, decided September 21, 1989). In the case at hand, while the removal was modified by the Commission, the charges were sustained, and major discipline was imposed. Consequently, as the appellant has failed to meet the standard set forth at *N.J.A.C. 4A:2-2.12*, counsel fees must be denied.

This decision resolves the merits of the dispute between the parties concerning the disciplinary charges and the penalty imposed by the appointing authority. However, per the Appellate Division's decision, *Dolores Phillips v. Department of Corrections*, Docket No. A-5581-01T2F (App. Div. Feb. 26, 2003), the Commission's decision will not become final until any outstanding issues concerning back pay are finally resolved. In the interim, as the court states in *Phillips, supra*, if it has not already done so, upon receipt of this decision, the appointing authority shall immediately reinstate the appellant to his permanent position.

ORDER

The Civil Service Commission finds that the action of the appointing authority in removing the appellant was not justified. The Commission therefore modifies that action to a six-month working day suspension.

The Commission orders that the appellant be granted back pay, benefits, and seniority from six months after the first date of separation without pay to the actual date of reinstatement. The amount of back pay awarded is to be reduced and mitigated as provided for in *N.J.A.C. 4A:2-2.10*. Proof of income earned, and an affidavit of mitigation shall be submitted by or on behalf of the appellant to the appointing authority within 30 days of issuance of this decision. Pursuant to *N.J.A.C. 4A:2-2.10*, the parties shall make a good faith effort to resolve any dispute as to the amount of back pay. However, under no circumstances should the appellant's reinstatement be delayed pending resolution of any potential back pay dispute.

Counsel fees are denied.

The parties must inform the Commission, in writing, if there is any dispute as to back pay within 60 days of issuance of this decision. In the absence of such notice, the Commission will assume that all outstanding issues have been amicably resolved by the parties and this decision shall become a final administrative determination pursuant to R. 2:2-3(a)(2). After such time, any further review of this matter shall be pursued in the Superior Court of New Jersey, Appellate Division.

DECISION RENDERED BY THE
CIVIL SERVICE COMMISSION ON
THE 30TH DAY OF APRIL, 2025

Dolores Gorczyca

Dolores Gorczyca
Member
Civil Service Commission

Inquiries
and
Correspondence

Nicholas F. Angiulo
Director
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Attachment



State of New Jersey
OFFICE OF ADMINISTRATIVE LAW

INITIAL DECISION

OAL DKT. NO. CSV 14261-23

AGENCY DKT NO. 2024-1308

**IN THE MATTER OF FLETCHER STOKLEY,
NEWARK PUBLIC SCHOOL DISTRICT.**

Seth B. Kennedy, Esq., for appellant Fletcher Stokley (Kroll Heineman
Ptasiewicz Parsons & Jameson, attorneys)

Christina M. Michelson, Esq., for respondent Newark Public School District
(Methfessel & Werbel, attorneys)

Record Closed: February 24, 2025

Decided: March 27, 2025

BEFORE **PATRICE E. HOBBS, ALJ:**

STATEMENT OF THE CASE

Appellant Fletcher Stokely, a custodian with the Newark Public School District (Newark) for more than twenty-five years who had no immediate prior discipline, was terminated for sending inappropriate emails to other employees, including the Superintendent. Must Stokely be terminated when he has no immediate prior discipline? No. Progressive discipline is considered when determining the reasonableness of the

penalty and the egregiousness of the offense. West New York v. Bock, 38 N.J. 500 (1962).

PROCEDURAL HISTORY

On October 20, 2023, Stokely was served with a Preliminary Notice of Disciplinary Action (Preliminary Notice) and was charged with a violation of N.J.A.C. 4A:2-2.3(a)(6) (Conduct unbecoming a public employee), N.J.A.C. 4A:2-2.3(a)(6) (Insubordination), and N.J.A.C. 4A:2-2.3(a)(12) (Other Sufficient Cause).

On March 1, 2021, Newark specified that Stokely sent an inappropriate, defamatory and offensive email to Superintendent Roger Leon (Superintendent Leon), JoAnne Watson, Assistant Superintendent Yolanda Mendez and other directors and supervisors. On March 25, 2021, Newark specified that Stokely sent an inappropriate, derogatory, discriminatory and offensive email to Superintendent Leon, Watson and other supervisors. On November 3, 2021, Newark specified that Stokely sent a defamatory, offensive email to Superintendent Leon and Watson. On May 10, 2022, Newark specified that Stokely sent a threatening, derogatory and offensive email to Rebecca Serrano, Senior Personnel Technician. On December 2, 2022, Newark specified that Stokely sent an email to Leon and other staff members that was allegedly inappropriate. On June 2, 2022, Newark specified that Stokely sent an inappropriate email to Human Resources Supervisor Nafisah Hunter (HR Supervisor Hunter) and Director of Labor Relations Scott Carbone (Labor Director Carbone). On September 1, 2023, Newark specified that Stokely sent an inappropriate email to several staff members, including Superintendent Leon.

On November 22, 2023, Stokely was served with a Final Notice of Disciplinary Action (Final Notice) sustaining all the charges. Newark terminated Stokely, and Stokely filed a timely appeal. On December 19, 2023, the case was transmitted from the Civil Service Commission to the Office of Administrative Law (OAL) for a hearing as a contested case under N.J.S.A. 52:14B-1 to -15 and N.J.S.A. 52:14F-1 to -13. I held several prehearing conferences, and on August 6, 2024, I scheduled the case for hearing. On October 28, 2024, and October 30, 2024, I held the hearings.

On January 24, 2025, the parties filed their post-hearing summations. Respondent requested a telephone conference to request additional summations because the appellant raised issues in his post-hearing summation that were not presented at the hearing. The parties were allowed an additional post-hearing submission to address those issues. On February 24, 2025, the parties filed supplemental post-hearing submissions, and, on that date, I closed the record.

FINDINGS OF FACT

Based upon the testimony the parties provided and my assessment of their credibility, together with the documents the parties submitted and my assessment of their sufficiency, I **FIND** the following **FACTS**:

Stokely has been employed by Newark for over twenty-five years as a custodian. Stokely is also the shop steward of I.U.O.E. Local 68 and holds a master HVAC license, stationary engineer license, engineer in charge license and boiler license.

On March 1, 2021, Stokely sent an email to several employees of Newark, including Stokely's supervisor, Chawn Hinton (Supervisor Hinton); Director of Custodial Services and Hinton's supervisor, Wali Thomas (Custodian Director Thomas); Superintendent Leon Watson; and the Affirmative Action email mailbox. The email referenced requests for accommodations for disabled workers. The email contained inappropriate language and references as well as defamatory comments. The email had statements alleging "corruption in the school," as well as allegations that there were employees who were using the term "nigger." At the time the email was sent, Stokely was not issued any verbal or written discipline for sending this email. (R-1.)

On March 25, 2021, Stokely sent an email to several employees of Newark, including Supervisor Hinton, Custodial Director Thomas and Superintendent Leon. The email addressed working hours and payroll. The email contained discriminatory, derogatory and offensive language. In the email, Stokely referred to his supervisors as "Slave Master" and "Slave Master Pet." He called some personnel "liars," accused his employers of bullying, and accused former Facilities Director Steven Morlino (Facilities

Director Morlino) and Executive Director Carlos Edmundo (Executive Director Edmundo) of stealing time and "being the best at it." The email accused Newark of stealing public funds. At the time that the email was sent, Stokely was not issued any verbal or written discipline for sending this email. (R-1.)

On November 3, 2021, Stokely sent an email to several employees of Newark, including Custodial Director Thomas and Superintendent Leon. The email had details concerning his paycheck and addressed other payroll concerns. The email contained inappropriate language, derogatory references, and inaccurate information. He accused Newark of being on a "witch hunt," "cooked up schemes," "lies and false accusations" and said he would report the matter to the Justice Department. At the time the email was sent, Stokely was not issued any verbal or written discipline for this email. (R-1.)

Thomas, as the Director of Custodial Services, supervises over six hundred employees for Newark. He supervises Hinton, who supervises Stokely. On December 3, 2021, he sent an email to all his subordinates advising them of the proper chain of command for all communications. (R-7.) Stokely forwarded that email to his local union representatives. Stokely, as a shop steward, is a union representative and requested an official union email address. Stokely was not given an official union email address because they are only issued to employees of the union, and Stokely was employed by Newark. The shop steward is authorized to communicate directly with Superintendent Leon. On December 7, 2021, Custodial Director Thomas sent another email to his supervisory staff, including Supervisor Hinton, detailing the proper chain of command for all communications. Supervisor Hinton forwarded this email to his subordinates, which included Stokely. These two emails from Custodial Director Thomas and Supervisor Hinton are the only emails Stokely received concerning the proper chain of command. The emails were not addressed solely to Stokely but were addressed to the entire department. Custodial Director Thomas sent these emails because several people, not just Stokely, were emailing the superintendent directly, and several custodial employees were not following the chain of command.

On February 2, 2022, Supervisor Hinton issued a verbal warning to Stokely for sending an email on January 25, 2022, to several people who were outside the normal

chain of command. The warning did not indicate if there was any offensive or derogatory language. The January 25, 2022, email was not produced, and Supervisor Hinton did not remember the details of this email. This is the only verbal warning that was ever given to Stokely for email communications outside the proper chain of command.

Serrano is responsible for maintaining accurate licensure information for all custodians who hold boiler licenses. Serrano sends out email reminders sixty days before the licenses expire and requests that all custodians update their licenses within the required timeframe. Serrano's email was sent to Stokely and all the other custodians who had expiring licenses. On June 2, 2022, Stokely responded to her email. He accused her of "cruel intention, dirt, doing evil, lying and wickedness." At the time the email was sent, Stokely was not issued any verbal or written discipline for this email.

On June 2, 2022, Stokely sent an email to Hunter requesting clarification of the deductions on his paycheck. Stokely accused Hunter of being deceitful and made inappropriate religious references. (R-1.) At the time the email was sent, Stokely was not issued any verbal or written discipline for this email.

On December 2, 2022, Stokely sent an email to several members of the custodial staff regarding the deductions from his paycheck and accused the administration of "criminal activity, stealing, embezzling, fraud, and theft by deception." At the time the email was sent, Stokely was not issued any verbal or written discipline for this email. (R-1.)

On September 1, 2023, Stokely sent an email to several Newark employees, including Superintendent Leon, regarding the termination of custodial worker Christine Porter. Porter was also copied on the email. Custodial Director Thomas, Supervisor Hinton, and Executive Director Edmundo iterated that sending an email to other custodians about a sensitive personnel issue was inappropriate. Porter did not object to the comments or file any complaints about the disclosure of the incident to other employees. The email stated that the treatment of Porter was "absurd, criminal and outrageous" and that Newark had no "accountability" or "responsibility." The email accused Newark of using actions that "negatively cause harm, hurt or pain." At the time

that the email was sent, Stokely was the shop steward and would be responsible for communicating the incident to the union and Superintendent Leon. (R-1.) This email resulted in the filing of the charges against Stokely.

Prior Discipline

Stokely was disciplined in 2009 for transmitting inappropriate emails on his work email. (R-12.)

Stokely was issued a memorandum in 2020 for Conduct Unbecoming, but no discipline was imposed for the misconduct. (R-11.)

Stokely was issued a memorandum in 2021 for Conduct Unbecoming/Theft of Time (R-10), and he was reprimanded for this misconduct. (R-16.)

Stokely was issued a letter of verbal warning on February 2, 2022, for sending an email to people outside his chain of command, but no evidence exists of what it referenced or what it said. (R-5.)

Valerie Wilson (BA Wilson) is the business administrator for Newark. She oversees facilities and general management of the executive directors of the various departments. She asked Executive Director Edmundo and Facilities Director Morlino to counsel Stokely on his emails and his general demeanor, but no evidence exists as to whether that ever occurred. No evidence exists that Stokely received sensitivity training or if Stokely ever received any instructions on the proper use of email. In short, no discipline was ever imposed.

Supervisors issue verbal and written warnings to custodians like Stokely. Severe disciplinary action such as suspensions and terminations are referred to Labor Relations and are issued by Labor Director Carbone.

Labor Director Carbone, as the Director of Labor Relations, oversees severe disciplinary actions. Labor Director Carbone reviews the prior history of the employee to

determine the penalty. Stokely's supervisors did speak with Stokely about his emails; however, Labor Director Carbone did not suggest that Stokely receive any sensitivity training or training on the proper use of email. He did not speak with Stokely directly regarding any concerns raised in either the preliminary notice or the final notice.

Custodial Director Thomas, Supervisor Hinton, Executive Director Edmundo, BA Wilson, and Labor Director Carbone found his emails insulting, derogatory, inflammatory, and inappropriate. They did not file any complaints, nor did they receive any complaints against Stokely because of his emails. No one requested any apologies from Stokely. There were no civil cases filed against Stokely.

The Collective Bargaining Agreement states that "all discipline shall be progressive and based on principles of just cause" and that it progresses from verbal warning to written reprimand, to suspension, and finally to discharge. (R-15.) It does state that progressive discipline can be bypassed depending on the egregious nature of the violation, including conduct unbecoming.

CONCLUSIONS OF LAW

The Civil Service Act (the Act) and regulations promulgated under the Act govern the rights and duties of a civil service employee. N.J.S.A. 11A:1-1 to 11A:12-6; N.J.A.C. 4A:2-1.1 to 4A:2-6.2. A civil service employee who commits a wrongful act related to his or her duties or who gives other just cause may be subject to major discipline. N.J.S.A. 11A:2-6; N.J.A.C. 4A:2-2.2.

The issues to be determined at the de novo hearing are whether Stokely is guilty of the charges brought against him and, if so, the appropriate penalty that should be imposed. Henry v. Rahway St. Prison, 81 N.J. 571 (1980); West New York v. Bock, 38 N.J. 500 (1962). Any suspension greater than five working days is considered a major disciplinary action, and the appointing authority bears the burden of proof. N.J.A.C. 4A:2-1.4(a). The burden of proof is by a preponderance of the evidence, Atkinson v. Parsekian, 37 N.J. 143, 149 (1962), and the hearing is de novo, Henry v. Rahway St. Prison, 81 N.J. 571, 579 (1980).

Here, there is no dispute that the tone, language, and inflammatory content contained in the emails sent by Stokey were insulting, inappropriate, unprofessional, and derogatory. There is also no dispute that Stokely was reminded of the proper chain of command and not to email people outside of it. If his emails had been appropriate, emailing outside the chain of command would have been less relevant, but the fact remains that they were inappropriate. The fact that the emails were sent under the guise of official union business does not matter either because they were still offensive, insulting, derogatory, demeaning, and threatening. Therefore, I **CONCLUDE** that Stokely engaged in conduct unbecoming a public employee in violation of N.J.A.C. 4A:2-2.3(a)(6), insubordination in violation of N.J.A.C. 4A:2-2.3(a)(6), and other sufficient cause in violation of N.J.A.C. 4A:2-2.3(a)(12).

The only issue that remains is penalty.

Penalty

The Civil Service Commission may increase or decrease the penalty imposed under N.J.S.A. 11A:2-19, and the concept of progressive discipline guides that determination. In re Carter, 191 N.J. at 483–86. Thus, an employee's prior disciplinary record is inherently relevant to determining an appropriate penalty for a subsequent offense. Ibid. The past record includes a recent history of promotions or commendations as well as any other disciplinary actions or instances of misconduct. West New York v. Bock, 38 N.J. 500, 524 (1962). Consideration should also be given to the timing of the most recently adjudicated disciplinary history. Ibid. A past record, or lack thereof, cannot be used to prove or disprove the present charge. However, it can be used for guidance to determine the appropriate penalty. Ibid. Major discipline may include removal, disciplinary demotion, suspension or a fine of no more than six months. N.J.S.A. 11A:2-6(a); N.J.S.A. 11A:2-20; N.J.A.C. 4A:2-2.2; N.J.A.C. 4A:2-2.4.

A system of progressive discipline has evolved in New Jersey to serve the goals of providing employees with job security and protecting them from arbitrary employment decisions. The concept of progressive discipline is related to an employee's past record. The use of progressive discipline benefits employees and is strongly encouraged. The

core of this concept is the nature, number and proximity of prior disciplinary infractions evaluated by progressively increasing penalties. It underscores the philosophy that an appointing authority has a responsibility to encourage the development of employee potential. Progressive discipline may only be bypassed when the misconduct is severe, when it renders the employee unsuitable for continuation in the position, or when the application of progressive discipline would be contrary to the public interest. In re Herrmann, 192 N.J. 19, 33 (2007).

Stokely argues that as the shop steward, his duties necessarily include sending emails to supervisors and other persons outside of the chain of command. This argument is unpersuasive. Even if Stokely's duty permitted him to send emails outside the chain of command, his duty does not provide cover for the content of these emails.

There is no question that Stokely engaged in conduct unbecoming of a public employee. His emails were written poorly and contained language that was clearly offensive and inappropriate. However, Stokely was never given any guidance or discipline in the past for his earlier inappropriate emails other than a verbal warning. He was not referred to any training on sensitivity or proper use of email. He was not even referred to a fitness for duty examination. In addition, Stokely's emails did not result in any complaints. His emails should not have contained such language, nor should he have sent the emails outside the proper chain of command. Stokely clearly exercised poor judgment and could benefit from training or counseling as to appropriate behavior and use of emails. There was nothing presented to show that Stokely could not be counseled on the proper use of email. His disciplinary record is not spotless, but over the course of his twenty-five-year career, he has only been disciplined four times. Two of those referrals for discipline were not sustained by any actual discipline being imposed. In fact, he has only ever received written warnings. He had never been suspended. The only discipline that Stokely received for his emails was a verbal warning. Notably, Newark is charging Stokely with conduct unbecoming a public employee dating back to 2021, and yet they only issued one verbal warning to Stokely in February 2022. After that warning, Stokely sent at least three other emails that warranted discipline, and none was imposed. No training was ever required. Thus, Newark made no effort to encourage a change in his behavior through progressive discipline. Termination with such a limited disciplinary

record after twenty-five years of service to Newark is disproportionate to the offense. Therefore, I **CONCLUDE** that progressive discipline requires a suspension for six months.

ORDER

Given my findings of fact and conclusions of law, I **ORDER** that Stokely is **SUSPENDED** for six months from September 5, 2023, to March 5, 2024. I further **ORDER** that Stokely be reinstated to his position as custodian effective March 5, 2024, together with all requisite back pay, seniority, and pension benefits.

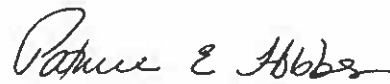
I hereby **FILE** my initial decision with the **CIVIL SERVICE COMMISSION** for consideration.

This recommended decision may be adopted, modified or rejected by the **CIVIL SERVICE COMMISSION**, which by law is authorized to make a final decision in this matter. If the Civil Service Commission does not adopt, modify or reject this decision within forty-five days and unless such time limit is otherwise extended, this recommended decision shall become a final decision in accordance with N.J.S.A. 52:14B-10.

Within thirteen days from the date on which this recommended decision was mailed to the parties, any party may file written exceptions with the **DIRECTOR, DIVISION OF APPEALS AND REGULATORY AFFAIRS, UNIT H, CIVIL SERVICE COMMISSION, 44 South Clinton Avenue, PO Box 312, Trenton, New Jersey 08625-0312**, marked "Attention: Exceptions." A copy of any exceptions must be sent to the judge and to the other parties.

March 27, 2025

DATE



PATRICE E. HOBBS, ALJ

Date Received at Agency:

March 27, 2025

Date Mailed to Parties:

March 27, 2025

APPENDIX

Witnesses

For Appellant:

None

For Respondent:

Wali Thomas
Chawn Hinton
Carlos Edmundo
Valerie Wilson
Scott Carbone

Exhibits

For Appellant:

None

For Respondent:

- R-1 November 22, 2023, Final Notice of Disciplinary Action and Hearing Officer Decision
- R-2 October 20, 2023, Preliminary Notice of Disciplinary Action
- R-3 September 6, 2023, email to appellant from Newark
- R-4 August 31, 2023, letter to appellant from Yolanda Mendez
- R-5 February 2, 2022, memo to appellant from Chawn Hinton
- R-6 December 7, 2021, email to building managers from Wali Thomas
- R-7 December 6, 2021, email from EJ Medina to appellant
- R-8 December 3, 2021, email to appellant from Wali Thomas
- R-9 April 26, 2021, email to Carlos Edmundo from appellant
- R-10 March 22, 2021, letter to appellant from Carlos Edmundo

- R-11 March 18, 2020, memo to appellant from Carlos Edmundo
- R-12 June 17, 2009, memo to appellant from Carlos Edmundo
- R-13 February 3, 2022, letter from Seth Kennedy to Scott Carbone
- R-14 February 9, 2022, letter from Scott Carbone to Seth Kennedy
- R-15 Collective Bargaining Agreement, July 1, 2019 – June 30, 2024
- R-16 August 24, 2021, written reprimand letter from Xiomara Alvarez to Fletcher
Stokely