

Sent: Sunday, May 07, 2023 12:35 PM EDT
To: Gros, Penny <pmgros@fcps.edu>
Subject: FW: I made a report to CPS today
Attachment(s): "Screenshot 2023-05-06 180331.png"

Hi Penny,

Please see below. I would like to get division perspective on

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)

From: [REDACTED]
Sent: Sunday, May 7, 2023 12:04 AM
To: Lehman, Chad R. <CRLehman@fcps.edu>
Subject: I made a report to CPS today

Dear Mr. Lehman,

[REDACTED]
[REDACTED] My recollection from the training is that FCPS requires employees to tell the principal if they make a referral about a student in the school; that is what I am doing here. I just got off the phone with them. My understanding is that I am a mandated reporter, and that if we have any suspicion of abuse or neglect, we should go ahead and call them; they can then make the decision as experts, rather than we teachers making the decision.

The referral number I was given by the hotline that the CPS number sent me to is 2794078. They asked the school name, which I identified as Centrevillw HS.

One of your teachers, Julie Perry, posted this on Twitter earlier today (given the time stamps, I would estimate late morning or early afternoon. My concern was that given the limited number of students that any teacher has, and the even more limited number of students with autism that a gen ed teacher has, that this public post would identify the student as someone who is or may be transgender. I was concerned that it may put a student in danger, or infringe on student and family rights to privacy under FERPA and Regulation 2603.

The Tweet is attached. This is all that I know. I can't find it now, so maybe it has been taken down.

Let me know if there is anyone else whom I am obligated to contact under state law or FCPS regulation

[REDACTED]



Julie Perry @Julie4Senate · 3h

The far-left uses the literal mentality of children with Autism to abuse them in this manner. This is why children with Autism need greater protection.
twitter.com/TRHLOfficial/s...

8:38 AM · 06 May 23 · **39** Views

1 Like



Julie Perry @Julie4Senate · 27m



Replying to [@PrimoLibertas76](#)

I see it in [REDACTED]

[REDACTED] I quietly cried one day during my planning period [REDACTED]



15



From: Gros, Penny on behalf of Gros, Penny <pmgros@fcps.edu>

Sent: Sunday, May 07, 2023 4:33 PM EDT

To: Lehman, Chad R. <CRLehman@fcps.edu>

Subject: Re: I made a report to CPS today

Hi Chad,

Thanks for sending this to me. I will follow up tomorrow after getting some guidance. Thanks for alerting me.

Penny

From: Lehman, Chad R. <CRLehman@fcps.edu>

Sent: Sunday, May 7, 2023 12:36 PM

To: Gros, Penny <pmgros@fcps.edu>

Subject: FW: I made a report to CPS today

Hi Penny,

Please see below. Can we get council on how this might be addressed?

Chad R. Lehman

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[703-802-5403](#)

[@InCLehmansTerms](#)

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[REDACTED]

From: Lehman, Chad R.
Sent: Sunday, May 07, 2023 4:49 PM EDT
To: [REDACTED]
Subject: RE: I made a report to CPS today

[REDACTED]

Thank you for sharing this with me. Did you get any feedback from CPS as to if they were taking the case? As far as I know, your report to CPS and to me should be all you need to do.

I will follow up on this to see what steps I need to take.

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[REDACTED]

From: [REDACTED]
Sent: Sunday, May 07, 2023 4:50 PM EDT
To: Lehman, Chad R. <CRLehman@fcps.edu>
Subject: Re: I made a report to CPS today

Thank you. I don't know if they are taking the case; all they gave me was the referral number.

Get [Outlook for iOS](#)

From: Lehman, Chad R. <CRLehman@fcps.edu>
Sent: Sunday, May 7, 2023 4:49:09 PM
To: [REDACTED]
Subject: RE: I made a report to CPS today

[REDACTED]

Thank you for sharing this with me. Did you get any feedback from CPS as to if they were taking the case? As far as I know, your report to CPS and to me should be all you need to do.

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[Centreville High School](#)
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[REDACTED]

Sent: Monday, May 08, 2023 8:40 AM EDT
Subject: FW: I made a report to CPS today
Attachment(s): "Screenshot 2023-05-06 180331.png"

Penny Gros
Assistant Superintendent | Region 4

From: Lehman, Chad R. <CRLehman@fcps.edu>
Sent: Sunday, May 7, 2023 12:37 PM
To: Gros, Penny <pmgros@fcps.edu>
Subject: FW: I made a report to CPS today

Hi Penny,

Please see below. Can we get council on how this might be addressed?

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Principal
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703-802-5403
[@InCLehmansTerms](#)

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[REDACTED]



Julie Perry @Julie4Senate · 3h

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twitter.com/TRHLOfficial/s...

8:38 AM · 06 May 23 · **39** Views

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Julie Perry @Julie4Senate · 27m



Replying to [@PrimoLibertas76](#)

I see it in one of [REDACTED]

[REDACTED] I quietly cried one day during my planning period [REDACTED]



15



From: CPS Notice <cpsnotice@fcps.edu>
Sent: Monday, May 08, 2023 11:02 AM EDT
To: Lehman, Chad R. <CRLehman@fcps.edu>
Subject: FW: Centreville HS report #1

Good morning Chad,

FYI

Thanks, Bill

William Fulton, Acting Coordinator of Investigations
Office of Equity & Employee Relations
Fairfax County Public Schools
Department of Human Resources
8115 Gatehouse Road, Falls Church, VA 22042
Office: 571-423-3258 Fax: 571-423-5051
Website: <https://www.fcps.edu/equity-and-employee-relations>

This communication and any files transmitted with it are confidential and may contain confidential information. This communication is solely for the use of the person or entity to whom it was addressed. If you are not the intended recipient, any use, distribution, printing or acting in reliance on the contents of this message is strictly prohibited and could be a violation of Federal and State Law. If you have received this message in error, please notify the sender and destroy any and all copies. Thank you.

From: Borja, Lisa <Lisa.Borja@fairfaxcounty.gov>
Sent: Monday, May 8, 2023 10:42 AM
To: CPS Notice <cpsnotice@fcps.edu>
Subject: Centreville HS report #1

Good morning,

Report only names teacher, Julie Perry. We are not assigning this referral. Thanks!

Caller reports Ms. Perry sent a tweet today, 5/6/23, at between 8:30am and 9:00am. In the tweet, Ms. Perry disclosed confidential information saying Unknown [REDACTED]

Lisa Borja, LMSW, MSW
Social Service Specialist III
Child Protective Services-Hotline
Pennino Building- 12011 Government Center Parkway
Fairfax, VA 22035
P: 703-324-7400
F: 703-324-2267
Lisa.Borja@fairfaxcounty.gov

From: Vanessa Hall <vwinterhall@yahoo.com>

Sent: Thursday, May 11, 2023 3:14 PM EDT

To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>; Parker, Mike <GMParker@fcps.edu>; Wenzel, Alexis <aawenzel@fcps.edu>; Lutes, Sarah <stlutes@fcps.edu>

Subject: [External] Violation of Social Media Policies by a Teacher

CAUTION: This email originated from outside of FCPS. Do not click links or open attachments unless you recognize the sender and know the content is safe.

I'm so very sorry to bother you, but I saw a horrific violation of social media policies and student privacy policy by one of your teachers this last weekend when Julie Perry posted a comment about one of her students that shared deeply personal information about the student. See screenshot below.

I need to be clear that I have refrained from contacting you about her numerous social media posts that are homophobic, transphobic, and deeply hurtful to the entire community. She demonizes so many in the community based on their identity whether it be social, racial, gender, political, or religious identity. I find it upsetting, but I believe firmly in free speech no matter how much I may dislike it. However, these tweets below show that she is using students for her political gain. She has crossed a serious ethical line if she is willing to release personal information about her students to the public on social media in direct violation of school policy and parental rights.

I am truly sorry for taking up your time with this, but student privacy and safety should always be the first thought of a teacher before they post. I truly hope that a reminder of her role and responsibilities will prevent this from happening in the future.

Thank you for your time,

Vanessa Hall



Liberty First 1776 🇺🇸

@PrimoLibertas76



Julie you are directly over the target.



Julie Perry @Julie4Senate · 3h

The far-left uses the literal mentality of children with Autism to abuse them in this manner. This is why children with Autism need greater protection.
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Julie Perry @Julie4Senate · 27m



Replying to @PrimoLibertas76

I see it in one of [REDACTED]
[REDACTED] I quietly cried one day during
my planning period [REDACTED]



Subject: Phone Call: Stella (re: Julie Perry)

Start: Thursday, May 11, 2023 4:00 PM EDT

End: Thursday, May 11, 2023 4:30 PM EDT

Show Time As: Busy

Recurrence: None

Meeting Status: Not yet responded

Organizer: Gros, Penny

From: Gros, Penny
Sent: Thursday, May 11, 2023 4:29 PM EDT
To: Lehman, Chad R. <CRLehman@fcps.edu>
Subject: RE: [External] Violation of Social Media Policies by a Teacher

I am available if you are. 571-423-1143
Otherwise we can schedule another time.

Penny Gros
Assistant Superintendent | Region 4

From: Lehman, Chad R. <CRLehman@fcps.edu>
Sent: Thursday, May 11, 2023 4:02 PM
To: Gros, Penny <pmgros@fcps.edu>
Subject: FW: [External] Violation of Social Media Policies by a Teacher

Hi Penny,

I got another one on this....I have not met with her yet.

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)

From: Vanessa Hall <vwinterhall@yahoo.com>
Sent: Thursday, May 11, 2023 3:15 PM
To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>; Parker, Mike <GMParker@fcps.edu>; Wenzel, Alexis <aawenzel@fcps.edu>; Lutes, Sarah <stlutes@fcps.edu>
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Thank you for your time,
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Liberty First 1776 🇺🇸

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Julie Perry @Julie4Senate · 3h

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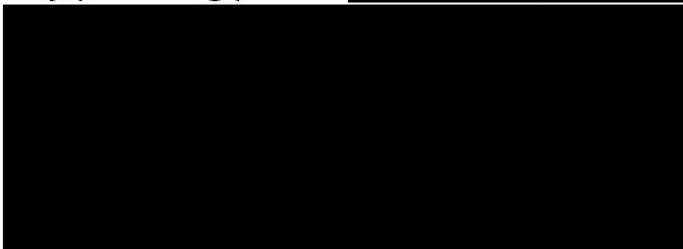


Julie Perry @Julie4Senate · 27m



Replying to @PrimoLibertas76

I see it in one of [REDACTED]
[REDACTED] I quietly cried one day during
my planning period [REDACTED]



From: Lehman, Chad R.
Sent: Thursday, May 11, 2023 9:33 PM EDT
To: Vanessa Hall <vwinterhall@yahoo.com>; Florio, Angela R. <ARFlorio@fcps.edu>; Parker, Mike <GMParker@fcps.edu>; Wenzel, Alexis <aawenzel@fcps.edu>; Lutes, Sarah <stlutes@fcps.edu>
Subject: RE: [External] Violation of Social Media Policies by a Teacher

Ms. Hall,

Thank you for sharing your concerns. Her posts are certainly not representative of CVHS, nor do they in any way speak for me or our administrative team. While I am not able to share any details, please know that I am addressing this issue and taking the actions that I am able to take.

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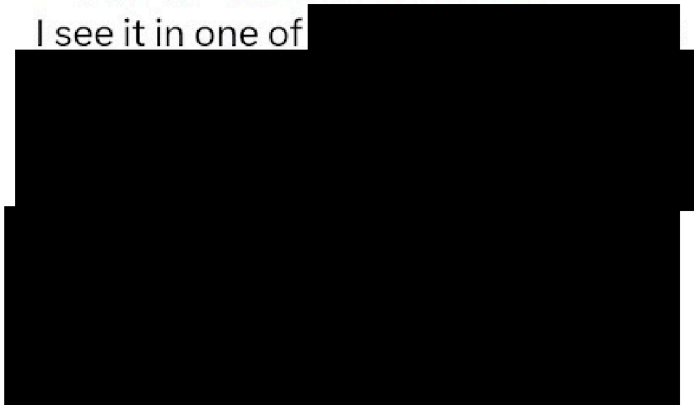


Julie Perry @Julie4Senate · 27m



Replying to @PrimoLibertas76

I see it in one of



From: Vanessa Hall <vwinterhall@yahoo.com>
Sent: Friday, May 12, 2023 11:01 AM EDT
To: Lehman, Chad R. <CRLehman@fcps.edu>
Subject: Re: [External] Violation of Social Media Policies by a Teacher

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I'm so sorry for having to bring this to your attention, and I fully understand that this is private/school business from this point forward.

Thank you for your time. I truly appreciate the hard job of principals and teachers!

-Vanessa

On Thursday, May 11, 2023 at 09:33:50 PM EDT, Lehman, Chad R. <crlehman@fcps.edu> wrote:

Ms. Hall,

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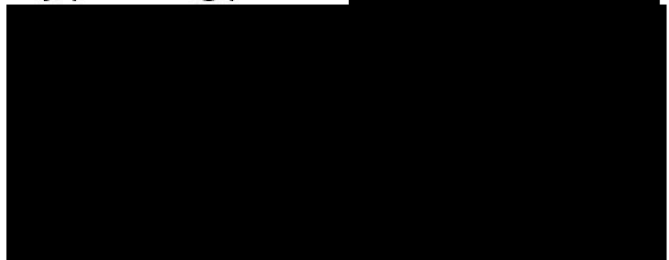


Julie Perry @Julie4Senate · 27m



Replying to @PrimoLibertas76

I see it in one of [REDACTED]
[REDACTED] I quietly cried one day during my planning period [REDACTED]



Sent: Monday, May 15, 2023 10:11 AM EDT

To: Perry, Julie A <japerry@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>

Subject: RE: Meeting Tomorrow

Hi Julie,

Since you are proctoring tomorrow morning, I will find another time.

Chad R. Lehman

Principal

[Centreville High School](#)

703-802-5403

@InCLehmansTerms



From: Perry, Julie A <japerry@fcps.edu>

Sent: Monday, May 15, 2023 9:40 AM

To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>

Subject: Meeting Tomorrow

Good Morning,

Are we supposed to meet tomorrow?

Thanks,

Julie Perry

Sent: Monday, May 15, 2023 11:46 AM EDT
To: Perry, Julie A <japerry@fcps.edu>
CC: Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Meeting Tomorrow
Attachment(s): "Screenshot 2023-05-06 180331.png"

Julie,

Are you available to meet after school today at 3:10? The meeting is in reference to the Tweet below.

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



From: Perry, Julie A <japerry@fcps.edu>
Sent: Monday, May 15, 2023 10:19 AM
To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Meeting Tomorrow

Good Morning,

I am sorry to bug you again. I was wondering what the meeting is about so I prepare myself.

Thanks,

Julie Perry

From: Perry, Julie A
Sent: Monday, May 15, 2023 9:40 AM
To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
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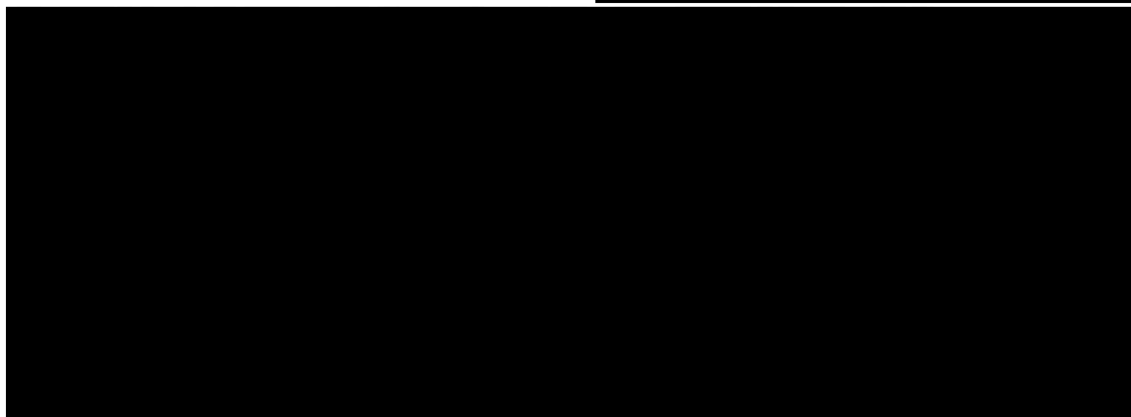


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Replying to [@PrimoLibertas76](#)

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[REDACTED] I quietly cried one day during
my planning period w [REDACTED]



Sent: Monday, May 15, 2023 3:43 PM EDT
To: Perry, Julie A <japerry@fcps.edu>
CC: Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Meeting Tomorrow

Hi Julie,

I know that meeting today was short notice. How about

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



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[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



From: Perry, Julie A <japerry@fcps.edu>
Sent: Monday, May 15, 2023 10:19 AM
To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Meeting Tomorrow

Good Morning,

I am sorry to bug you again. I was wondering what the meeting is about so I prepare myself.

Thanks,

Julie Perry

From: Perry, Julie A
Sent: Monday, May 15, 2023 9:40 AM
To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Subject: Meeting Tomorrow

Good Morning,

Are we supposed to meet tomorrow?

Thanks,

Julie Perry

From: Perry, Julie A <japerry@fcps.edu>
Sent: Tuesday, May 16, 2023 7:00 AM EDT
To: Lehman, Chad R. <CRLehman@fcps.edu>
CC: Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Meeting Tomorrow

Hey Chad,

That I did delete the response tweet. That is no longer on my Twitter. Also, I am not feeling well today. Is there anyway that we can meet 4th period tomorrow, after school, or Thursday. I am going to put in for a sub. I greatly apologize.

From: Lehman, Chad R. <CRLehman@fcps.edu>
Sent: Monday, May 15, 2023 11:50 AM
To: Perry, Julie A <japerry@fcps.edu>
Cc: Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Meeting Tomorrow

Julie,

Are you available to meet after school today at 3:10? The meeting is in reference to the attached Tweet.

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



From: Perry, Julie A <japerry@fcps.edu>
Sent: Monday, May 15, 2023 10:19 AM
To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Meeting Tomorrow

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Thanks,

Julie Perry

From: Perry, Julie A
Sent: Monday, May 15, 2023 9:40 AM
To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Subject: Meeting Tomorrow

Good Morning,

Are we supposed to meet tomorrow?

Thanks,

Julie Perry

From: Perry, Julie A <japerry@fcps.edu>
Sent: Tuesday, May 16, 2023 7:00 AM EDT
To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Meeting Tomorrow

Friday at 10:00 is perfect

From: Lehman, Chad R. <CRLehman@fcps.edu>
Sent: Monday, May 15, 2023 4:02 PM
To: Perry, Julie A <japerry@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Meeting Tomorrow

Hi Julie,

Since you are proctoring tomorrow morning, I will find another time. How about Friday at 10:00?

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



From: Perry, Julie A <japerry@fcps.edu>
Sent: Monday, May 15, 2023 9:40 AM
To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Subject: Meeting Tomorrow

Good Morning,

Are we supposed to meet tomorrow?

Thanks,

Julie Perry

From: Perry, Julie A <japerry@fcps.edu>
Sent: Tuesday, May 16, 2023 7:01 AM EDT
To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Meeting Tomorrow

Sounds good!

From: Lehman, Chad R. <CRLehman@fcps.edu>
Sent: Monday, May 15, 2023 4:03 PM
To: Perry, Julie A <japerry@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Meeting Tomorrow

Make that Friday at 10:30.

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



From: Lehman, Chad R.
Sent: Monday, May 15, 2023 4:02 PM
To: Perry, Julie A <japerry@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Meeting Tomorrow

Hi Julie,

Since you are proctoring tomorrow morning, I will find another time. How about Friday at 10:00?

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



From: Perry, Julie A <japerry@fcps.edu>
Sent: Monday, May 15, 2023 9:40 AM
To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Subject: Meeting Tomorrow

Good Morning,

Are we supposed to meet tomorrow?

Thanks,

Julie Perry

From: Charles, Doris <dmcharles@fcps.edu>
Sent: Wednesday, May 24, 2023 10:21 AM EDT
To: Gros, Penny <pmgros@fcps.edu>; Lehman, Chad R. <CRLehman@fcps.edu>
Subject: RE: memo
Attachment(s): "Perry, Julie_Summary Memo 5-24-23.doc"

Good morning,

Here's the summary memo with my edits and recommendations. Please email me the final copy and let me know if you have any questions.

Thank you,

Doris Charles, EER Specialist
Fairfax County Public Schools – Office of Equity & Employee Relations
571-423-3266

This communication and any files transmitted with it are confidential and may contain confidential information. This communication is solely for the use of the person or entity to whom it was addressed. If you are not the intended recipient, any use, distribution, printing, or acting in reliance on the contents of this message is strictly prohibited and could be a violation of Federal and State Law. If you have received this message in error, please notify the sender and destroy any and all copies. Thank you.

From: Gros, Penny <pmgros@fcps.edu>
Sent: Tuesday, May 23, 2023 9:10 AM
To: Lehman, Chad R. <CRLehman@fcps.edu>
Cc: Charles, Doris <dmcharles@fcps.edu>
Subject: RE: memo

Chad,
Well done from my perspective. I've copied Doris on it to ensure we have the needed HR language. Please add her as an editor.

Doris,
Please connect with Chad about whether we may need to move to the next phase of discipline for this teacher. Since this meeting and summary memo he is working to issue, she has tweeted something else which crosses the professional line.

Penny Gros
Assistant Superintendent | Region 4

From: Lehman, Chad R. <CRLehman@fcps.edu>
Sent: Sunday, May 21, 2023 4:52 PM
To: Gros, Penny <pmgros@fcps.edu>
Subject: memo

Hi Penny,

Memo for your review - https://docs.google.com/document/d/1L98iyhcn0DhuiFWyMrEC5v7IbRXoDPpkjh_e5CMG408/edit?usp=sharing

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)

MEMORANDUM

Date: May 21, 2023
TO: Julie Perry (ID# 227294)
FROM: Chad Lehman, Principal
SUBJECT: Summary Memo

On May 19, 2023, we met along with Dr. Florio, Assistant Principal your supervisor to discuss the Twitter post you made on your @Julie4Senate account. The post stated the following:

"The far-left uses the literal mentality of children with autism to abuse them in this manner. This is why children with autism need great protection." "I see it in one of [REDACTED]"

During the meeting, I shared that this post was sent to me separately by a [REDACTED] [REDACTED] I also told you that a CPS report was made about the Tweet because someone was concerned that the student could be identified and therefore may be in danger.

When asked about the Tweet, you said-acknowledged that you did post it, but it has been taken down. You said-stated that you "did not break any policy" and that you are "allowed to address issues of public policy" because you are a candidate for office. I reiterated that you are certainly able to provide your thoughts about public policy; however, you are not to use your students, or your position as a teacher at Centerville High School, to make your political points. In this case, you shared identifying factors and personal information about one of your students' medical diagnosis-diagnoses and gender identity. When asked if you thought if-other students in your classes, or anyone else, might be able to identify this student, you said you didn't think so. When asked why you decided to remove the Tweet, you said, "I took it down to err on the side of caution. I didn't think I did anything wrong-butwrong but wanted to be careful."

In the Tweet, you said that you cried about this student. I asked if you shared your concern with anyone else. You said that you talked with our special education department chair. You said you were concerned because "students with autism have a higher incidence of gender dysmorphia, and these students need a lot of love." I asked if you referred the student to their counselor or administrator, and you said no. I stated that in the future you must share your concerns with a counselor who is in the best position to support the student with the appropriate steps, and you agreed that you would.

Commented [Angela Florio1]: You also mentioned the reg about building out a supportive team for students who are struggling with their gender identity. Do you want to mention that here or reference Reg 2603?

I said that I was surprised when I received notice of this Tweet because we met in March following another post that you made. At that time, I shared with you a copy of the FCPS social media guidelines including, “For better or worse, what you say or show on social media becomes part of your digital footprint. While your posts may intend no harm, the wrong post can put you in the center of controversy. As an FCPS employee, your posts—whether personal or professional—reflect not only upon you, but also upon the school division. The content of your posts should not impair your capacity to maintain the respect of students and parents, nor impair your ability to effectively perform your job.” At that time, you indicated that you understand that you must keep separate your role as a teacher at CVHS and your political aspirations.

FCPS Social Media Guidance for Staff also states that teachers “should never share information about students online that would not be appropriate to share in the classroom, or school/community setting.” In this case, the information you shared in the Tweet would not be appropriate to share in class. Additionally, Regulation 7004.2 states that one may not post “any information that jeopardizes the privacy, safety, or wellbeing of students and staff.”

Your behavior negatively impacts the goals of this department and others. Previously, we met and discussed similar concerns. Despite ~~d~~ because we have had these multiple conversations, ~~and~~ a pattern of behavior has been established where you make posts that directly connect your role as a teacher at Centreville High School with your political platform. Parents and students have expressed concerns that your posts are hurtful to some members of the community and that you are using students for your political gain.

As an FCPS employee, your posts—whether personal or professional—reflect not only upon you but also upon the school division. The content of your posts should not impair your capacity to maintain the respect of students and parents, nor impair your ability to effectively perform your job. Any action that brings the school system into disrepute may be just cause for dismissal. (See Regulation 4293.6 Dismissal—Definition of Just Cause.)

At Centreville High School we are inclusive of all students, and we have high expectations for our faculty and staff. Moving forward, you must avoid social media posts that draw a connection to your students and/or your role as a teacher at Centreville High School. I shared that I would let you know if we need to take any further action or address this concern any further.

We understand that this event can be stressful. If at any time you need assistance, Employee Assistance Program (EAP) services are free and can be accessed 24 hours a day, seven days a week, 365 days a year. Enrollment is automatic and no paperwork needs to be filled out. A full list of EAP resources for current staff members can be found on the FCPS Employee Hub. FCPS Employees can direct questions to EAPQuestions@fcps.edu, or by calling 1-855-355-9097.

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In the future, you are expected to comply with FCPS and ~~(insert department/school)~~Centreville HS policies, regulations, and guidelines. If you have any questions, please do not hesitate to contact me.

cc: Local file

From: Lehman, Chad R.
Sent: Thursday, May 25, 2023 6:37 PM EDT
To: Charles, Doris <dmcharles@fcps.edu>
Subject: RE: memo
Attachment(s): "Perry Julie_Summary Memo 5-24-23.pdf"

Doris,

Attached is the final memo. Thank you!

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLEhmansTerms](#)



From: Charles, Doris <dmcharles@fcps.edu>
Sent: Wednesday, May 24, 2023 10:22 AM
To: Gros, Penny <pmgros@fcps.edu>; Lehman, Chad R. <CRLehman@fcps.edu>
Subject: RE: memo

Good morning,

Here's the summary memo with my edits and recommendations. Please email me the final copy and let me know if you have any questions.

Thank you,

Doris Charles, EER Specialist
Fairfax County Public Schools – Office of Equity & Employee Relations
571-423-3266

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From: Gros, Penny <pmgros@fcps.edu>
Sent: Tuesday, May 23, 2023 9:10 AM
To: Lehman, Chad R. <CRLehman@fcps.edu>
Cc: Charles, Doris <dmcharles@fcps.edu>
Subject: RE: memo

Chad,
Well done from my perspective. I've copied Doris on it to ensure we have the needed HR language. Please add her as an editor.

Doris,
Please connect with Chad about whether we may need to move to the next phase of discipline for this teacher. Since this meeting and summary memo he is working to issue, she has tweeted something else which crosses the professional line.

Penny Gros
Assistant Superintendent | Region 4

From: Lehman, Chad R. <CRLehman@fcps.edu>
Sent: Sunday, May 21, 2023 4:52 PM
To: Gros, Penny <pmgros@fcps.edu>
Subject: memo

Hi Penny,

Memo for your review - https://docs.google.com/document/d/1L98iyhcn0DhuiFWyMrEC5v7IbRXoDPpkjh_e5CMG408/edit?usp=sharing

Chad R. Lehman
Principal
[Centreville High School](#)

703-802-5403
@InCLehmansTerms

MEMORANDUM

Date: May 25, 2023
TO: Julie Perry (ID# 227294)
FROM: Chad Lehman, Principal
SUBJECT: Summary Memo

On May 19, 2023, we met along with Dr. Florio, Assistant Principal, your supervisor to discuss the Twitter post you made on your @Julie4Senate account. The post stated the following:

“The far-left uses the literal mentality of children with autism to abuse them in this manner. This is why children with autism need great protection.” “I see it in one of [REDACTED]

[REDACTED]

During the meeting, I shared that this post was sent to me separately by a [REDACTED] [REDACTED] I also told you that a CPS report was made about the Tweet because someone was concerned that the student could be identified and therefore may be in danger.

When asked about the Tweet, you acknowledged that you did post it, but it has been taken down. You stated that you “did not break any policy” and that you are “allowed to address issues of public policy” because you are a candidate for office. I reiterated that you are certainly able to provide your thoughts about public policy; however, you are not to use your students, or your position as a teacher at Centerville High School, to make your political points. In this case, you shared identifying factors and personal information about one of your students' medical diagnoses and gender identity. When asked if you thought other students in your classes, or anyone else, might be able to identify this student, you said you didn't think so. When asked why you decided to remove the Tweet, you said, “I took it down to err on the side of caution. I didn't think I did anything wrong but wanted to be careful.”

In the Tweet, you said that you cried about this student. I asked if you shared your concern with anyone else. You said that you talked with our special education department chair. You said you were concerned because “students with autism have a higher incidence of gender dysmorphia, and these students need a lot of love.” I asked if you referred the student to their counselor or administrator, and you said no. I stated that in the future you must share your concerns with a counselor who is in the best position to support the student with the appropriate steps, and you agreed that you would.

I said that I was surprised when I received notice of this Tweet because we met in March following another post that you made. At that time, I shared with you a copy of the FCPS social media guidelines including, “For better or worse, what you say or show on social media becomes part of your digital footprint. While your posts may intend no harm, the wrong post can put you in the center of controversy. As an FCPS employee, your posts—whether personal or professional—reflect not only upon you but also upon the school division. The content of your posts should not impair your capacity to maintain the respect of students and parents, nor impair your ability to effectively perform your job.” At that time, you indicated that you understand that you must keep separate your role as a teacher at CVHS and your political aspirations.

FCPS Social Media Guidance for Staff also states that teachers “should never share information about students online that would not be appropriate to share in the classroom, or school/community setting.” In this case, the information you shared in the Tweet would not be appropriate to share in class. Additionally, Regulation 7004.2 states that one may not post “any information that jeopardizes the privacy, safety, or wellbeing of students and staff.”

Your behavior negatively impacts the students and school. Previously, we met and discussed similar concerns. Despite these multiple conversations, a pattern of behavior has been established where you make posts that directly connect your role as a teacher at Centreville High School with your political platform. Parents and students have expressed concerns that your posts are hurtful to some members of the community and that you are using students for your political gain.

Again, as an FCPS employee, your posts—whether personal or professional—reflect not only upon you but also upon the school division. The content of your posts should not impair your capacity to maintain the respect of students and parents, nor impair your ability to effectively perform your job. Any action that brings the school system into disrepute may be just cause for dismissal. (See [Regulation 4293.6 Dismissal—Definition of Just Cause.](#))

At Centreville High School we are inclusive of all students, and we have high expectations for our faculty and staff. Moving forward, you must avoid social media posts that draw a connection to your students and/or your role as a teacher at Centreville High School. I shared that I would let you know if we need to take any further action or address this concern any further.

We understand that this event can be stressful. If at any time you need assistance, Employee Assistance Program (EAP) services are free and can be accessed 24 hours a day, seven days a week, 365 days a year. Enrollment is automatic and no paperwork needs to be filled out. A full list of EAP resources for current staff members can be found on the [FCPS Employee Hub](#). FCPS Employees can direct questions to EAPQuestions@fcps.edu, or by calling 1-855-355-9097.

In the future, you are expected to comply with FCPS and Centreville High School policies, regulations, and guidelines. If you have any questions, please do not hesitate to contact me.

cc: Local file

From: Lehman, Chad R.
Sent: Thursday, May 25, 2023 6:38 PM EDT
To: Perry, Julie A <japerry@fcps.edu>
CC: Florio, Angela R. <ARFlorio@fcps.edu>
Subject: Memo
Attachment(s): "Perry Julie_Summary Memo 5-24-23.pdf"

Julie,

Attached is the summary memo from our last meeting. Thank you.

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



MEMORANDUM

Date: May 25, 2023
TO: Julie Perry (ID# 227294)
FROM: Chad Lehman, Principal
SUBJECT: Summary Memo

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[REDACTED]

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In the future, you are expected to comply with FCPS and Centreville High School policies, regulations, and guidelines. If you have any questions, please do not hesitate to contact me.

cc: Local file

From: Perry, Julie A <japerry@fcps.edu>
Sent: Saturday, June 03, 2023 6:35 PM EDT
To: Lehman, Chad R. <CRLehman@fcps.edu>
CC: Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Memo
Attachment(s): "Schoology Post From Westfield Teacher.jpeg"

Dear Mr. Lehman,

Thank you for your memo. I just wanted to take some time to respond to, and on a few important points, correct this summary memo. I would appreciate if you would include this letter in my employee file as supplementary to your summary memo.

I was disappointed to see that your summary memo of our meeting on May 19, 2023, included several significant items that were never brought up in the meeting. Among the items included in your memo but not discussed in our meeting are the following:

- Regulation 4293.6. related to Employee Dismissal – Definition of Just Cause or about EAP. (Also note. if you are discussing my potential dismissal/termination, this is no longer a “summary memo”. but rather a punitive memo. Not only did you not mention this in our meeting, but this kind of language is not appropriate for a “summary memo”

Additionally, several important items discussed in our May 19 meeting were unfortunately left out of your summary memo. Among the noteworthy items discussed but were omitted from your memo include the following:

- I read to you a clearly left-leaning teacher’s post in Schoology to all her students. I had mentioned to you that if I had posted something like this about Governor Northam’s mask mandates, I would be in all kinds of trouble, yet nothing happened to her. (I have attached the Schoology post to this email for your reference.)
- During the meeting, I discussed the Community School Coordinator at Mt. Vernon Woods Elementary School is running for Fairfax School Board as a Democrat-endorsed candidate. A friend of mine was volunteering there one day and saw her passing out her campaign literature during school hours after Dr. Reid sent out an email to all FCPS employees discussing Policy 1800 <http://go.boarddocs.com/vsba/fairfax/Board.nsf/goto?open&id=867SAM2A6A9E>.

Also, my good friend Debra Tisler told me that Dawn Schaefer, who is the director for the Office of Special Education Procedural Support, breached her son’s privacy by revealing her son’s name, school, exceptionality, and class schedule, and yet she was not only not disciplined, but she received a promotion. (Here are many other examples of FCPS employees breaching students’ privacy <https://specialeducationaction.com/?s=Privacy+breach>) However, I have done nothing comparable to this, and yet I get my job threatened.

For these reasons and others, it is hard to escape the impression that there is witch hunt against me because some people don’t like my political beliefs. I felt it was important for me to clear things up because I know that I am a good teacher, and I would never place any child in harm’s way. Everyone who knows me should know by now that I love and care about ALL my students regardless of gender, race, ethnicity, religion, disability, political affiliation, or any other characteristic.

Thank you,

Julie Perry

From: Lehman, Chad R. <CRLehman@fcps.edu>
Sent: Thursday, May 25, 2023 6:39 PM
To: Perry, Julie A <japerry@fcps.edu>
Cc: Florio, Angela R. <ARFlorio@fcps.edu>
Subject: Memo

Julie,

Attached is the summary memo from our last meeting. Thank you.

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



Schoology <no-reply@schoology>
to me ▾

Ms. Borghard posted a course update to All Students: West Potomac High School:

On behalf of a coalition of students:

The new draft Virginia school 2022 model policy, written by the Virginia Board of Education, discriminates against the LGBTQIA+ community. The new policy made changes concerning transgender people, the use of pronouns, including deadnaming students. In the draft, it states the staff should use the name that appears in the official record and use the pronouns that are appropriate to the sex that appears in the official record. The policy as written may cause students to be outed given the parameters. The draft has a 30 day comment period, so it hasn't yet been approved. BUT take action:

There will be a school walkout, organized by the Pride Liberation Project (PLP) September 27th, 10am at the stadium. Media will be present as well as government representatives. Please come show your support!

Articles:

[Department of education new transgender-](#)

From: Lehman, Chad R. <CRLehman@fcps.edu>
Sent: Monday, June 05, 2023 8:25 AM EDT
To: Gros, Penny <pmgros@fcps.edu>
Subject: FW: Memo

FYI below.....

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



From: Lehman, Chad R.
Sent: Monday, June 5, 2023 8:24 AM
To: Perry, Julie A <japerry@fcps.edu>
Cc: Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Memo

Julie,

As I shared with you in our meeting, I am not in a position to address other posts made by employees who are not in my purview. We met to discuss posts made by you that I must address because you continue to make posts that draw a connection between your students, your position at CVHS, and your political aspirations. If you would stop making these concerning posts, we would not have to meet about it. While you may believe that you would not place a student in harms way, others do not feel that way when you make public posts that are hurtful to some members of the community and share sensitive information about students. Because you continue to make questionable posts, and we have discussed this several times, the memo includes stronger language. It is important you are clear about FCPS expectations and recognize that further disciplinary action could result.

I will be sure to attach your response below.

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



From: Perry, Julie A <japerry@fcps.edu>
Sent: Saturday, June 3, 2023 6:36 PM
To: Lehman, Chad R. <CRLehman@fcps.edu>
Cc: Florio, Angela R. <ARFlorio@fcps.edu>
Subject: RE: Memo

Dear Mr. Lehman,

Thank you for your memo. I just wanted to take some time to respond to, and on a few important points, correct this summary memo. I would appreciate if you would include this letter in my employee file as supplementary to your summary memo.

I was disappointed to see that your summary memo of our meeting on May 19, 2023, included several significant items that were never brought up in the meeting. Among the items included in your memo but not discussed in our meeting are the following:

- Regulation 4293.6, related to Employee Dismissal – Definition of Just Cause or about EAP. (Also note, if you are discussing my potential dismissal/termination, this is no longer a “summary memo”, but rather a punitive memo. Not only did you not mention this in our meeting, but this kind of language is not appropriate for a “summary memo”

Additionally, several important items discussed in our May 19 meeting were unfortunately left out of your summary memo. Among the noteworthy items discussed but were omitted from your memo include the following:

- I read to you a clearly left-leaning teacher's post in Schoology to all her students. I had mentioned to you that if I had posted something like this about Governor Northam's mask mandates, I would be in all kinds of trouble, yet nothing happened to her. (I have attached the Schoology post to this email for your reference.)

- During the meeting, I discussed the Community School Coordinator at Mt. Vernon Woods Elementary School is running for Fairfax School Board as a Democrat-endorsed candidate. A friend of mine was volunteering there one day and saw her passing out her campaign literature during school hours after Dr. Reid sent out an email to all FCPS employees discussing Policy 1800 <http://go.boarddocs.com/vsba/fairfax/Board.nsf/goto?open&id=867SAM2A6A9E>.

Also, my good friend Debra Tisler told me that Dawn Schaefer, who is the director for the Office of Special Education Procedural Support, breached her son's privacy by revealing her son's name, school, exceptionality, and class schedule, and yet she was not only not disciplined, but she received a promotion. (Here are many other examples of FCPS employees breaching students' privacy <https://specialeducationaction.com/?s=Privacy+breach>) However, I have done nothing comparable to this, and yet I get my job threatened.

For these reasons and others, it is hard to escape the impression that there is witch hunt against me because some people don't like my political beliefs. I felt it was important for me to clear things up because I know that I am a good teacher, and I would never place any child in harm's way. Everyone who knows me should know by now that I love and care about ALL my students regardless of gender, race, ethnicity, religion, disability, political affiliation, or any other characteristic.

Thank you,

Julie Perry

From: Lehman, Chad R. <CRLehman@fcps.edu>
Sent: Thursday, May 25, 2023 6:39 PM
To: Perry, Julie A <japerry@fcps.edu>
Cc: Florio, Angela R. <ARFlorio@fcps.edu>
Subject: Memo

Julie,

Attached is the summary memo from our last meeting. Thank you.

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



From: Gros, Penny
Sent: Wednesday, June 07, 2023 4:57 PM EDT
To: Jagels, David E. <DEJagels@fcps.edu>; Reddel, Lisa <lmreddel@fcps.edu>
Subject: FW: It's Julie Perry; Students Being Called Down to the Office

Penny Gros
Assistant Superintendent | Region 4

From: Lehman, Chad R. <CRLehman@fcps.edu>
Sent: Wednesday, June 7, 2023 4:44 PM
To: Gros, Penny <pmgros@fcps.edu>
Subject: FW: It's Julie Perry; Students Being Called Down to the Office

FYI....

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



From: Lehman, Chad R.
Sent: Wednesday, June 7, 2023 4:41 PM
To: Perry, Julie A <japerry@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Cc: Charles, Doris <dmcharles@fcps.edu>
Subject: RE: It's Julie Perry; Students Being Called Down to the Office

Julie,

Dr. Florio recently talked with [REDACTED] but it was not about you being Republican. It was reported that [REDACTED] indicated that you consistently try to get this [REDACTED] the Young Republican Club meetings despite [REDACTED]. After Dr. Florio talked with [REDACTED] she did not feel it was necessary to meet with you because [REDACTED] did not want to take it any further. No [REDACTED] are being "called down."

As I have told you previously, we respond to concerns that are brought to us, or you make public. We are not looking to find these issues or engage in a "witch hunt." On the contrary, in my meetings with you, I am working to make very clear what you need to avoid that is causing you these problems.

The Tweets that you sent to me, which were made by a teacher colleague, are celebratory and are not political in nature that I can tell. They also don't discuss sensitive student information such as medical diagnosis or gender identity. Often what we discuss with you are questionable posts that you make, which either draw a connection between your students, the school, and your political aspirations, or they are hurtful to some members of the community.

Below, I have included the email notice I received about the CPS report. As I told you when we met, the case was not taken by CPS, but it was reported.

I also believe it is important to clear these things up. I am not causing these problems for you. I am having to respond to your actions and decisions, which are impacting the school and/or students, and I too hope that I stops.

Below is what was sent to me by Bill Fulton.

FYI

Thanks, Bill

William Fulton, Acting Coordinator of Investigations
Office of Equity & Employee Relations
Fairfax County Public Schools
Department of Human Resources
8115 Gatehouse Road, Falls Church, VA 22042
Office: 571-423-3258 Fax: 571-423-5051
Website: <https://www.fcps.edu/equity-and-employee-relations>

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From: Borja, Lisa <Lisa.Borja@fairfaxcounty.gov>
Sent: Monday, May 8, 2023 10:42 AM
To: CPS Notice <cpsnotice@fcps.edu>
Subject: Centreville HS report #1

Good morning,

Report only names teacher, Julie Perry. We are not assigning this referral. Thanks!

Caller reports Ms. Perry sent a tweet today, 5/6/23, at between 8:30am and 9:00am. In the tweet, Ms. Perry disclosed confidential information saying Unknown [REDACTED]

Lisa Borja, LMSW, MSW
Social Service Specialist III
Child Protective Services-Hotline
Pennino Building- 12011 Government Center Parkway
Fairfax, VA 22035
P: 703-324-7400
F: 703-324-2267
Lisa.Borja@fairfaxcounty.gov

Chad R. Lehman
Principal
[Centreville High School](#)
703-802-5403
[@InCLehmansTerms](#)



From: Perry, Julie A <japerry@fcps.edu>
Sent: Wednesday, June 7, 2023 8:42 AM
To: Lehman, Chad R. <CRLehman@fcps.edu>; Florio, Angela R. <ARFlorio@fcps.edu>
Cc: Charles, Doris <dmcharles@fcps.edu>
Subject: It's Julie Perry; Students Being Called Down to the Office

Dear Mr. Lehman & Dr. Florio,

I am emailing because I am concerned that students are being called down to the office and asked if I discussed being a Republican with them. I do not discuss that with my students. My students know my beliefs because of NBC4 and the Washington Post. As a matter of fact, do you remember this? https://www.nbcwashington.com/news/politics/first-read-dmv/backlash-over-virginia-teachers-anti-transgender-remarks/2805914/?fbclid=IwAR2Q17y98Pd7zNY5frnn8wFLooe5pU2dedh_8JhHIACR6Y58DacgQJ7ngWk

My students saw this and it is what revealed that I was a Republican. Again, this goes back to me feeling like their witch hunt against me. As a matter of fact, I tell my students to do their own research and form their own opinions. That is what I should be doing as an educator. Also, I contacted the state and Fairfax CPS. They told me that nobody contacted CPS on me.

Also, I need to discuss [REDACTED] I love her and she is very precious to me. However, she can make posts like what is attached and not get in trouble. What would happen to me if I made these posts?

I thought that it was important to clear these things up because I take my honor, dignity, and character very seriously. I am a good person and teacher. I would really appreciate the harassment and witch hunt against me ends.

Thanks,

Julie Perry

From: [REDACTED]
Sent: Wednesday, June 14, 2023 1:20 PM EDT
To: Gros, Penny <pmgros@fcps.edu>
CC: [REDACTED]
Subject: [External] Kings Glen Elementary concerns

CAUTION: This email originated from outside of FCPS. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Ms. Gros,

I want to apologize ahead of time for this long letter. I feel it's necessary to convey to you the challenging positions staff from Kings Glen have put us in this year. I am reaching out today at the encouragement of the [REDACTED]

[REDACTED] retired from the US Army 5 years ago and chose to stay here in Fairfax County for the schools. My exceptional experience with their entire administration, special education, and general education staff. In 2022, [REDACTED]

Beginning in January of 2023, Kings Glen proposed a [REDACTED]



I worry about the students being mistreated without adult intervention at Kings Glen.

I am not sure what could or should happen from here, but I did not feel it was something I would keep to myself.

Thank you for your time,

