

From: [Lyn Andrews](#)
To: [Terry Tippet](#); [Kevin Donovan](#); [Michelle Antoine](#); [Mike Wooten](#); [Kay Carroll](#); [Ronald Johnson](#); [Katie Cornetto](#); [Eric Bracy](#); [Cynthia Dance](#)
Subject: Request by Board Members
Date: Saturday, December 2, 2023 11:27:37 AM

Dear Board Members:

I hope you are each having a good weekend. I am writing to let you know that over time I have received several requests from board members to conduct investigations on various topics involving other board members. Because these requests are not routine, the Board will need to consider how to address these requests at its December 12 Board meeting. I will be forwarding you the three requests I have received for your information and consideration.

If you have any questions, please call me directly.

Lyn Andrews

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From: Lyn Andrews
To: Mike Wooten; Kay Carroll; Kevin Donovan; Terry Tippet; Michelle Antoine; Ronald Johnson; Katie Cornetto; Cynthia Dance; Eric Bracy
Subject: Fwd: Grievance
Date: Saturday, December 2, 2023 11:32:06 AM

Here is one of the requests.

Thanks,
Lyn

----- Forwarded message -----

From: Michelle Antoine <michelleantoine@johnston.k12.nc.us>
Date: Fri, Jul 7, 2023 at 1:53 AM
Subject: Re: Grievance
To: Katie Cornetto <KCornetto@poynerspruill.com>, Lyn Andrews <lynandrews@johnston.k12.nc.us>, Ronald Johnson <ronjon1983@msn.com>, Eric Bracy <superintendent@johnston.k12.nc.us>

Ms. Cornetto,

As discussed at the June 30th meeting, I am filing a grievance with this email regarding fellow board member Kevin Donovan. The Board policy for grievances states the Board attorney is to investigate a Board members grievance, which is why I am petitioning you.

It is allowable for the public to scrutinize and write publicly what they desire (within limitation of the law) regarding public officials. Mr. Donovan; however, is held to a higher standard. That standard includes a policy with a Board of Education code of ethics. The Board code of ethics requires members model civility with fellow board members to the community, and it requires maintaining the integrity of the office and being respectful. On June 21, 2023 Mr. Donovan engaged in an exchange on-line, on a facebook public page, of a former candidate - Mark Lane. The post had my official representative page tagged, which then puts the post with my name in public searches. Cassie Mae wrote a sexually crude and untrue statement, and Mr. Donovan laughed and used profanity in a dialog with her deeming the comment "funniest shit I've read all day". The accusation was made that Ronald Johnson had my "ass in the air" sexually. I am very disturbed by the written exchange Mr. Donovan participated in on a public page. An exchange which remains on the public page to the date of this writing. Mr. Donovan laughed at all comments in the thread. With his actions Mr. Donovan has violated the code of ethics for board members.

I am a committed wife of 24 years and mother of 8 children, some very young. My husband and I have very deeply held religious beliefs and Mr. Donovan's participation in the false accusation that I have had a sexual relationship outside my marriage is uncivil, crude, and libelous. Mr. Donovan engaging in sexual talk regarding me and another board member is unwelcome and offensive speech on a public forum and has created a hostile work environment. Mr. Donovan has violated the policy against sexual harassment.

I expect that this will be dealt with seriously. I had people sending me screen shots of the

comment, they were shocked at the depravity and vulgarity of Mr. Donovan.

Thank you for your consideration on this matter, I look forward to having an investigation into this matter.

Sincerely,

Michelle Antoine

Sent from my iPad

> On Jul 1, 2023, at 3:39 PM, Michelle Antoine <michelleantoineboe@gmail.com> wrote:

>

> Photos

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10:55



People who reacted



1



Kevin Donovan

1 mutual friend

Add Friend





Mark Lane

1d · 



Michelle Antoine - Johnston County Board of Education Representative if a person has committed a crime that person should be prosecuted. Why does it matter how old the statute is? How old is the law pertaining to murder? You are not making sense.

Posts About Photos Events Mentions

 Arcner Lodge, NC, United States, North Carolina

 michellestaph@gmail.com

... See Michelle Antoine - JoCo Advocate for Students, Teachers & Schools' About Info

Michelle Antoine - JoCo Advocate for Students, Teachers & Schools's posts



Michelle Antoine - JoCo Advocate for Students, Teachers & Schools



1h · 

An attempt to use a 125 year old, unused or ineffective statute to remove a member of a board.

WRAL NEWS

Apr. 4, 2023 at 6:13 AM EDT



ELD, N.C. (WNCN) - A former Johnston County Board of Education member and current Johnston County Board of Education member, who was fired from Johnston County Board of Education last fall, is charged with extortion, one count of felonies on several charges Monday to the Johnston County District Attorney's Office.

Johnson, who was fired from Johnston County Board of Education last fall, is charged with extortion, one count of felonies on several charges Monday to the Johnston County District Attorney's Office.

Johnston school board votes to ensure member, re ultimatum to sign

Johnson has until noon on Friday to resign. Otherwise, the school board will send a drafted letter to the district attorney to have him removed. Johnson has served on the school board since 2014. The board is due to meet Monday.

Johnston's Canons of Local Government

Criminal Prosecution

There is a crime, in North Carolina, in GS 14-230, called "misbehavior in office." It is a misdemeanor and the statute provides that the punishment is removal from office by order of the court. The statute provides that if an office holder "willfully and corruptly omitted, neglected, or refused to discharge any of the duties of his office, or

Johnston's Canons of Local Government is criminal statute is rare. The case can be prosecuted only by the strict attorney (like criminal matters generally) and so the affected board cannot take any steps itself other than to report the



**Cassie Mae**

She's all about some Ronald Johnson. He must of had her a** up in the air too.

1d Like Reply

3 😂

**Kevin Donovan**

[Cassie Mae](#) omg funniest shit I've seen all day

1d Like Reply

**Cassie Mae**

[Kevin Donovan](#)



1d Like Reply 1 😂

**Jim Wiesner**

Michelle Antoine should run for County Commissioner . So she can

Comment as Michelle Antoine - Johnston County Board of Education Representative



1 >



JOHNSON. HE MUST OF HAD HER A UP
in the air too.

1w Like Reply

3 😂



Kevin Donovan

[Cassie Mae](#) omg funniest shit
I've seen all day

1w Like Reply



Cassie Mae

[Kevin Donovan](#)



Tenor

1w Like Reply 1 😂



Jim Wiesner

[Kevin Donovan](#) Using Profanity
as Board Of Education member .
Just Remember kids learn from
what they see . The Taxpayers
are Watching .

3d Like Reply

1 😂

Write a comment...



From: Lyn Andrews
To: Mike Wooten; Michelle Antoine; Kevin Donovan; Kay Carroll; Terry Tippet; Ronald Johnson; Katie Cornetto; Eric Bracy; Cynthia Dance
Subject: Fwd: Board Member School Visits and August 8 2023 Closed Session
Date: Saturday, December 2, 2023 11:35:42 AM

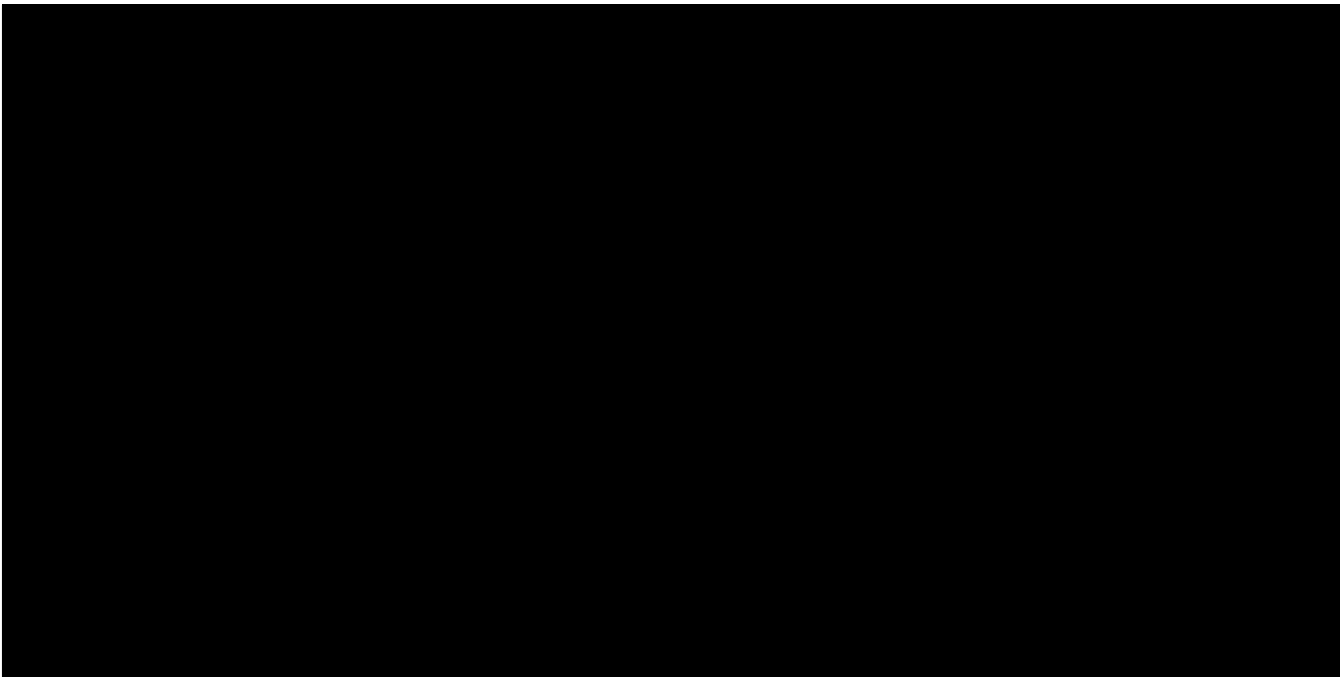
Here is the second request.
Lyn Andrews

----- Forwarded message -----

From: Michelle Antoine <michelleantoine@johnston.k12.nc.us>
Date: Tue, Aug 22, 2023 at 5:54 PM
Subject: Re: Board Member School Visits and August 8 2023 Closed Session
To: RONALD JOHNSON <ronjon1983@msn.com>, Eric Bracy <superintendent@johnston.k12.nc.us>, Lyn Andrews <lynandrews@johnston.k12.nc.us>, Terry Tippet <terrytippet@johnston.k12.nc.us>, Kevin Donovan <kevindonovan@johnston.k12.nc.us>, Kay Carroll <kaycarroll@johnston.k12.nc.us>, Mike Wooten <mikewooten@johnston.k12.nc.us>, Katie Cornetto <K.Cornetto@poynerspruill.com>

I spoke briefly with Mr. Johnson regarding the allegation that he communicated in his email. The two board members were at a formal school function, using their official position and told the JCPS staff that not all board members want the success of JCPS. This behavior is against Board Members Ethical Requirements A(3) "avoid impropriety in the exercise of board member's official duty." This alleged behavior additionally violated Code 2220 Official School Spokesperson, "any person speaking in their official capacity shall conduct their assignment from the standpoint of the best interests of the board, school system, and community AND not as a representative of his or her own feelings."

As it is the obligation of legal counsel to investigate any board impropriety I am asking Ms. Cornetto to open an investigation to this allegation, which apparently involved Terry (Jerry) Tippet and Kevin Donovan. The board chair, nor any boe member should be conducting investigations on their own. It was made clear in the ethics training at both the NCSBA and the one given by Poyner Spruill in our central office that this would be improper, and violates item B(13) in the Board of Education code of ethics of the JCPS policy.



Michelle Antoine

Sent from my iPad

On Aug 21, 2023, at 12:52 PM, RONALD JOHNSON <ronjon1983@msn.com> wrote:

From: RONALD JOHNSON

Sent: Sunday, August 20, 2023 8:45 PM

To: Lyn Andrews <lynandrews@johnston.k12.nc.us>; terrytippett@johnston.k12.nc.us <terrytippett@johnston.k12.nc.us>; Kay Carroll <kaycarroll@johnston.k12.nc.us>; mikewooten@johnston.k12.nc.us <mikewooten@johnston.k12.nc.us>; Michelle Antoine <tmantoine@yahoo.com>; kevindonovan@johnston.k12.nc.us <kevindonovan@johnston.k12.nc.us>; Eric Bracy <ericbracy@johnston.k12.nc.us>

Subject: Board Member School Visits and August 8 2023 Closed Session

Good Evening,

I wanted to briefly cover two things with the group. First, it was reported to me that two Board Members were taking an opportunity to disparage a portion of the Board of Education while given the floor to speak with teachers in a formal setting. It is not a far leap in reasoning, to believe these Board Members were referring to Mrs. Antoine and myself. In any regard, it is not appropriate to make these comments in a school setting, to school employees, who are being called to a mandatory meeting to listen to a Board Member. Secondly, I wanted to address the August 8, 2023 Closed Session discussion of the October 25 2022 Special Session minutes. Specifically, the lack of recollection and record keeping, and the behavior of those present in the August 8, 2023 Closed Session.

It is my understanding two Board Members visited Four Oaks Middle School last week and made the comment "the majority of the Board wants the success of JCPS." This comment was made while addressing a group of teachers in a formal setting, representing themselves as Board Members. As always, I am asking for this type of behavior to stop immediately. If this an accurate report, and I believe it is, these types of actions lack civility which is in violation of Board Policy. This is not an isolated incident and is in continuation of unethical and illegal behavior carried out by the Board of Education, and individuals acting on their behalf, for the past several years.

After our last meeting, I am urging and insisting the Board of Education begin

recording all Closed Session meetings immediately. In our most recent Closed Session, the Board of Education [REDACTED]

[REDACTED] I was criminally charged, at the Board's request, for protecting an employee from a federal law violation. Please understand my animosity and disgust with any Board Member or school employee making jokes about the Board, or themselves, violating law in pursuit of retaliation and retribution against me.

Have a great week.

Ronald Johnson, MBA

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From: Lyn Andrews
To: Mike Wooten; Terry Tippet; Kay Carroll; Kevin Donovan; Michelle Antoine; Ronald Johnson; Katie Cornetto; Eric Bracy; Cynthia Dance
Subject: Fwd: Confidentiality
Date: Saturday, December 2, 2023 11:47:33 AM

Here is the third request.

Thanks,
Lyn Andrews

----- Forwarded message -----

From: Michelle Antoine <michelleantoine@johnston.k12.nc.us>
Date: Wed, Aug 23, 2023 at 10:32 AM
Subject: Confidentiality
To: Katie Cornetto <K.Cornetto@poynerspruill.com>, Lyn Andrews <lynandrews@johnston.k12.nc.us>, Kay Carroll <kaycarroll@johnston.k12.nc.us>, Mike Wooten <mikewooten@johnston.k12.nc.us>, Ronald Johnson <ronjon1983@msn.com>, Kevin Donovan <kevindonovan@johnston.k12.nc.us>, Terry Tippet <terrytippet@johnston.k12.nc.us>

Good Morning,

I have had the opportunity to speak with two of the Poyner Spruill attorneys regarding a grievance. In the interview it was discussed that an email response with an attached grievance that was shared only to the board, Superintendent, and board attorney was shared to a community member. Someone from this email group informed Mark Lane of the content of the email, and on March 14, 2023 he record requested my email for the exact date my response to the grievance email was sent of March 9th. Policy Code 2125/7315 plainly states "employees and board members by the nature of their position are exposed to confidential information that should not be repeated or discussed except as those recognized by law as a having a right to the information." It further states, "when violations occur, appropriate disciplinary action will be taken."

Someone on the board appears to be leaking what should be confidential information regarding employees, to the detriment of individuals involved and the board. While I have no concern over my email being part of public record, the names and grievances of the employees being possibly shared to outside community members is troubling - and outside policy. The 2120 Code of Ethics has multiple areas in which this type of behavior is prohibited including Sec. B(12)(13)(14)(16).

I am requesting an investigation into this leak to determine who is using their official position to leak confidential information and communications.

Best Regards,

Michelle Antoine

Sent from my iPad

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From: [Lyn Andrews](#)
To: [Katie Cornetto](#); [Kay Carroll](#); [Kevin Donovan](#); [Michelle Antoine](#); [Mike Wooten](#); [Ronald Johnson](#); [Terry Tippet](#)
Cc: [Cynthia Dance](#); [Eric Bracy](#)
Subject: Fwd: Violent rhetoric
Date: Tuesday, December 12, 2023 6:59:08 AM

Good Morning,
This request will also be discussed tonight during
the Board Member Request item on the agenda. Just wanted you to see this ahead of time.

Thanks for all the hard work.

Lyn Andrews
Johnston County Board of Education

----- Forwarded message -----

From: **Michelle Antoine** <michelleantoine@johnston.k12.nc.us>
Date: Thu, Sep 28, 2023 at 1:30 PM
Subject: Fwd: Violent rhetoric
To: Katie Cornetto <KCornetto@poynerspruill.com>, Lyn Andrews
<lynandrews@johnston.k12.nc.us>, Terry Tippet <terrytippet@johnston.k12.nc.us>,
<steven@walkerkiger.com>

Ms. Cornetto & Ms. Andrews,

I am including below three posts circulating on social media, openly encouraging or making statements in support of violence, in response to Terry Tippet's physical threats against Ron Johnson at the special board meeting. This was my fear, that Mr. Tippet acting to physically threaten a board member would create not only a hostile environment, but one where the public-at-large would view it as an acceptable means of conduct.

I am requesting some protection be provided, given a few of the social media posts are made by individuals that have attended our open meetings, and may pose a threat. More importantly, that Mr. Tippet's actions of physically threatening violence on another member be taken with the seriousness needed.

Regards,

Michelle Antoine

Sent from my iPad

Begin forwarded message:

From: Michelle Antoine <michelleantoineboe@gmail.com>
Date: September 28, 2023 at 11:34:51 AM EDT
To: michelleantoine@johnston.k12.nc.us

Subject: Violent rhetoric



1



Warren G. Smith



@drumrevd1 · Sep 27

When he is dealing with the bullshit that both you and Mr. Johnson spew, it's a wonder that either of you didn't get bitch slapped. You both are well-deserving.

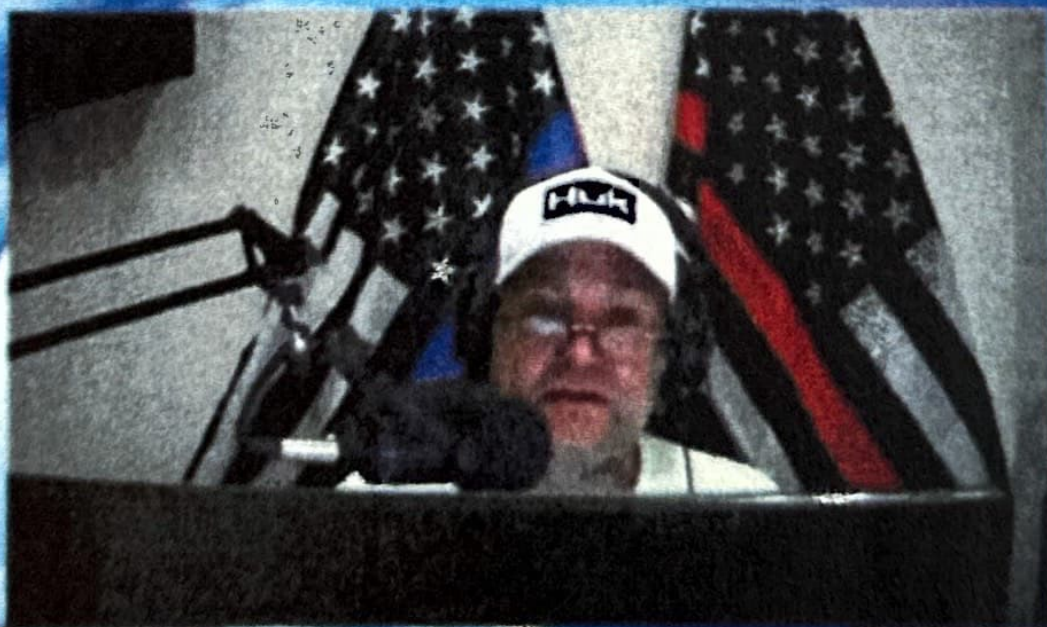


1

15



Was live



The Mysterious Grivance
Terry Tippett, stood his ground.

JoCo Java





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