

# **EXHIBIT B**

From: Vivian Geraghty <[vgeraghty\[REDACTED\]](mailto:vgeraghty[REDACTED])>  
Date: Sun, Aug 28, 2022 at 3:22 PM  
Subject: Forced Resignation under duress from Jackson Local Schools  
To: <[kpk2jc@jackson.sparcc.org](mailto:kpk2jc@jackson.sparcc.org)>, <[dkd2jc@jackson.sparcc.org](mailto:dkd2jc@jackson.sparcc.org)>  
Cc: <[knr2jc@jackson.sparcc.org](mailto:knr2jc@jackson.sparcc.org)>, <[kjr3jc@jackson.sparcc.org](mailto:kjr3jc@jackson.sparcc.org)>

To whom it may concern:

My name is Vivian Geraghty and up until August 26, 2022, I was a 7th grade ELA teacher at Jackson Memorial Middle School. On Friday, I brought a concern to Kacy Carter and was forced to resign within two hours of the concern being raised. The concern was rooted in sincerely held religious convictions over affirming (or not affirming) students' chosen gender identity. I have attached a more detailed account of events for your review. I have also attached screenshots of texts between Kacy Carter and myself, as well as my resignation letter.

While I fully realize there should've been union representation with me, I did not think to ask in the shock of the moment. I have CCed the middle school reps so they are aware of the situation. Prior to raising this concern, I had had no disciplinary action toward me.

Now, I have questions regarding how to move forward.

1. What are my insurance benefits, in any? If there are any, when will they expire?
2. Am I eligible to collect compensation for my sick/special leave days?
3. Am I eligible for unemployment?  
... and most of all
4. Were my rights violated?

I am sure I will have more questions that will arise, but those are the best place to start. If it would be better to call, my personal phone number is (330) [REDACTED]-[REDACTED]. I have wide open availability now! I look forward to your response and I am sure many conversations ahead!

Sincerely,  
Vivian Geraghty  
(330) [REDACTED]-[REDACTED]

--

*Vivian Geraghty*  
(330) [REDACTED]-[REDACTED]

## Timeline of events

*The following timeline of events leading up to my forced resignation under duress on August 26, 2022, is written with as much precision as possible.*

*August 16, 2022:* First day of school. Two students, Student A and Student B, in my first period ask to be called opposite gender names. One student is a biological male that prefers to go by a female name. The other is a biological female that prefers to go by a male name. I *do not* make any contrary comments to them in class saying I will not, and continue calling them their rostered name.

*August 22, 2022:* Receive an email from Student A asking for the preferred name to be used, did not respond to email.

*August 25, 2022:* Receive an email from the guidance counselor to all teachers of Student A about the preferred name, with the addition of preferred opposite gendered pronouns for Student A that I was not previously aware of, did not respond to the email.

*August 26, 2022:*

*Period 3 (about 9:30)-* I went down to talk to Kacy Carter about the issue to let him know on the front end of the issue and to see if anything could be done about it. I let him know very clearly that this was a religious conviction that I would not violate. He explains that he does not use pronouns when interacting with students, which I generally agree with. He goes on to say that as far as preferred names go, he thinks of it like a nickname citing his son as an example. I concede that I see his point to an extent, but when the root of a preferred name violates a religious conviction, I would not be doing so. He says that he will look into what he has to do, and the conversation ended well.

*Period 4 (around 10:05)-* A counselor comes up to my SA to cover my class while I was to go to Carter's office. When I arrive, Kacy Carter and Monica Myers are present. They tell me that while everyone has personal beliefs and convictions, it is required to put them aside as a public servant. Myers asks me briefly about my religion and religious beliefs. I reiterate to them that this is a firmly, sincerely held religious conviction that I would not violate and explicitly state that I will not call children opposite gender names or pronouns. Myers asks if I know that refusal to do so puts me in insubordination and would not work in a district like Jackson. She asks if I know what making this stand means. I reply that I do. She tells me I better be prepared to draw the line in the sand if I was not willing to change my mind. I tell both parties that I will not change my mind about my religious convictions. They end the conversation and send me back to my classroom.

*Period 4 (around 10:30)-* An assistant principal comes again to cover my SA. I go down again to Carter's office, where Carter and Myers are still there. They tell me that if this is my final decision, I am required to resign effective with the date of August 26, 2022. Myers asks if I will need to call anyone to pick me up as they will be asking me to leave. I ask about first amendment rights, and am told again that as a public servant, I should set my religious convictions aside. Carter hands me a laptop to type my letter of resignation and I am made a spot in the next room to complete the letter of resignation. I complete the letter of resignation, return to Carter's office, and Carter and Myers read the letter. Carter prints two copies, one for me and one for the district. Myers tells me that I can trash the file on my Google Drive. I do not do so.

*Period 5 (around 11:30)-* Myers escorts me to my classroom and I pack up my belongings, then give her my ID badge and classroom key. I was out of the building by the end of fifth period.



iMessage  
Friday 4:22 PM

Vivian, just checking in to see how you're doing. Want to make sure you're OK.

Hi Kacy. The shock is wearing off, but I'm fine.

I'm glad you're okay

If I could offer some constructive criticism for next time something like this happens with a young teacher: I fully realize I was taken advantage of in how the situation was handled. There should've been a union rep in the room and in the shock of the moment, I didn't think of asking. I know you had to do what you had to do, and regardless if there was a rep in there or not, my final answer on the issue wouldn't have changed. I hope there's not a



iMessage





I'm glad you're okay

If I could offer some constructive criticism for next time something like this happens with a young teacher: I fully realize I was taken advantage of in how the situation was handled. There should've been a union rep in the room and in the shock of the moment, I didn't think of asking. I know you had to do what you had to do, and regardless if there was a rep in there or not, my final answer on the issue wouldn't have changed. I hope there's not a next time, but I think as a principal you have the responsibility to make sure your staff has representation, especially amongst young teachers who aren't sure of their rights as employees.

Read Friday



iMessage

