

Ambereen Latif

Interview Questions

10/31/2023

Latif's investigation Questions

6/7/23

On the Groupme Regina shared that they were going to sell Cross Country merchandise. Another parent Kristin Coreil suggested we use a local company instead of a mail order company in order to support our community.

Merritts written response - Zayna replied to this stating she agreed with Ms. Coreil and that she had read that BSN had exceeding amounts of lead in their products that had resulted in the death of many pets that were exposed through BSN pet supplies. Frank responded rudely that you can buy from whoever you want and deleted Zayna's comment.

Frank Merritt written response 10/25/2023 - Did you delete her comment and remove her from the GroupMe? Were you offended by her statement about lead in the products?

Merritts' written response - First of all, her comment did not offend us, but it did offend others and we called and talked to Ambereen about this before we did anything. Ambereen said her daughter "used poor judgement" in posting this and she would talk to her and Ambereen asked us to delete the comment. Personally, we were not offended by it, but we had others that were offended by it. Frank never made a comment to Zayna. You can research this, it's still on our app. You can pull it up and see the truth. And, no, she was not removed from the app. You can also see this as well.

Merritt's Interview 10/30/2023

- 1) Can you provide screenshots of this comment still on the app?
- 2) You stated she was NOT removed from the app But she was removed from the app?

Regina: She did delete it at Ambereen's request. Did not remove Zayna from GroupMe, but she had accidentally removed herself and they had to troubleshoot how to get her added back in.

Ambereen Interview -

The Merritts state the above and you said "she used poor judgment" in posting and that you would talk to her and asked the Merritts to delete this comment. Can you tell me about this?

Did you request Regina to remove the comment?

Did you request Regina to remove the comment?

I never said Zayna used poor judgement in posting her comment or that I would talk to her. I never asked Regina to remove the comment. There was nothing rude or offensive in the comment Zayna made. She simply agreed that a local company should be used and gave her reasoning about how she had read that BNS products were harmful to pets. Zayna had shown me her message and told me her concerns about that company when she posted it. If I had thought it to be "poor judgement" I would have asked Zayna to remove her own comment. I would not have waited for Regina to call me so I could ask her to remove it. Instead both Frank and Regina called me together and told me that without knowing Zayna had added to the negativity against them(the Merritts) from other families and they had removed the comment because of that. I was shocked by this and even more surprised when he named the Keprans as one of the families. At this time I could not fathom why anyone would be against them.

6/9/23 23 minute call 10:46am

Both Regina and Frank called me on speaker phone together telling me they had deleted Zayna's Tshirt company message because she unknowingly was adding to the negativity against them. He went on about four families against him. He told me how he made Eddie Kepran a star and took him to the high level runner he was. He said he helped Eddie's family and they were ungrateful. He also stated how his wife had fed their family and now they were targeting the Merritts along with three other families. I was so shocked by this and told him I couldn't believe anybody being against him and couldn't understand why anyone would target them.

6/24/23 16 minute call 12:46pm

Both Regina and Frank called together on speaker phone to check on how my son was, which I was grateful for. But then Frank went on to tell me how he had stepped up and taken the Cross country job and no one was appreciating him. **He said the four families were out to get him and now Stacey Schubert, a Bay District employee was also saying bad things about them.** He went on to tell me how she had accused Regina of not being as organized as Tom Dever. He said he wouldn't tolerate anyone standing against his wife. He rambled on about the inadequacies of Stacey Schubert and then ended the call.

*Merritt's Interview 10/25/2023 - At this time, did you already feel like the four families were against you? If so, why? What happened up to this point that made you feel that way? **No, not at all.***

6/29/23 9 minute call 6:17pm

I called Regina requesting Zayna to be put back on Groupme because she was having issues and thought she had been deleted. Regina said she would check and we talked for a few minutes about how quickly summer was going by.

Merritt Interview written response 10/25/2023 - Did you add her back to GroupMe?

I never took her off, she removed herself so I put her back on.

Ambereen Interview

1) Did Regina or Zayna remove her from the app? Zayna noticed she was off the

groupme app but wasn't sure whether it was a glitch, or she did it herself by accident or if she had been removed. But I called Regina and she added Zayna back on.

7/31/23

First season practice as well as parent meeting. This was Zayna's first practice. I said Hi to Frank and noticed he was slightly abrupt but I figured he just had the parent meeting on his mind. Regina was standing further away so I just waived. At the meeting he told everyone he wanted to be called Coach Doc Merritt and that both his wife and he had stepped up when no one wanted the job. **He spoke derogatorily about other Arnold coaches having affairs in classrooms which I felt was not necessary information. He also asked all the kids to recruit their friends to Cross Country.**

*Merritt written response 10/25/2023 - What was the discussion about affairs with AHS coaches? How many runners does a team need? Were you short runners so you needed the runners to recruit? **Both of these are complete fabrications. Nothing was brought up about affairs or any aspect of social lives of other coaches.***

8/4/23

The practice was held early in the morning at Gayles Trails at Frank Brown Park. When I dropped Zayna a circle had already formed with the runners and the Merritts and I saw her standing a few feet to the side of it as I was driving away. When the practice was over Zayna was to walk straight over to the Frank Brown Aquatic Center where she worked all summer as a lifeguard. She had an all day shift that day until closing in the evening.

8/4/23 13 minute call 5:52pm

Late afternoon I received a call from Frank. He said he called to let me know that during the prayer circle he had asked Zayna if she would like to read Islamic scripture. I thought that was a little strange. He went on to say he wanted to include everyone and that is why he asked her. I said that she probably wouldn't but maybe she would like to post in the Groupme since his son was always posting biblical messages. Frank said he didn't think that would be a good idea since the kids are all christian and he wouldn't want her to be singled out. I found that contradictory especially since he just said he wanted her to speak it in person during the prayer circle while standing among these same kids. But I told him that was fine and I appreciate him calling me.

Later that evening when Zayna came home I told her that Frank had called and told me he had asked her to read Islamic scripture. Zayna was taken back by this and said no first he put his hand on her shoulder and moved her into the circle then while holding his phone towards her in his other hand asked her to read scripture as if offering her his phone since obviously she being Muslim would not know any biblical scripture. She said she felt pressured and very uncomfortable and quietly declined and said it was ok but no thank you.

I feel that he must have realized she would come home and tell me this so he thought he would call me to manipulate the situation and say he asked her to read Islamic scripture instead. I should have addressed it with him but I let it go. As I mentioned before I considered the Merritts to be friends and never suspected an ulterior motive and therefore allowed him grace in this situation.

My daughter Zayna felt bullied and pressured when she was physically forced into a prayer circle by Frank and was asked to read scripture during an official school practice. The reason we chose Arnold was because this is a public school and it should have no affiliation with any religion. It is against State policy for a school official including coaches to pressure a student into a religious activity. **She has been discriminated against by the Merritts even on the Groupme App. Samuel their son has been putting up biblical verses nonstop besides other parents and students commenting.** Zayna has put two messages on there, one regarding the t-shirt company and another stating that she will not be able to come to a practice

regarding the t-shirt company and another stating that she will not be able to come to a practice due to work. Both her messages were immediately deleted by admin of the group leaving a note on there saying Zayna's message was deleted by admin as if she had written something bad. The Groupme is there for informational purposes and for athletes to communicate with their team members as well as the coaches. Between my three kids we have been on many Groupme threads and have never seen admin delete messages.

Merritt Interview 10/25/2023 - The allegations state that you put your hand on her shoulder, held up your phone and asked her to read the Islamic scripture?

Fabrication. Frank doesn't even have an Islamic scripture app on his phone. Never touched her either. Frank has never touched Zayna. Also, this has now been changed to Islamic scripture...it was first relayed to us that Zayna was made to read from 3rd Corinthians from a physical Bible that he handed to Zayna (which there is not a 3rd Corinthians in the Bible); so the lie continues to evolve as Ambereen probably figured out there was no such 3rd Corinthians in the Christian Bible.

Ambereen Interview

- 2) Reply to the statement above First of all we have known the Merritts for many years. We initially met them at youth soccer at Frank Brown Park when all our kids were little. It is a complete lie when they say Frank has never touched Zayna. In all these years my girls have hugged him(usually a side hug) many times. He has put his arm around them when seeing them or speaking to them. So him putting his hand on her shoulder in another circumstance would not have been an issue. But here he put his hand on Zayna's shoulder to guide her to join a circle and read scripture. According to Zayna, she did not focus on the text on the phone screen when he offered it to her to read scripture but in the context of that moment the other kids were praying and speaking about their christian faith so she assumed it was biblical scripture he wanted her to read. Frank called me later that day to tell me that he wanted to be inclusive so he had asked Zayna to read Islamic scripture which I thought to be odd. When Zayna returned from work that evening and I told her about Frank's call she said no she believed he wanted her to read biblical scripture and at no time had he mentioned Islamic scripture to her. Either way whether his intention was to have her read biblical or Islamic scripture, it is wrong to facilitate any religious activity at a public school event. Also I have never made any comment about Corinthians or a physical Bible being handed to Zayna. I have

attended Catholic schools all my life and did my undergraduate degree at a Baptist University. I have always revered Christianity and in no way would I ever make lies up about God or His word. I believe Frank's call to me that day was to cover up his offering her Biblical scripture by telling me it was Islamic scripture thinking that make the situation less discerning. In our meeting on 8/25 with Mr. Smith and Coach Green and the Merritts, I mentioned how Frank wanted Zayna to read Biblical scripture and he immediately corrected and reminded me that it was not Biblical but Islamic scripture so that she would feel welcomed and also admitted how he had called me that day to even tell me. I am appalled at his total denial of this incident.

Merritt Interview 10/16/2023 - Why would you allow biblical scripture but not scripture from Zayna on the chat?

Merritts written response 10/25/2023 - We allow all students to put positive comments whether religious or non-religious on the app. They can put a poem as long as it is positive. Frank puts down positive quotes from other coaches, etc. The first comment that was deleted is addressed above in another question. The second message that was deleted was because we asked if you cannot attend practices to send this in a direct message to the coach only, not to the whole group. We adopted this guideline as Coach Green directed us to limit personal information on the group app of our athletes for their safety. We would hate for someone to say "I'm running on a trail by myself this afternoon" and someone find out about this and something happen to this person. It is about protecting young runners.

Merritts Interview 10/30/2023

- 1) Can you provide screenshots of the positive comments? I have 35 pages of screenshots and do not see one "positive" comment, only bible scripture from your son?

Frank: Asked to lead this team. But no onboarding, training, policies, etc. Not "leading" these conversations. Not correct to say they're the leader of this conversation. Frank was told by AD Green, Britt Smith, Josh Laatch, etc... that they can lead prayers. Wolf leads prayers and does one-on-one religious something w/students. But to be safe, they have never personally done that. They're proud of their son's relationship w/his faith. It's his own at this point and his expression to his teammates is his own.

Regina: just sent Holly three screenshots.

Amberen's response 10/31/2023 Zayna is my third child at AHS. All my children have

ranged from being part of 4-6 Varsity teams throughout their time at Arnold. Thats a lot of coaches between the three. Besides this they have been in a lot of clubs and extracurricular activities as well. All of these sports and activities have communicated through groupme or similar message platforms. The whole point of these groups is for communication. Communication between players and players as well as players and coaches. In every groupme the schedules and practice info comes first and foremost and it is a place for players to communicate if the are not going to be able to make it. Uniforms, pictures, fundraisers or any other info relating to the sport and the athletes is also shared by the coaches, parent and players. The groupme for Cross Country instead was filled with biblical scripture more than anything and very little about training etc. It was hard to find the practice info. On August 5 a change of practice time from 6:30am to 6:20am was put in on groupme for a Bidawee beach practice. I went up and down the groupme app and could not find the original one that said 6:30. If they had not put the change of time in we would not have known and Zayna would have missed that practice. When I arrived to drop Zayna at Bidawee on the morning of the 6th Regina was standing by the Bidawee beach gate so I rolled my window down and told Regina that somehow the original post wasn't showing up on my phone and luckily I saw the change of time. She said she didn't think she had posted the original one since she just told them at the previous practice when Zayna was not present since she was at work. I asked Regina if she could please put the schedule in because otherwise we may miss a practice if we dont know about it. Also groupme is a closed text thread only for members of the team to see so if someone puts on there that they

are not able to come to practice that really is not a safety issue and is common practice on all other groupme threads. Regina never told Zayna or me that she was not supposed to put messages on the groupme but send them as private messages to Regina.

The Merritts have not answered the above question asking why Biblical scripture was allowed and not scripture from Zayna. They have said that they allowed positive comments and poems if they were positive so are they implying that Zayna's scripture would not have been positive? Frank verbally told me that he didnt think Zayna should post her scripture on groupme since they were all christians.

Also they keep mentioning that they were not given any sort of onboarding. That is not true. In order to become a coach they have to take training. Coach Green told me that both of them had been through this training that is about 20 hours long. Also in the past Regina has been a sub or a para so she should have knowledge of district policies as well.

8/7/23

They met at Bidawee for a beach run.

8/8/23

Practice at Arnold track before Fish Camp. The practice itself went well and after the practice **Frank told kids to keep recruiting new runners.** When Zayna returned home she told me that Frank had called Naomi out during the team meeting and said that slow people that were out of shape would not make the team and directly called Naomi by name and told the rest of the kids to look at Naomi because she was one of them that is slow and out of shape. Zayna said she

was standing next to Naomi and felt very bad noticing how uncomfortable it made Naomi with everyone's eyes on her judging her.

8/10/23 3:32pm

Zayna texted Regina that she had recruited Cricket and he would be coming to practice in the morning. Zayna had a missed call from Regina and called her back but Regina did not answer. Zayna's text to Regina is attached.

8/11/23

Zayna went to practice a few minutes late as she started doing after the Gayles Trails practice so that she would not be forced to stand in the circle. She walked in as soon as they began the warm up and joined the warm up. I stayed in the parking lot and spoke to another parent for a few minutes before heading back home. Zayna called me while I was driving and passing the Hombre. **She was crying and said that they had sent Cricket home and that Regina had spoken to her rudely.** She said she was walking on the track towards the Gavlak sign. We were on speaker phone. I told her to turn around and go back to Regina and tell her that I was coming back and that her knee was bothering her so I was going to pick her up. As she was walking back to Regina we continued talking and when she got to Regina she told her that she was sorry for tearing up and that her knee was bothering her so she was being picked up by her mother and going home. To this I clearly heard Regina say "That's ok sweet girl, go rest your knee and I'll see you next week". Zayna said thank you and walked to the gate where I picked her up. Zayna told me when she got in the car that she was starting the warm up when Cricket was leaving, **he told her that they were rude to him and told him to leave because he didn't get prior permission from Frank.** So after finishing her second lap Zayna saw Regina was on her own so she went up to Regina and asked her why they had sent Cricket away. Regina snapped at her in a loud voice that he didn't have permission because he did not speak to them prior to coming. So Zayna said "I texted you why didn't you just reply me" Regina got louder and said that she had left Zayna a voicemail. Zayna now tearing up because she is not used to being yelled at or spoken to in a loud rude tone told Regina that she doesn't have voicemail set up so Regina should have texted her but Regina just got louder and said it didn't matter so Zayna in order to gain her composure walked away and immediately called me. There

was no commotion that took place as Frank stated besides Regina raising her voice. He was not even in the vicinity when this interaction took place. I was there on the speaker phone and would have heard or detected any commotion or ill words when Zayna returned to Regina moments later. Regina clearly said "see you next week" and so did Zayna as she thanked her and said good bye. After I picked Zayna up I took her home to shower and get ready for school. Again I gave the Merritts the benefit of the doubt and knowing that Zayna did not have voicemail set up I told Zayna maybe Regina dialed the wrong number and left someone else a message. I also told Zayna that maybe Regina was stressed out about her first school practice and didn't mean to raise her voice.

After Zayna was ready we returned to school and as we were driving in I saw Frank and his two sons standing by the Gavlak sign getting ready to get in his truck. I honked several times to get his attention and waved at him. If any commotion or quitting had taken place I would not have been waving and smiling but would have gotten out of the car and spoken to him. He barely acknowledged me when I waved and stormed towards the gym leaving his sons to get in the car. I parked the car, spoke to Zayna for a few minutes going over everything she had to do for the day and then she went into the gym and I drove off. Once again before I even reached home she called me all upset that Frank had cornered her in the gym hall. Regina too was with him but he did all the talking. **He accused her of running around with Tom Dever and that she was one of the four problematic kids on the team trying to break the team up that he would not tolerate. He said she caused a commotion on the track and he wouldn't tolerate it. She told me she said to him "What do you mean I haven't seen Dever since the track banquet". Then when he finished Zayna said she would see them next week so she could walk away. He didn't say anything but Regina again said "I will see you next week" and Zayna holding back tears walked away. As she continued walking down the hall**

Coach Green passed her and snapped at her saying "Fix your attitude". So my conclusion is that Frank must have gone into the gym with a plan and spoke to Green already for him to have said this to my daughter. Later I will detail the conversation that Coach Green had on the phone with me on 8/21 where he admitted that Frank had already told Coach Green that Zayna had quit when actually that never happened and that was the reason Coach Green said this to her.

Regina Merritt 10/2/2023- Why did you say ""That's ok sweet girl, go rest your knee and I'll see you next week". Zayna said thank you and walked to the gate where I picked her up." If she had told you that she quit the team. Why didn't you have a conversation with her mom right then when she was picked up?

I don't use the term "sweet girl", so this is fabricated. I am in the middle of a practice with over 20 runners that Zayna has already disrupted and I am also in charge of opening Building 2 and the locker-rooms for student-athletes to get to class in a timely manner. I never saw Ambereen and Ambereen never approached us to have a conversation at this time.

Merritt Interview 10/30/2023

1) Did you not say to her "go rest your knee and we will see you next week?"

Regina: No. Regina didn't say that and never saw Ambereen that day.

She was again harassed and bullied by Frank Merritt in the gym after I brought her back to school on the morning of 8/11/23. Frank had clearly seen me as he and his boys were by the Gavlak sign getting into his truck when I honked at him. I wish I hadn't honked because I feel that he would not have seen Zayna return and would have gone home for the day. But upon seeing us, he instead of getting in his car with his sons turned and went quickly to the gym in order to wait for Zayna. I feel this was premeditated. Since the incident with the Head Coach had already taken place on the track and Zayna had left with Regina's parting words of "See you next week" if there was still anything else that needed to be discussed the parent should have been contacted. There was no business of a volunteer coach or even a coach at that time to approach a student since the coach had already spoken to the student on the track. If a coach still has a problem then the next step is a meeting with the parent. Frank clearly saw me, and could have come to me or called me but he chose to go inside and wait for Zayna to harass

her. This is clearly bullying behavior. She felt intimidated by him and scared of both Frank and Regina during this encounter. Furthermore when Frank called me to tell me Zayna had quit he made no mention of speaking to her in the gym. And again during our meeting with Coach Green and Mr. Smith, Frank again made no mention of it until I asked him about it. First he said he didn't speak to her in the gym, then when pressed he said he didn't recall if they spoke to her and then he again changed his story and tried to turn it around that Zayna had approached them crying. I cannot believe an adult would play these mind games with a minor in order to intimidate and bully her. For the Head Coach to stand by and allow this as well as being part of this is very disillusioning. Since Regina was the only one part of the conversation with Zayna on the track she obviously told Frank about it and they together must have come up with the plan of accusing Zayna of quitting. In the meeting Regina admitted to saying "see you next week" but Frank corrected her by saying "no you didn't" and she then changed her story and said she didn't recall. At this time I realized both of the Merritts were not going to speak truthfully and were unfit to coach athletes with young minds. Nevertheless Regina has taken the Head Coach job and should be standing up for the kids instead of being an accomplice in the bullying and harassment towards these athletes. This is probably why a husband and wife duo should not be

Head Coach and Volunteer Coach especially when they have no affiliation with a school academically, there is too much of a conflict of interest when it comes to the children involved.

Merritt written response 10/25/2023- Where and when specifically did Zayna allegedly tell you that she quit?

Merritts written response - Not allegedly, but witnessed by Coach Stacy and my husband at the track when she got mad when Cricket was not allowed to practice. Remember, this is when we were upholding BDS policy as instructed by Coach Green, to not allow students to practice if they weren't athletically cleared. My husband called Coach Green in real time to gain this instruction. Zayna did not like these rules and acted with very inappropriate behavior. Zayna aggressively shrugged Coach Stacy's hand from her shoulder and cocked back her right arm, preparing to hit Coach Stacy. We were concerned as we were told previously that Zayna had been in a fight with another girl during the previous school year. Zayna twice commented, "I am not running Cross Country".

Merritt Interview 10/30/2023

- 1) If you were upholding BDS policy, why didn't you text her back when she sent you a text asking if it was okay for Cricket to come to practice?**

Regina: called instead of texting back. Wanted to discuss w/her rather than leaving it to text conversation. Said during the VM that Cricket hadn't been cleared and can't come to practice per BDS policy.

Frank: have had other kids show up to run w/out prior clearance. Followed the same protocol in those instances.

- 2) If Zayna acted inappropriately, aggressively shrugging Coach Flores' hand and cocked back right arm preparing to hit Flores, what steps did you take immediately with Administration or AD?**

Frank: couldn't do anything at that moment. Trying to get a practice started w/20 kids. And she stormed off before anything could be said or done.

Coach Flores

- 1) Do you remember Zayna about hitting you by drawing her right arm back and cocking it?**

Amberen's Response 10/31/2023 - anything you would like to add about the above statements.

This is the first time I have heard that Zayna showed aggressive behavior and tried to hit Stacy. Why was I not informed immediately? A student preparing to hit a coach is a serious offence. Why was I not called on the phone immediately if this happened? Why did Coach Green not file a report or at least call me? Why did Frank not stop me or come to me when I honked and waved at him when dropping Zayna back to school. The Merritts have my number and have called me all summer. You already have the dates for those calls and I can provide you the official call log if you like. Why did Frank spend 39 minutes on a phone call with me that morning

telling me how he was sorry to see Zayna leave but he had to honor her decision of quitting. He told me how polite she was. He never told me about this alleged incident. But instead he went on to tell me about Remi, Maddie, another out of shape kid(Naomi), Coach Campbell and other coaches but not once did he bring up Stacy or that Zayna had tried to hit someone. This was Friday 8/11 and Donovan and I had a meeting with Mr. Smith on the following Tuesday 8/15. Why was Mr. Smith not made aware that Zayna had attempted to hit someone? Frank has continuously in his responses to the four complaints said he would either call Mr. Smith or Mr. Green immediately for guidance on everything since they did not give him any onboarding. So why did Mr. Smith not write Zayna up? On 8/22 when I spoke to Coach Green, instead of him telling me how proud he was of all Zayna and my other kids accomplishments why didn't he tell me that Zayna had tried to hit Stacy? On that phone call when I asked Coach Green why he told Zayna to fix her attitude he said Frank had told him she had a bad attitude, why did he not say because she had attempted to hit a coach? And finally on 8/25 during our meeting with the Merritts, Coach Green and Mr. Smith why did Frank or Regina not tell me that Zayna had tried to hit Stacy. Instead they said she caused a commotion and told Regina that she quit twice which I know to be a lie because I was on speaker phone with her during that time. Stacy was their witness in that meeting and she falsely accused Zayna of shrugging Stacy's hand off her shoulder but not once did any of them say that Zayna cocked her hand back, made a fist and attempted to hit Stacy. This new accusation is completely false. On top of this Frank has the audacity to say that they were concerned because someone told them Zayna had been in a fight with another girl the previous year. Who told them this? Again why was I never informed about something like this? Why is there not a report on this? Why is there not a referral on her record for any of this? Again these are very strong allegations and there should be reports and referrals. Why wasn't the SRO not informed? The answer to this is because these are clear and complete lies to slander and defame my daughter's reputation. If this child had any type of aggressive behavior she would not have been chosen to represent Arnold at Junior Leadership Bay especially while this investigation was ongoing.

Also Regina did not leave Zayna a voicemail. Zayna did not have voicemail set up at that time. Regina had always texted her previously so there was no reason for her not to reply her text. Also like I have stated before Zayna has been on a lot of sports teams and completely understands how athletic clearance works. There was nothing for her to get angry about when Regina told her about Cricket's clearance not being completed. Regina's rude tone and the lie about leaving a voicemail made Zayna upset and that is why she called me. Regina did not see me because I was not there physically but was on the speaker phone when she told Zayna that she would see her next week.

Merritt written response 10/25/2023 - Why did you send Cricket home? Zayna called the day before to notify you Cricket was coming? How did you leave Zayna a message if she does not have voicemail?

We allowed Cricket to stay and watch as per Coach Green's instruction. He decided to leave with Zayna. I called her cell and her voicemail picked up and I left a message on that voicemail. She did have voicemail at that time. Zayna texted the night before and asked to bring Cricket, we called Coach Green, he said we had to abide by BDS policy

(as mentioned above) and we did just that. My husband even invited Cricket to return to practice as he got athletically cleared.

Zayna did not leave with Cricket. He was already gone when Zayna asked Regina why he

was sent away.

8/11/23 39 minute call 8:48am

Frank and Regina called me to tell me that Zayna had quit the team. They started the conversation stating that Coach Green had told them that coaching this team would affect his friendship with me and that he hoped it would not be affected. He brought this comment up referring to Coach Green several times throughout the phone call which I saw as silly and irrelevant. **Frank then continued on to say Zayna had had a melt down on the track because her friend decided to leave and told Regina she quit twice.** I was so surprised I kept asking when this had happened because I knew from being on **speaker phone and listening in to Regina's and Zayna's conversation** he was depicting a very different scenario. I asked specifically if this took place in the gym hall and he said no it happened on the track earlier. I was already aware of his accusations to Zayna in the gym so I kept asking for him to tell me what happened because as far as I know Zayna would never quit. She has never quit anything in the past and that is just not something she would do. But he kept insisting she quit. As I kept questioning it his story kept changing. He first began with how **she is a great kid and so sweet and told Regina that she quit twice then he changed it to her having a meltdown and causing a commotion and quit by telling Regina twice she quit.** But each story he gave he insisted happened on the track at the same time as I had been on speaker phone which he was not aware of. At one point I said "so you kicked her off the team" and he told me to never say that again because all he was doing was honoring her decision. I told him I will discuss this with her when she comes home. **I also asked that if she would like to return to the team could she and he said no. He said Coach Green had also said she would not be allowed to return to the team. He was very careful with his wording and kept saying it was not his decision but Zayna's and he was going to honor her request and hold her to her decision.** I finally laughed and said that if I ever ran for office I would hire him as my spokesperson since he was so good at being evasive and careful with his words as if he was recording the call. I told him if she had not quit then I would request to have her reinstated but he kept insisting that was not going to happen. **Then he went on to tell me about his four families against him again.** This time I asked more questions. He told me he had spoken to Coach Green and they were planning on releasing **Remi to run for Mosley or Bay.** I was so shocked by this and asked why on earth would he want to go there. Frank said that Remi didn't need to be on his team and that Samuel would be the top runner for Arnold. **He said Remi along with his family was trying to break up his team and he didn't need that. He said Coach Green had OK'd it. I kept asking about the other four families and he told me Maddie Nichols was another one that was part of the negativity trying to break up his team and targeting his family. He said she was going to be injured the whole season because she doesn't like to run hills and only runs flats thus being injured so they don't need her on the team. He told me another child was out of shape and fat and due to injury would also be removed.** I was trying to wrap my brain around what was happening to Zayna and Remi that I forgot to ask the names of the other two children. I never realized that Zayna was part of Frank's list of four families. Regina hardly said a word during this call. Frank was angry with the four families and went on to tell me that Britt Smith had offered him \$50000 and begged him to be the coach which I know was not true but later I was told that his company was in negotiations with the district so maybe this is what he was referring to. He said that he had only stepped up because no one wanted this job but could walk out anytime if he wanted to and the team would get stuck with the fat man with the whistle. I don't know which coach he was referring to. He was worked up on the call especially about Remi and Maddie and how the team would have a better environment without them, And he felt that Zayna needed to learn consequences for her actions from a parenting aspect. This offended me because I feel as a coach he has no right to parent the athletes, that is the parent's job. He went on to tell me that when Cricket spoke to him he told Frank that he was a soccer player and he wanted to be on Cross Country to be conditioned for his soccer season. This made Frank angry because

according to him he wasn't there to do other coaches' jobs. He only wants people that are dedicated to Cross Country, not kids that are coming to use him. He gave me the example of how the football coach had tried to use him and he would not tolerate being used by these coaches. I told him that ever since my kids have been at Arnold all the athletes from other sports were welcome to join both Cross Country and Track to stay in shape for their sport. Both my other kids that have graduated from Arnold were on these teams so that they could stay conditioned and I saw no issue with it. He disagreed with me. I even told him that some of our top runners that have gone on to run for collegiate teams initially only joined Cross Country and Track for conditioning but then fell in love with the sport. He did not like this and went on to tell me he would not be taken advantage of. This was a very long and draining call. I realized that this conversation was going nowhere so I told him I would go to admin to have Zayna reinstated if that's what she wants.

Merritt written response 10/25/2023 - *Tell me about the conversation with Zayna's mom above from your perspective.*

We've known the family a long time, we called to discuss the matter and at the end of the discussion, Ambereen shared that Zayna's class load is heavy, along with her playing another sport and maybe it was best she didn't have the extra stress of cross country. She also mentioned struggling with a chronic knee injury and with all these things considered, it was best for her not to run XC. We ended the phone call with Ambereen asking if we were coaching track and she was excited about track season in the spring. Ambereen even said, "We are all friends".

Ambereen

- 1) At this time, were you still satisfied with the Merritts? Until the morning of 8/11 I was absolutely satisfied with them. I had chosen to overlook the scripture incident because I thought it was an isolated incident and that sometimes people make mistakes and should be given the benefit of the doubt. But after Zayna called me from the gym hallway to tell me she had been cornered by Frank and harassed I was confused and starting to get doubts and by the end of the 39 minute call I was not satisfied and told him that after I speak to Zayna and if she did not quit I would speak to Admin to have her reinstated since Frank said Coach Green also would not allow her back.
- 2) Did you make the statement "we are all friends" I did not make this statement at this time.
- 3) The Merritts make it sound like you were on the same page about her not continuing on the XC team, tell me more. We were never on the same page about her not returning to the team. I did tell him I would speak to Zayna first to make sure she wanted to run and if she did I would speak to Admin. I did not talk about her heavy course load because it isn't heavy, its about the same as every year and she always manages to play 5 or 6 Varsity sports as well as keep her grades up so that didn't even cross my mind. Also she has Athletic Clearance and was checked by a doctor and has no chronic issues. I am the one who told her to just say her knee hurt so she could politely leave practice that morning after Regina was being rude to her for no reason. I never brought up track season or that I was excited that they were going to be the coaches. On this call Frank accused other coaches of using him, he talked badly about the other runners, he omitted telling me about his incident of harassing Zayna in the gym hall. I was drained after this call and was not on the same page.

8/12/23

Zayna had been invited by the Nichols to a Lake house for the weekend. I did not know them so I only gave her permission to go for the afternoon on Saturday. When I arrived to drop Zayna off I went inside to meet Maddie's parents. That was the first time I had met them. Zayna has been friends with Maddie since Track season. I stayed about an hour and while talking I told them about how Zayna had been kicked off the team and also about my conversation with Frank about Remi, Maddie and another out of shape kid. It all sounded so absurd. I left and Zayna stayed there several hours before I returned to pick her up. Naomi was also there but I did not know her even though she was another member of the track team and friends with Zayna through that.

8/14/23 11:38am

I contacted Principal Britt Smith to ask for a meeting. He graciously said he could meet with both Donovan and I on 8/15/23

8/14/23 evening

I received a call from Irina Frakes. She said she had gotten my number from the Nichols. I had never met Irina and did not know who she was until that day. She called to tell me that her daughter had been forced to quit the Cross Country team because she was out of shape and could have been injured. She had found out that Zayna had been removed from the team as well. This is when I realized that Naomi was the third child and part of the "four families" list that Frank was always talking about. It was later that evening when it started sinking in that we were the fourth family. I am still in disbelief of this and really can't understand why this is happening. On that call Irina tearfully told me about their family history and why Cross Country is so important to Naomi. She told me the Merritts were fully aware of Naomi's father's death and the importance of the team. She told me that they, especially Regina, had manipulated the conversation and pressured Naomi to quit the team. This upset me especially after I found out about Naomi's father and the mental state Naomi was in due to this. I could not imagine how any one could do this to a child in this situation.

8/14/23 Late evening

The Nichols called me and told me that they had received a call from the Merritts and because I had told them on Saturday when I met them they were somewhat prepared and were able to keep Maddie on the team. At this time none of us were really aware of what was unfolding.

8/15/23 12:30pm

Donovan and I both met with Britt Smith. I told him about what happened to **Zayna and how she had not quit and asked Mr. Smith to have her reinstated.** I told him about my conversations with Frank regarding the four families and also said it just didn't make any sense to me. I told him about my conversation on 8/11/23 in detail, bringing up everything he had said about Remi, Maddie, the out of shape kid (that now we knew to be Naomi) as well as how Frank had been begged to take this job by Mr. Smith. Mr. Smith explained to me that Frank was the Volunteer Coach and Regina was the Head Coach. I told Mr. Smith about our conversations over the summer regarding the four families as well as the religious incident that took place at Gayles Trails and how Frank put his hands on Zayna and then called me changing the story saying he had asked her to read Islamic scripture. I also told Mr. Smith how upset I was about Frank's accusation of her running around with Tom Dever, a 60ish year old man implying something improper was going on. I was very upset about this because I know Coach Dever to be a dedicated good coach and man and for Frank to imply something like this about my 16 year old daughter is unacceptable. **At the end of the meeting I explained to Mr. Smith that since we had a previous good relationship with the Merritts we just wanted Zayna reinstated on the team and were willing to give him the benefit of the doubt.** I even said in the meeting that hearing myself tell him about Frank's conversations of the four families as well

as him talking about removing the other three children from the team sounded absolutely absurd to me. This was before anything had happened to Remi or Maddie as far as I knew. Mr. Smith

ended the conversation by saying I had given him a lot of information and he would do some digging and see what he could do. I left the meeting confident that Zayna would be reinstated by the end of the week.

8/15/23

I received a missed call and voicemail from Regina Merritt stating she had received disturbing news about me and for me to call her back. I did not call her back.

Regina Merritt 10/25/2023 - What was the content of the message?

I had called to let her know about the GroupMe policy that they would be removed and we didn't want it to hurt their feelings. She never called me back which was disturbing because she had said we would stay friends. Friends call friends back.

Merritt's

- 1) Do you remember stating you had "disturbing news?"
- 2) So did you remove her that day from Groupme?

Regina: Called to let her know before removing them from GroupMe as a courtesy. She was disturbed because she had called and texted Ambereen and hadn't heard anything back from her. That was uncharacteristic for them and their prior friendship.

Ambereen response 10/31/2023

Regina left me a voicemail on 8/14 at 11:50am to tell me that based on school board policy she was going to remove Zayna and me from the Groupme. She did not ask me to call her back. I am attaching the VM transcript but I am happy to come and play it for you as well if needed.

Then on 8/15 at 8:46am Regina left me a voicemail asking me to call her back regarding disturbing news she had received. A few minutes later the same exact voicemail was left on Irina's phone by her. Until then I had always replied when asked but I did not return this call. This was not a call because she was disturbed that our friendship was in jeopardy or that she was worried about me. This call was made in a direct attempt to speak to me about the Merritts conversation with Jordan Nichols at practice earlier that morning. Jordan told the Merritts that he had spoken to me and Irina about them. I believe that was the disturbing news Regina was referring to on the voicemail. I am attaching this VM transcript as well. Again I am able to play it for you if needed.

8/22/23 1:46pm

Coach Green called me as I was driving home after dropping my son and daughter off for college at Vanderbilt in Nashville. **He told me he heard I wanted a meeting to which I replied no actually I just want Zayna to be reinstated. He replied that the Merritts wanted a meeting. He said that we could meet on Friday morning. I brought up his comment to Zayna about fixing her attitude and that's when he told me Frank had already told him**

that Zayna had quit with a bad attitude and that is why he had said that. Then I briefly told him about the incident that took place on the track and Frank's call to me. Coach Green then said he thought Frank and I were friends which I thought was an out of place comment. I told him we were and something like this shouldn't affect our friendship, its just cross country. I did bring up how Frank, only being a volunteer coach, seemed to be in charge instead of Regina the actual Head Coach. To this Coach Green responded that in his eyes there was no difference and Frank was the Head Coach. Coach Green said Frank had gotten all of his certifications first to be the Head Coach but then realized the coaching income would put him in a higher income bracket for tax purposes thus he resigned and put his wife in the position of

a higher income bracket for tax purposes thus he resigned and put his wife in the position of Head Coach. This was all for logistics and tax purposes and Regina was only the Head Coach on paper for this reason. I also asked Coach Green about his softball players quitting and his policy and he said he has had several quit, but they are kids and he knows they need the sport for so many reasons including home life, releasing energy and mental health etc so he keeps them on the team if they want to unless there is a major infraction. He also didn't think this was an issue and that it would all be resolved in the meeting. We spoke for about 15 minutes. He did say he didn't think it was necessary for Mr. Smith to come to the meeting. He went on to tell me how he loves all my kids and is very proud of all their accomplishments. We discussed my other daughter for a few minutes and how she had excelled both in golf and academics.

Merritt Interview 10/25/2023 - Can you give me more examples of her bad attitude?

This sounds like more of a question for Coach Green instead of us as this is a conversation between Ambereen and Coach Green. Anyway, most of Ambereen "facts" that involve us are inaccurate.

Merritts' Interview

1) So did Zayna have a bad attitude and you requested a meeting?

Regina: They're confused too. They didn't request the meeting.

2) Had you ever had a conversation with Ambereen about Zayna's attitude?

Frank: not before the meeting on the 24th.

3) Can you give me examples of her bad attitude?

Frank: practice when she cocked her hand back. That was an alarming incident.

Regina: Ambereen wasn't returning phone calls or texts in the two days between the event on the 22nd and the meeting on the 24th.

AD Green Interview

1) Did Frank tell you Zayna had a bad attitude and he wanted a meeting with Ambereen?

a) Why did you call Ambereen? I had talked with Mr. Smith and he said Ambereen had talked with him. He and I both thought it was a good idea for me to set up a meeting with her and her husband with me and the coaches.

b) Did Frank Merritt tell you that Zayna had a bad attitude and he wanted a meeting with Ambereen?

Yes he said she had a poor attitude.

I don't remember him telling me he wanted a meeting with Ambereen. I do remember saying we are going to have meeting with her.

Ambereen's Response I had no contact with the Merritts on the 24th. On the 25th during the meeting with them, Mr. Smith and Coach Green the Merritts said she had a bad attitude, she caused a commotion and said twice to Regina that she quit. Stacey said she put her hand on Zayna and Zayna rudely shrugged it off. There was no mention of Zayna cocking her hand and trying to hit Stacy. This is something that has just been made up. There is a big difference in poor attitude like Coach Green mentioned and trying to hit someone. She did not try to hit anyone. Also Stacy said she put her hands on Zayna, a coach is not supposed to touch or put their hands on an athlete.

What event took place on August 22? I never received any phone calls or texts from Regina between 8/22 and 8/24.

8/22/23 2:03pm

I informed Mr. Smith a meeting had been scheduled for 8/25 at 7:45am with the Merritts and Coach Green to which he confirmed he would be there.

8/25/23 7:45am

When Donovan and I arrived for the meeting Stacy Flores, a volunteer coach and parent, was also present to attend the meeting. We requested her not to be present during the meeting because she was only a volunteer coach and had no business accessing private student info. This upset the Merritts who insisted she needed to be there as a witness. Coach Green said she was on the coaching staff and could be there. I have been a Volunteer Coach for Arnold for 5 years. I have never been allowed or asked to be in a parent meeting because policy states all I can do is be present when the head coach is there to assist the athletes and also be cleared to drive the team to tournaments. But other than that I have no place in parent/coach business. I asked Mr. Smith if she could wait outside for the meeting and only be called in if her testimony was needed later. I was a little irritated that we were not told that witnesses were to be there because then we could have brought our witnesses as well. They had given me the impression that this was to be a quick meeting to resolve the issue at hand and let Zayna back on the team.

When the meeting began I started by saying it was to request Zayna be allowed back on the team. I did not want to discuss other kids or situations. I tried to keep it on track. Frank pressured Coach Green to say he would only allow team members back on the team if they quit during the off season. That is not what Coach Green had told me. We are not NFL teams etc where players are part of a team during the off season where they would quit. Quitting is only relevant during the season because you cannot quit a team that you are not on. According to Coach Green all team seasons are fresh and new beginnings and these kids are all welcome on the Track team in the coming season. So with this info I conclude that in Coach Green's policy when his players have quit in the past it was in season and he let them continue. But in the meeting Frank repeatedly put words in Coach Green's mouth and Coach Green would let him. Frank in the meeting spoke about his family values stating that children need to learn consequences so Zayna would need to abide by her decision of quitting. I asked plainly where she quit and he said she made a commotion and quit on the track. He contradicted himself several times stating he was there, then he was at the other end of the track changing his story as he went. When I finally spoke up and said I was on speaker phone both Regina and Frank didn't know what to say but then he attacked me for trying to illegally record him. He said **Zayna having intentions to record them and put me on speaker phone was illegal and a**

criminal offense. I told him there was nothing illegal about a minor calling her mother and speaking to her mother on speaker phone and that she had no intention of ill will. Then Frank went on to say that families were trying to record him and video tape him and threaten him. He said that this is a very small town and he had been told that I was going to sue him with a Muslim lawyer. I was so surprised by this and questioned him. He kept repeating this was a small town and everything gets back to him as to threaten and scare me. Regina responded that other families are saying a lot of things about me. I brought the conversation back to the Muslim lawyer and asked why I would hire a Muslim lawyer, if a lawyer needed to be hired wouldn't I just hire the best lawyer I could afford despite their religion? He became very frustrated. This is when I brought up the calls he made to me this summer and before I could even finish bringing up the four families he started accusing me of fabrication. I said what were your calls about and he said "what calls its all fabrication I never called you". I was in utter disbelief at how he could lie in my face. This is why I went and pulled my call records and compared to my journal and have listed the times and length of calls. When I asked what transpired in the gym hallway both Frank and Regina said they didn't recall. I asked if they spoke to Zayna and they said no they didn't think so. **So I brought up how he had stopped her in the hallway and accused her. They first denied then said maybe they remember she came up to them but they don't remember the conversation and when I gave details of what they said about Tom Dever and the four problematic kids they would not tolerate on the team they became aggressive changing their story non stop. When I said she left crying they said oh no she had come to them crying.** You clearly could see they were trying to make up stories on the spot while accusing us of going after them to the extent Frank even

to make up stories on the spot while accusing us of going after them to the extent Frank even said to Mr. Smith "maybe we should investigate Tom Dever" as if this was news to him and he had never accused Zayna of running around with him. Mr. Smith saw how it was becoming a heated conversation so he tried to get it back on track to Zayna being reinstated. Frank said no and called Stacy Flores in as witness. Stacy came in and demonstrated while sitting in a chair how after Zayna caused a commotion and walked off when Stacy put her hand on Zayna's shoulder and told her she was there for her and then in a very dramatic and comical way she demonstrated how Zayna shrugged her hand off her shoulder almost falling off her chair. This did not happen. According to Zayna, Stacy never spoke to her or touched her and was not standing right there. Zayna would have told me either during that phone call or the numerous times I have asked her to tell me exactly what happened because I wanted to make sure I understood the whole situation. Stacy blatantly lied in the meeting. We left the meeting and were told that we would know the result soon.

Zayna was also discriminated against by not being allowed to return to the team. When Naomi Frakes had voluntarily quit under pressure from the coaches on August 11th she was then allowed to change her mind and return to the team the following week. Zayna was not given this privilege. The situation was the same and Frank and Regina discriminated against her by not allowing her to be reinstated.

Merritt written response 10/25/2023- Tell me more about the statement

about a muslim lawyer? I don't recall anybody making a comment about

a lawyer at his time.

Merritt written response 10/25/2023 - Tell me about the encounter in the hallway.

Zayna came up to start a conversation and we were engaged in conversation with Taylor about upcoming meets and travel as we were also monitoring the hallway as our athletes were getting ready for school and we said we could talk about it later as we were busy with hall duty.

Ambereens response 10/31/2023 Anything you want to add

Frank in the meeting said it was a small town and he had heard I was going to sue him with a muslim lawyer. I was surprised by this accusation and questioned him about who said it and told him that was inaccurate. He tried to change the subject but I kept bringing it up at least three or four times in the middle of the meeting and then once again at the end because I couldn't believe anyone would say this since it was inaccurate and we had not even considered suing him since we were just trying to get Admin to reinstate Zayna. At the end of the meeting Regina said that the other families are saying a lot of things about me that are getting back to them and that they said it.

Again this is another lie. Frank was not with Taylor or monitoring the hallway, he was outside by the Gavlak sign by the track getting into his truck to leave when I honked at him and his sons and waved. The boys continued to get into the vehicle but he instead got out and walked to the gym. I was in the car talking to Zayna about school work and then she went in. Frank had gone there just to corner her because he was not at the track with Regina earlier when she had rudely spoken to Zayna so I presume that's why he followed her into the gym. Regina must have already been in the gym. I have requested video of that incident several times but was told it no longer exists. Maddie was a witness to this incident.

Merritt Written Response 10/25/2023 - What is your reasoning for not allowing her back on the team? We asked Coach Green in the meeting with him, Principal Smith and the Septembers what he did with players who quit during the season vs those that quit off season. Coach Green stated that during the off season there is time for them to do extra bleachers/prove themselves, so to speak, but during the season if someone

quits, they would not be allowed back on that season, but could come back the following season if they wanted.

8/31/23 9:53am

After waiting 10 days I emailed Mr. Smith telling him I had still not heard from the coaches letting us know if Zayna had been reinstated or not. I also wrote about how disappointed I was with the whole meeting and reiterated the whole situation again. Mr. Smith replied that he would make sure I am contacted by the coaches.

Merritts written response 10/25/2023 - Why the delay?

There was no purposeful delay but time for each coach to give careful consideration to the matter and give their decision. The coaches unanimously made a decision not to reinstate Zayna.

8/31/23 2:09pm

I received an email from Regina from her personal email account that the athletic department had made the decision to not reinstate Zayna.

Regina Merritt written response 10/25/2023 - Who made this decision and why? See above.

Although we were unaware at the time, and probably naive, to how a group of families will work against coaches, it is pertinent to note as we look back that Ambereen contacted my husband at the beginning of summer and asked if Casey Cook, a young man who was accused of sexual assault on Zayna during the 2022 XC season and was fully exonerated, would be allowed to run. Frank kindly mentioned that he thought Casey had been allowed to rejoin the team and so far had been participating in summer training but he would check with Title 9, Maria Lang, to be sure. Ambereen became very angry at Frank's response and stated "you can't let that boy who sexually assaulted my daughter run this year". At this point Frank once again says he will check with Mrs. Lang and get back to her. At this time, Ambereen said "if you let him run, there is going to be trouble; I am not going to allow you to let Casey run, he sexually assaulted my daughter." Frank contacted Maria Lang and reported all that Ambereen said and Maria Lang said Casey was cleared to run with no restrictions. Frank asked if Ambereen's words were threats or retaliation toward Casey or himself as a coach and Maria Lang said Ambereen had done nothing wrong in what she had said. Fast forward to the meeting at the school with the Septembers, Principal Smith, AD Green and us where Frank did mention this during the meeting asking if this was the trouble that she spoke of back in the summer and she and her husband said if we don't reinstate Zayna, they are willing to do whatever it takes and would go "15 rounds" and Donovan said, "are you willing to go through all that?"

In addition to your questions, we would like to add that Ambereen has continued to make defaming comments of us and even asking other families, teachers and coaches to falsely report new allegations against us. The most recent involves her asking football coach Shawn Campbell to put in a bogus HR complaint, to which he refused.

1) Tell me about the above statement.

Talked to Shawn 10/31/2023:

Shawn coached A. Latif's son a few years ago. A. Latif heard that Frank Merritt and Coach Shawn had a disagreement. A. Latif explained her situation and asked Shawn to call but he declined and said if HR wants to call he will be happy to speak to HR. But this disagreement between Shawn and Frank has nothing to do with this situation.

Amberen Responses 10/31/2023

- 1) Is there any connection with this situation and your current formal complaint?**
Frank brought up Coach Campbell on the phone call on 8/11. He was angry that coaches used him and did not pay him and that he would not let other coaches use him by letting them get their players in shape at cross country. He had many derogatory things to say about Coach Campbell including what a bad coach he was as well as how he had used Frank Merritt. From listening to how Frank spoke about Coach Campbell it seemed that something irregular had taken place. I knew Coach Campbell because my son was on the football team a few years back. Thus

I told him how Zayna had been removed from the team and Frank would not reinstate her. I asked Coach Campbell that if he had any issues with Frank Merritt if he could call HR and tell them his situation. I was thinking that maybe there would be a pattern of behavior seen. After going through this situation and seeing all the deceit from Frank and Regina I do not believe this is an isolated incident. Coach Campbell did not tell me anything about what his situation with the Merritts was and said he would not call HR but if they called him he would be honest.

- 2) Also I would like to address the statement Regina made about Casey Cook. I have never had this conversation with Frank. I never spoke to him about Casey this summer. I did not get angry because this conversation never took place. Last year several days after the incident Frank told me that his sister was raped and he felt that they should pray together. He wanted Casey and Zayna to sit in a room together with Frank and pray together. I did not think that was a good idea and told Frank that. I have not spoken to him about this situation again until he brought up Casey Cook in the meeting with Coach Green and Mr. Smith. He tried to say I wanted Casey off the team but I told him that was not true. I did say in the meeting that they never had an issue in track season earlier this year because there was a no contact form signed and if needed I would get another one this year. This incident with Casey took place a year ago when Coach Dever was the coach. Initially I did not want Casey on the same team as Zayna but it occurred at the end of the season so cross country was finished and there were several months in between until track season began. Admin had put a no contact in place and we had no further issues. I have not used the phrase sexual assault because that's not what it was. This is another tactic Frank is using to embarrass and humiliate my daughter as well as bully her. Please call Coach Tom Dever (812-208-3147) to verify how this situation had been dealt with and was over before track season even began so there was no reason for me to revisit this. Coach Dever could also tell you about Zayna's character and behaviour. Being a Voluntary Coach it is a violation of privacy laws district policy for him to contact Maria Lang to discuss personal information of a student. He has no business getting into student records and making these calls. If he himself had any questions he could have discussed with Mr. Smith since he keeps saying he got all his guidance directly from Mr. Smith and Coach Green.**

- 3) And lastly, near the end of the meeting when it was clear Frank would not be persuaded to let Zayna return to the team based solely on her allegedly quitting (no mention of her trying to hit Stacy) we said that we hoped they would make the decision to reinstate Zayna otherwise we would have to go to the next level of**

decision to reinstate Zayna otherwise we would have to go to the next level of administration. To this Regina said that whole week had been very stressful for them and that we were the last of the parent meetings and she felt like they had been through fifteen rounds. Donovan then replied that this was round one for us since it was our first meeting with all of them but we would keep pursuing this until Zayna was reinstated even if that meant 15 rounds. We were merely stating that if they did not reinstate her we would follow District Policy and go to the District AD next. During this whole meeting the only reason they gave was Zayna quit and when a player quits in season they do not allow them to return and that's coach policy.

