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August 31, 2021

Re: Complaint against Jasmine Sebagala

Dear Dr. Horton, Ms. McCoy, Ms. Bonastia, and Ms. Barroso

I am a parent in Fairview District 72 and Niles Township High School District 219. I would like to file a complaint against one of your teachers at Willard Elementary School, Ms. Jasmine Sebagala. I ask that this complaint be given to Human Resources to add to her employee file.

This year, Ms. Sebagala has made several appearances at the Fairview South District 72 board meetings. She has also made several appearances at the District 219 board meetings. Ms. Sebagala typically attends these meetings with many other members of her Abolition Coalition and some call themselves "fellow travelers." These individuals travel together from board meeting to board meeting with the sole intent to intimidate school board members and residents within the community.

On July 27, 2021, some of the District 219 board members, who were not part of the Abolition Coalition, required security to escort them to their cars. This was needed after a riot nearly broke out when the board did not vote in favor of Ms. Sebagala to fill the vacancy created by the resignation of James Specker. The members of the Abolition Coalition and Ms. Sebagala called the board members racist for not appointing her.

This past year, Ms. Sebagala has attended several of the District 72 board meetings. She is not a resident of District 72, nor does she have children that attend Fairview South. What personal interest does she have with the school or the community?

On August 18, 2021, using the same heavy-handed tactics, Ms. Sebagala's group tried to bully me in an attempt to stop my public comments during the board meeting.

Ms. Sebagala and the members of her coalition's intimidation tactics include berating parents online via social media platforms, posting anti-white rhetoric, posting anti-police rhetoric, holding signs in the faces of board members, holding fists in the air during board meetings, calling parents and board members racists, white supremacists, white nationalists, bigots, and misogynists.

I understand Ms. Sebagala's passion, and as mothers, we are passionate about protecting our children. However, her behavior is doing more harm than good. She and her Abolition Coalition members are creating a divide within the community. It is creating a mindset of segregation and anti-white rhetoric, hate, and a narrative of racism that does not exist in our community. To be clear, many of the families in the Fairview district and surrounding areas are immigrants who have fled communism, genocide, and religious persecution. I am a daughter of immigrant parents from Jordan and a minority as a Christian Arab. My husband is Jewish, grew up in Evanston, and had family members who lived and died during the holocaust.

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I can assure you that I am not a "white supremacist" or a "racist." I can assure you that the immigrant families with light-colored skin, are not white supremacists or racists either.

Despite immigrant families, Ms. Sebagala and her members have continued to criticize many other parents and me with condescending and unflattering comments. Many members within the community, including myself, feel unsafe with the anti-white hate speech that she and her members incite, who are part of her Abolition Coalition.

To support the complaint, I have listed Ms. Sebagala and her member activity below.

1. May 18, 2021, board meeting recording: [https://www.youtube.com/watch?v=mO\\_E3UjQuB0](https://www.youtube.com/watch?v=mO_E3UjQuB0)

Ms. Sebagala attends the District 72 board meeting and speaks during public comments. She begins her comments on how to confront white nationalism and white supremacy. She goes on to say that white nationalists are recruiting children in our community. She asks the Fairview District 72 board to hire a racial equity leader, black, Hispanic, and Asian teachers, which is fine, yet she knows nothing about our school nor the district. Further, there is no evidence to support her statements.

It is insulting that Ms. Sebagala segregates District 72 by skin color with complete disregard of the demographics within our community.

You may listen to hear her public comments at mark 2:06 of the recording in the link above. If you listen further, at mark 2:36, the members of the Abolition Coalition, in attendance with Ms. Sebagala, begin to boo me when I speak in public comments.

To add to the bullying, a member of Ms. Sebagala's Abolition Coalition, Ms. Cindy Fey, who is a Niles North High School teacher live-streamed a video during public comments and at 44:31 mark called me an anti-anti-racist and continues with verbal abuse.

Cindy Fey's Facebook video can be viewed here:  
<https://www.facebook.com/cindyfey/videos/10224511704160788>

These individuals are bombastic with the sole intent to bully the parents of District 72.

2. August 18, 2021, board meeting recording: <https://www.youtube.com/watch?v=H8-tEmtQEel>

During the District 72 board meeting, the board president Mary Ann Brown asks that individuals from out of district allow D72 residents to speak first. Since I am a resident, I stood in line ahead of others. Ms. Sebagala, along with a Niles West teacher, Ms. Nicole Reynolds, began to criticize me, accusing me of cutting the line. This activity takes place at mark 1:38 of the video. As a reminder, neither Ms. Sebagala nor Ms. Reynolds lives in District 72 nor have children at Fairview. As a courtesy, I let them speak first and moved to the end of the line.

During this meeting, Ms. Sebagala begins public comments at 1:44:27 to urge the board to create a response to racist incidents, yet we have no racist school incidents reported. Further, her members continue to berate and falsely accuse innocent children in our community of egging and vandalism by kids outside of our district just to fit their narrative.

Once I begin my public comments at mark 1:50, Ms. Sebagala and her Abolition Coalition members yell out statements in the background, one going as far to threaten me to "step outside."

I would like to know is this acceptable behavior of a teacher for parents and students to witness who reside within District 72 and beyond? Are there rules in place, or is this acceptable behavior outside of the school building by an employee of yours? Isn't there a code of conduct in being a good role model to students as a teacher?

Ms. Sebagala's behavior outside of school makes me question her behavior in the classroom. As a 4th grade teacher, how are white children in her classroom being treated? What type of classroom instruction is being given? I would think that District 65 has enough problems with a lawsuit filed by another teacher, i.e., Deemar v. Evanston/Skokie School District 65; which states that it is forcing its teachers to participate in, teach their students, and observe programming that discriminates against individuals based on race. I must ask, does Ms. Sebagala's in-person and online activity violate Title VI of the Civil Rights Act as well?

Attached to this letter, are additional screen captures to support my complaint. Please take the time to address this complaint with Ms. Sebagala. I would like this shared with the Board of Education members, administration, and teachers of District 65. I would also like a response from you on how this complaint will be handled and the action taken as the outcome.

Last, I would like confirmation that this complaint was reported to Human Resources and added to her employee file.

Sincerely,

Helen Levinson

Ms. Sebaggala is quite active online and in the community. Below are just a few posts I am providing you. I have not included the entire thread of those conversations to avoid submitting a complaint of over 300 pages, so I'm providing the most relevant posts to the complaint. There are many more posts of Ms. Sebaggala on Facebook within her Abolition Coalition group. Ms. Sebaggala's activity perpetuates an anti-white sentiment that is ethically and morally wrong.

**August 28, 2021 – Public Facebook Post:** <https://www.facebook.com/jasmine.harrissebaggala>  
A post is made by Ms. Sebaggala on her personal Facebook. She begins her post that she is oppressed, which is misleading. Based on the D65 public information of teacher salaries, Ms. Sebaggala makes over \$100k which is far more than many (White, Black, Brown, Hispanic, Asian) people in the community earn. Where is the evidence that she is oppressed or that there is an oppression movement in Skokie?



**August 27, 2021 – Public Facebook Post:** A post is made by Ms. Sebagala on her personal Facebook. She states that District 219 board members worked together to make sure the black community of D69 remains unrepresented. Where is the evidence to support this statement? She further makes false statements that black staff members do not stay in D219. One black staff member left D219 for a job offer with a large tech company, so where is the evidence to support her statements? Last, she makes a statement asking how many black school board members are there in Skokie. It misleads others to believe there are none, when in fact there ARE black school board members in our districts. District 73.5, District 69, District 68, District 67 have black school board members, and three out of the four happen to be women. Up until July 2021, James Specker, a black school board member, resigned from D219 due to rumors that he was berated by the Abolition Coalition and called racist names. Names so foul that I will not include here. Where is the evidence that there is an oppression movement in Skokie? It seems the only voices being silenced are the conservative to moderate ones.



Jasmine Sebagala

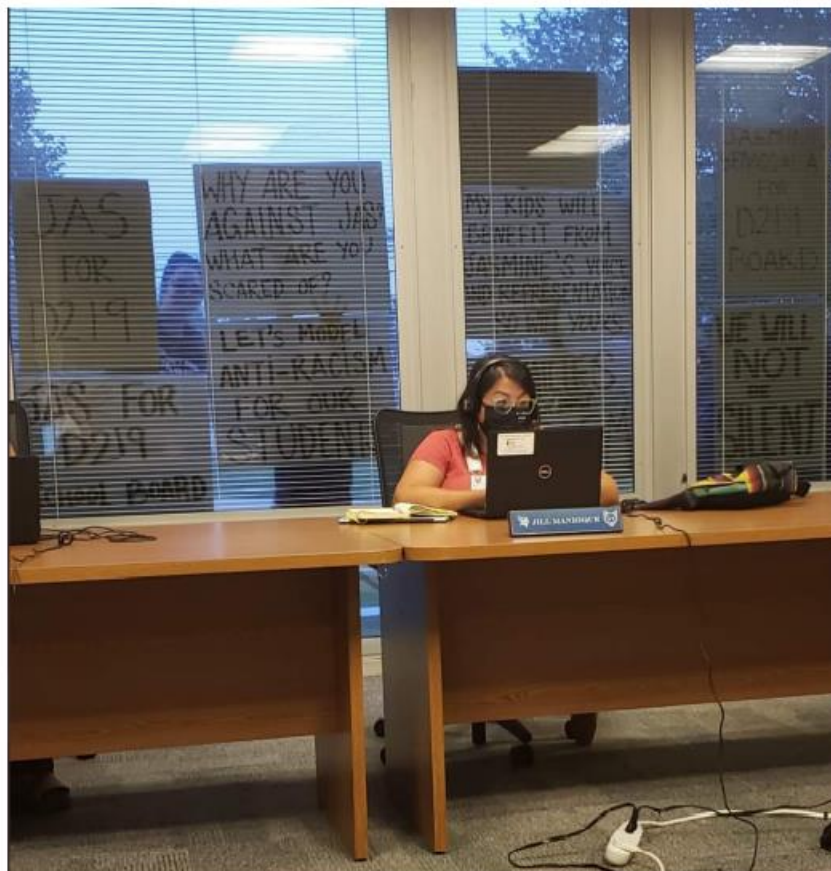
August 27 at 7:38 AM · 🌐

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The anti- blackness and oppression of women that speak against racism and oppression and stand up for the historically excluded students is tearing the fabric of the D219 Board and community. The men on the D219 Board and Naema worked together to make sure that the Black community and D69 remains unrepresented. The data shows that Black children are underrepresented, undereducated, isolated in honors classes, and overdisciplined. Black Staff members do not remain in D219 for long because they are mistreated and disrespected. The data indicates a need for Black leadership! My heart goes out to every Black child, Black parent, Black staff member and, ACTIVE CO-CONSPIRATOR(white silence is violence). It's time to include and respect Black leaders! I will continue to stand for the students and against oppression. Pay attention Skokians! I received over 50 letters of support for the vacant position, I have attended every board meeting for over a year, I've been teaching for almost 20 years, I am a Beyond Diversity facilitator, I am an advocate for all children, and I worked with SSEC and AC to advocate for the Black and Brown children that have not received the same educational opportunities as their white peers. Black Women have been excluded from leadership positions in Skokie for too long. How many Black school board members do you know in Skokie? Black women face racism and sexism on a regular basis. This has to change. For those of you that wrote letters on my behalf, please don't be sad. Let's continue to work together! Have a great day!

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**August 3, 2021 – District 219 School Board Meeting:** After the July 27 incident, the district decides to have a closed session for safety reasons. As mentioned earlier in my letter, some of the District 219 board members, who were not part of the Abolition Coalition, required security to escort them to their cars. This was needed after a riot nearly broke out when the board did not vote in favor of Ms. Sebagala to fill the vacancy created by the resignation of James Specker. Below is a picture of the members of the Abolition Coalition intimidating school board members on August 3, 2021. This was the activity outside the district office during the meeting. Why is this bullying tactic acceptable? When has professional expertise and character not been the primary focus of appointing school board members?



**May 20, 2021 – Skokie Parent Group:** A post made by Ms. Sebagala on Facebook. Skokie Parent Group is a private FB group. Therefore I cannot provide a direct link. Ms. Sebagala shares a book about whiteness. It solicits 41 comments creating tension and reactions from both sides. What is the purpose of this post? What is Ms. Sebagala's interest in the Fairview community considering she does not live in the district, nor has children in Fairview South?

Jasmine Sebagala shared a link.  
May 20

There was a conversation about adding a gender neutral washroom to Fairview School. One of the parents shouted out, "Why?" Others laughed in agreement. Yes, I said parents. Fairview needs a gender neutral washroom because there is a gender spectrum. A person's gender identity may differ from the gender they were assigned at birth. Skokie Public Library has some amazing books. Our family chose this book last night! Let's learn about each other! Every kid at Fairview needs a sense of belonging. The Fairview administrators need to add a gender neutral! Every child is important!

**WHEN AIDAN BECAME A BROTHER**

YOUTUBE.COM  
**When Aidan Became a Brother-Read Aloud Book**  
When Aidan Became a Brother is an insightful story of a young tran...

73 73 Comments

Like Comment

All Comments

Maury Elizabeth Parent of Multiple Kids  
People are so ignorant and heartless. Of course they need a gender neutral bathroom.  
Jas, do you know if we can contact admin/the board even if we aren't Fairview residents?

Like Reply 13w 5

**Friday, May 14 - Skokie Parent Group:** A post made by Ms. Sebagala on Facebook. Skokie Parent Group is a private FB group. Therefore I cannot provide a direct link. Ms. Sebagala targets Glenbrook South High School and makes false statements that there are white nationalists in the area recruiting kids. Her views may not align with those that are more moderate and conservative, but she neglects to share that Glenbrook does have progressive clubs as well. Should conservative students not be allowed to have their club? Does it make them white nationalists? No, it does not. There is no evidence supporting her statements, yet she defames the group of conservative students and the person who approved use of the image.

Jasmine Sebagala shared a link.  
May 14

<https://www.dailyherald.com/.../student-club-poster-at...>  
This post contains sensitive information.

I just saw this image posted on the news. Please warn your kids that this image is considered racist. These posters were found at Glenbrook South High School. White nationalist are in our area and they are trying to recruit our kids. We have to protect our children and each other. Hate has no home here. Have a great day everyone.

DAILYHERALD.COM  
**Student club poster at Glenbrook South draws accusations of racism**

13 Reactions 75 Comments

Like Comment

All Comments

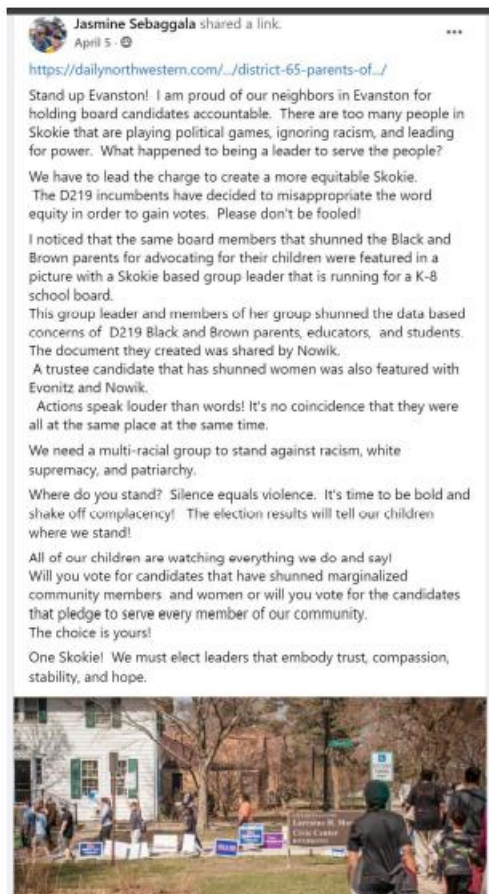
**Matt Laufenberg**  
Thank you! Hopefully these students can find a way to protest the exceptionally horrrific behavior of China towards their citizens and the world in an anti-racist way. There's plenty to critique but TPUSA isn't known for having adult conversations

**Nicole Reynolds**  
Thanks for sharing and letting us know!!

**Gindis Anderson**  
This is so harmful. What happen to the no tolerance rule.



**April 5, 2021 – Skokie Parent Group:** A post is made by Ms. Sebaggala on Facebook. Skokie Parent Group is a private FB group. Therefore I cannot provide a direct link. She shares a post and references Niles Township Accountability Coalition (NTAC) and other candidates running for District 219 school board who took a picture with Skokie Police officers. After several complaints from parents the administrators of the FB group asked her to update her post, which is what you see below. It solicits 161 comments creating tension and reactions from both sides. What is the purpose of the post? What evidence does she have to support her statements that white supremacy and patriarchy exists in Skokie?



DAILYNORTHWESTERN.COM

**District 65 parents of color lead march to cast ballots for equity-focused school board amid contentious election...**

52 161 Comments

Like Comment

All Comments ▾

**Maggie Vandermeer**  
 We have so much to learn from Evanston. When I see how their awesome, anti-racist, equity-focused Black and Brown leaders have faced intense backlash, including death threats, it is clear that white pseudo-supremacy will not go down without a big, horrible, well-funded fight and that is what we can expect to see here in Skokie too as we continue to push for justice.

Like · Reply · 19w 8

**Jasmine Sebaggala** *Author*  
 We have to work together. Current leaders need to stop being scared of what they might lose. We gain so much by focusing on the common good.

Like · Reply · 19w 16

**Cynthia Johnson**  
**Jas Sebaggala** Yes! Yes! Yes!

Like · Reply · 19w 2

**Helen Karadsheh Levinson**  
**Jas** Your post is misleading. Please don't make assumptions or make statements based on knowledge that you do not have. Those who attended a gathering was nothing more than to show support to our local Skokie Police. They didn't go to the event together and the picture taken was to show support for our local police. There were many of us there to show support for our police. Please don't use that event as a way to tarnish individuals in creating misinformation that would mislead others.

Like · Reply · 19w · Edited 3

**February 2, 2021 – Skokie Parent Group: Skokie Parent Group:** A racist post made by Ms. Sebaggala on Facebook. Skokie Parent Group is a private FB group. Therefore I cannot provide a direct link. She shares a book about whiteness. It solicits 41 comments creating tension and reactions from both sides. These types of anti-white posts are insulting to many immigrant families who are light colored in skin, let alone white families. What purpose does this post serve?

Jasmine Sebaggala shared a link. February 2 · 🌐

Happy Black History Month! I will try to share a few resources each week. Have a great day!

**NOT MY IDEA**  
Written and illustrated by Anastasia Higginbotham  
Read by Jenna Giles-Turner

YOUTUBE.COM  
**Not My Idea : a book about whiteness**  
Searching for resources to talk about race and racism with kids? Thi...

👍❤️ 40 41 Comments

👍 Like    💬 Comment

Jasmine Sebaggala *Author*  
I am trying to figure out why I have to wait for my posts to be approved. I haven't broken any rules. ...  
Like · Reply · 28w · Edited

Jasmine Sebaggala *Author*  
I received a message about waiting for my post to be approved. Why is that? ...  
Like · Reply · 28w

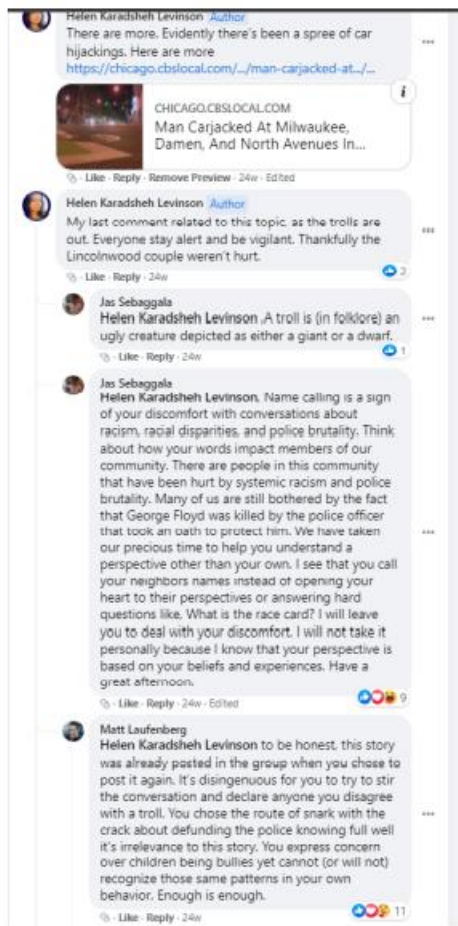
Jasmine Sebaggala *Author*  
I haven't broken any rules. ...  
Like · Reply · 28w

Jasmine Sebaggala *Author*  
Brie Zdravkovic and Jon Clemons, please explain. I don't understand why my posts have to be approved. ...  
Like · Reply · 28w

**January 7, 2021 – Skokie Parent Group:** A post is made by Ms. Sebaggala on Facebook. Skokie Parent Group is a private FB group. Therefore I cannot provide a direct link. Ms. Sebaggala begins the post with "Dear White Parents..." many of her Abolition Coalition members chime in. This goes on with 98 comments creating tension and reactions from both sides. What purpose does this serve? Had the post been made by a white person with the title, "Dear Black Parents..." it would have been equally offensive. Why does Ms. Sebaggala tie the Capitol riot with only white people? Does Ms. Sebaggala know that there were many different races of people, including Black, Indian, Hispanic, Asian, Arab, at the Capitol Building? Why is anti-white hate speech acceptable?



**November 29, 2020 - Skokie Parent Group:** I made a post on Facebook to notify others that there were carjackings in our community. Skokie Parent Group is a private FB group. Therefore I cannot provide a direct link. Someone zero's in on my response and begins to misconstrue my defund police statements online. He joins in on the banter with Ms. Sebaggala and the others, who are causing disruption in the Fairview community and board meetings. They continue to berate me and other parents throughout the night and into the next day.



**September 9, 2020 – Skokie Parent Group:** A post made by Ms. Sebaggala on Facebook. Skokie Parent Group is a private FB group. Therefore I cannot provide a direct link. Ms. Sebaggala tags me to purposely target me for her and others to bully me, all because I created a petition to remove Jill Manrique from the D219 school board. She and her members continue to berate me online about racism and the mission of the BLM organization. What purpose does this serve? Is this acceptable behavior of a teacher who should be a positive role model in the community?

