

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA
EQUAL EDUCATIONAL OPPORTUNITIES

TELEPHONE INQUIRY

Date 2/5/2007

Name Markeia Funchess

Address 3609 Polk Street, Apt. 3/2

City State Zip Code Hollywood FL 33021

Dept./School Name South Area Transportation

Home# 954-967-8075 School# 954-330-6396 Bus# _____

Race X Gender _____ Color _____ Religion _____

Disability _____ Marital Status _____ National Origin _____

Other _____ Age _____ Sexual _____

Briefly describe your concern(s)

Ms. Markeia Funchess (BF), Bus Operator, called the EEO Department and stated that Ms. Ann Murray, (WF), Terminal Supervisor, made a comment that she attended a football game one time before and had to go to the "Nigger bleed section". Ms. Funchess stated that although she was very offended by the comment she did not say anything, however, there were four other people there and Ms. Lisa Spence (WF) Terminal Supervisor, Central West, did say to Ms. Murray "What did you say, I don't like that word"? and then Ms. Murray apologized and said I forgot the company that I was in.

Witness to statement: Linda Williams (BF) Transportation Specialist
Penny Cook, (BF) Bus Operator, South Area
Pat Miller, (BF) Bus Operator, South Area
Lisa Spence (WF) Terminal Supervisor, Central West

This incident happened at Calder Race Track Super Bowl Sunday, February 4, 2007.

Disposition _____ Closed Date _____

Comments

Barbara Dorsett

Intake by

Alexis Newjahr

Administrator Assigned

THE SOUTHERN BOARD OF BROWARD COUNTY, FLORIDA
EQUAL EDUCATIONAL OPPORTUNITIES

TELEPHONE INQUIRY

Date 2/5/2007

Name Markeia Funchess
Address 3609 Polk Street, Apt. 3
City Hollywood State FL Zip Code 33021
Dept./School Name South Area Transportation
Home# 954-967-8075 School# 954-330-6396 Bus# _____
Race X Gender _____ Color _____ Religion _____
Disability _____ Marital Status _____ National Origin _____
Other _____ Age _____ Sexual _____

Briefly describe your concern(s)

Ms. Markeia Funchess (BF), Bus Operator, called the EEO Department and stated that Ms. Ann Murray, (WF), Terminal Supervisor, made a comment that she attended a football game one time before and had to go to the "Nigger bleed section". Ms. Funchess stated that although she was very offended by the comment she did not say anything, however, there were four other people there and Ms. Lisa Spence (WF) Terminal Supervisor, Central West, did say to Ms. Murray "What did you say, I don't like that word"? and then Ms. Murray apologized and said I forgot the company that I was in.

Witness to statement: Linda Williams (BF) Transportation Specialist
Penny Cook, (BF) Bus Operator, South Area
Pat Miller, (BF) Bus Operator, South Area
Lisa Spence (WF) Terminal Supervisor, Central West

This incident happened at Calder Race Track Super Bowl Sunday, February 4, 2007.

Disposition Closed Closed Date 3/5/2007

Comments

Barbara Dorsett

Alexis Newjahr

Intake by

Administrator Assigned

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

600 SOUTH EAST THIRD AVENUE • FORT LAUDERDALE, FLORIDA 33301-3125 • TEL 754-321-2150 • FAX 754-321-2714

Equal Educational Opportunities
Dildra Martin-Ogburn, Director

www.browardschools.com

SCHOOL BOARD

Chair: BEVERLY A. GUYLOR
Vice Chair: ROBERT B. REEFMAN
Members: CAROL ANN DINNEN
DENNIS LEONARD GOTTRELL
PHYLLIS C. HOPE
STEPHANIE ARMA KRATZ, ESQ.
ROBERT D. PARKS, III
ELEANOR SOBIE
BENJAMIN J. WILLIAMS

JAMES F. NOTTER
Interim Superintendent of Schools

March 5, 2007

Ms. Markeia Funchess
3609 Polk Street, Apt. 312
Hollywood, Florida 33021

*Re - sent w/ cover
opt # 2
4/4/07*

Re: Discrimination Inquiry

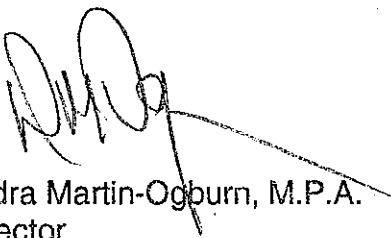
Dear Ms. Funchess:

The Department of Equal Educational Opportunities (EEO) has completed its investigation into the Discrimination Inquiry, based on race, which you filed on February 5, 2007. In your telephone conversation with Ms. Alexis Newjahr, Compliance Administrator, you indicated that you were satisfied with the outcome of this Inquiry.

This determination concludes the Department of Equal Educational Opportunities' handling of this Inquiry. This decision does not in any way impinge upon your right to file a claim with the Equal Employment Opportunities Commission (EEOC) or any other agency you deem appropriate.

Should you have any questions, please feel free to contact Ms. Newjahr at (754) 321-2150.

Sincerely,



Dildra Martin-Ogburn, M.P.A.
Director

DMO/ANN:ama

Display Addresses (0006)

Personnel: 33759 Name FUNCHES, MARKEIA HOLMES Status Active
EE subgrp HF Hourly FT Full/Ben Position 80003979 BUS OPERATOR
Pers area TRAN Transportation Org unit 09724746 SOUTH ARE Employ 02/22/2000
From 02/22/2000 to 12/31/9999 Chng 07/04/2001 RSINGH

Address

Address type Permanent residence

c/o

Address line 1 1027 NW 8 ST

Address line 2

City/county HALLANDALE

State/zip code FL Florida 33009

Country key USA

Telephone number 954 455-2153

Communications 0 Extn

0 Extn

0 Extn

0 Extn

The School Board of Broward County, FL
Pupil Transportation
3831 NW Tenth Avenue, Oakland Park, Florida 33309

February 9, 2007

TO: Ann Murray, Supervisor
South Area Terminal

FROM: Lucille Greene, Director
Pupil Transportation

SUBJECT: **WRITTEN REPRIMAND**

RECEIVED
FEB 9 11 3 20
SCHOOL BOARD OF BROWARD COUNTY
FLORIDA

On Thursday, February 8, 2007, the Department of Equal Educational Opportunities (EEO) concluded its investigation into an alleged discrimination complaint. During the investigation, sufficient evidence existed, including your own admittance to corroborate that you did indeed use a derogatory term, "nigger" in the presence of subordinates, during a transportation event on Sunday, February 4, 2007.

You have failed to meet the performance standards required of your position as Terminal Supervisor. Specifically, you have inappropriately used an ethnic reference. This conduct is prejudicial to good order and violates School Board Policy 4001.1 – Non-discrimination Policy Statement as it states in part, "this policy is established to provide an environment free of discrimination and harassment based on age, race, color, disability, gender, marital status, national origin, religion or sexual orientation."

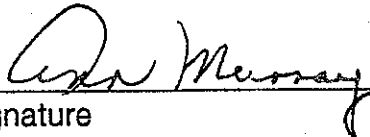
Your behavior constitutes a serious breach of conduct that will not be tolerated; therefore, I am issuing you this written reprimand that is consistent with School Board Policy 4.9 and past practices of the District. In addition, I am directing you to attend a Nondiscrimination Training session and am providing you the attached copy of School Board Policy 4001.1 – Nondiscrimination Policy Statement for future reference and adherence.

Please be advised that any further failure on your part to perform to the standards established for the effective and productive performance of your job duties will result in further disciplinary action, up to and including termination of employment.

Please keep in mind, any further instances of this similar nature will result in and up to further disciplinary action.

Your signature below confirms that you have read and understand the contents of this memorandum.

ANN MURRAY
Print Name


Signature

LG:ln
07-016

c: Donnie Carter, Deputy Superintendent, Operations
Ruben Parker, Director, Transportation Services
Dildra Martin-Ogburn, M.P.A., Director, Equal Educational Opportunities
Lula Taylor, Supervisor, Personnel Records

Lucille Greene, Director
Phone (754) 321-4400 Fax (754) 321-4400

**CENTRAL WEST TRANSPORTATION
2320 COLLEGE AVENUE
DAVIE, FLORIDA 33317
PHONE: 754-321-4150
FAX: 754-321-4190**

STATEMENT

DATE: 2-4-2007
NAME: Lisa Spince
SUBJECT: Field Trip

On Sunday, February 4th, 2007, Broward County School Pupil Transportation Department, contracted to assist in the transportation of employees, spectators and volunteers for the Super Bowl. I, along with Ann Murray was assigned to the volunteer and staff loading area at Calder Race track. Ten operators from West Central Area and twelve operators from South Area were also assigned to this location. Transportation Specialist, Linda Williams from South Area and Relief Operator Sara Roberts were also assigned to this location. As operators were being relieved for breaks, Ms. Murray, Linda Williams, three bus operators and I were standing off to the side, talking. At one point during the conversation, Ms. Murray asked me, "Do you remember when a group of us from transportation came down to watch a Bills game?" She then said "yeah they had us up in nigger heaven". I looked at Ms. Murray and said, "What did you say?" She then said, "You know way up at the top of the stadium." At that time I told Ms. Murray that what she said was uncalled for and I walked away. I did stand close by, because I could see that the three operators were upset at what Ms. Murray had said. I saw that one of these operators, whose name I do not know, had also walked away. I could see that she was visibly upset. I walked over to her and asked her if she was okay. I put my arm around her to comfort her. This operator told me that she was very mad because that was not the first time that Ms. Murray had used the "N" word. She told me that she was going to report Ms. Murray. Approximately twenty minutes later I was standing next to Linda Williams, and I said to her that I could not believe that Ms. Murray had said that. Ms. Williams told me that this was not the first time she had used that word. I did call both, Eugene Williams, Supervisor of Operations, and Mrs. Lucille Greene, Director of Pupil Transportation, to give them a "heads up" that the operators were upset and that there might be some fall out from the incident.

I, Patricia Miller, was present during the conversation when Ms. Murray used the word Nigger. She was telling us a story and the word was used. In my opinion, it wasn't used in a derogatory way. Being that she is in a supervisor position, she should be made to watch the words she use around co-workers because she works in a place of much diversity. Ms. Murray apologized for using the word once she figured out how inappropriate it was but it wasn't good enough for others.

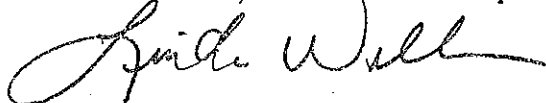
Sincerely,
Patricia Miller

February 7, 2007

To Whom It May Concern:

On February 4, 2007, South Area Terminal and Shift Supervisors, Transportation Specialists, and Drivers were working at the Calder Race Track in Miami for the Super Bowl. We were transporting staff to and from the Pro Player Stadium. There 6 people (Penny Cook, Patricia Miller, Lisa Spence, Markea Funchess, Ann Murray, and I) standing in around having small talk. Mrs. Ann Murray wanted to tell us a little joke, she stated "That she went to an event and it was a bunch of niggas in a VIP box." After I heard her use nigga in the way I turned and walked away. Then I heard Lisa Spence say Ann I do not like those words. Lisa repeated that statement again and I continued to walk away. I saw Lisa turn and walk away as well.

Linda Williams, South Area Transportation Specialist

A handwritten signature in cursive script, appearing to read "Linda Williams", written in dark ink.

Name: Penny Smith

Date: 2/6/07

Route: 3261

Bus # 204889

Date of incident: 2/4/07

on 2/4/07 the day of the Super-bowl field trip. myself and 2 other drivers with one supervisor were standing waiting for the buses to come back to release us. While waiting Mrs. Murray started a conversation saying to the 4 of us that she went to a football game and she was half way up in the stand just below the niger bleed section when she said that Mrs. Spince told her that was not acceptable. She gave Mrs Spince the smurk look. Mrs Spince and one of the drivers walked away so she also said Oh!!! I forgot the company that I was in.

Signature: 

Date: 2/6/07

Name: MARKEIA Funchess

Date: 2-6-07

Route: 312c

Bus # 98125

Date of incident: 2-3-07

I MARKEIA Funchess and 3 other bus drivers and one supervisor from Central West were standing at Calder Race track when ANNI MURRAY begin to tell this story about her being at a game and having to go up to the NIGGA BLEED section and said well thats what they called them with a smirk on her face looking back at LISA SPENCE. Mrs Spence replied by saying I dont like that word and that word is not in her vocabulary. ~~Then Mrs. Murray went on to tell the story by saying she did not know if they were throwing or pouring beer or if it was raining. Then she apologized by saying I'm sorry I forgot the company I was in.~~

WITNESS NAMES: LISA SPENCE, LINDA WILLIAMS,
PEONY COOK, PATRICIA MILLER and myself

Signature: Markeia Funchess

Date: 2-6-07

Display Additional Personal Data (0077)

Personnel 17002 **Name** SPINCE, LISA R **Status** Active
EE suborg SF **Salary** F **Full Ben** **Position** 00029007 SUPERVISOR **BB** **BL Weekly** BB
Pers area ADMN Administrative **Org unit** 00724731 WEST AREA **Employment** 10/23/1981
From 10/23/1981 **To** 12/31/9999 **Chg** 07/03/2001 **ABARBAS**

Additional Personal Data

Ethnic origin White/Not Hispanic origin ☒
Military status 00

☐ Medicare
☐ EEO Exempt

Veteran Status

- ☐ Special disabled veteran
- ☐ Vietnam-era veteran
- ☐ Other veteran
- ☒ Non-veteran

Disability

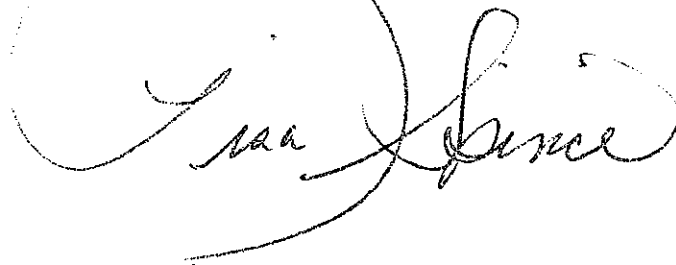
☐ Disability
Disability date
Date learned

**CENTRAL WEST TRANSPORTATION
2320 COLLEGE AVENUE
DAVIE, FLORIDA 33317
PHONE: 754-321-4150
FAX: 754-321-4190**

STATEMENT

DATE: 2-4-2007
NAME: Lisa Spince
SUBJECT: Field Trip

On Sunday, February 4th, 2007, Broward County School Pupil Transportation Department, contracted to assist in the transportation of employees, spectators and volunteers for the Super Bowl. I, along with Ann Murray was assigned to the volunteer and staff loading area at Calder Race track. Ten operators from West Central Area and twelve operators from South Area were also assigned to this location. Transportation Specialist, Linda Williams from South Area and Relief Operator Sara Roberts were also assigned to this location. As operators were being relieved for breaks, Ms. Murray, Linda Williams, three bus operators and I were standing off to the side, talking. At one point during the conversation, Ms. Murray asked me, "Do you remember when a group of us from transportation came down to watch a Bills game?" She then said "yeah they had us up in nigger heaven". I looked at Ms. Murray and said, "What did you say?" She then said, "You know way up at the top of the stadium." At that time I told Ms. Murray that what she said was uncalled for and I walked away. I did stand close by, because I could see that the three operators were upset at what Ms. Murray had said. I saw that one of these operators, whose name I do not know, had also walked away. I could see that she was visibly upset. I walked over to her and asked her if she was okay. I put my arm around her to comfort her. This operator told me that she was very mad because that was not the first time that Ms. Murray had used the "N" word. She told me that she was going to report Ms. Murray. Approximately twenty minutes later I was standing next to Linda Williams, and I said to her that I could not believe that Ms. Murray had said that. Ms. Williams told me that this was not the first time she had used that word. I did call both, Eugene Williams, Supervisor of Operations, and Mrs. Lucille Greene, Director of Pupil Transportation, to give them a "heads up" that the operators were upset and that there might be some fall out from the incident.

A large, stylized handwritten signature in black ink, appearing to read "Lisa Spince", is written over the bottom right portion of the document. The signature is fluid and cursive, with a large loop at the end.

Display Add

THE SCHOOL BOARD OF BROWARD COUNTY, FLORIDA

600 SOUTH EAST THIRD AVENUE • FORT LAUDERDALE, FLORIDA 33301-3125 • TEL 754-321-2150 • FAX 754-321-2714

Equal Educational Opportunities
Dildra Martin-Ogburn, Director

www.browardschools.com

SCHOOL BOARD

Chair
Deputy Chair
BEVERLY A. GALLAGHER
ROBIN BARTHELEMY

MAURITUS S. DUNN
JENNIFER ELONARD GOTTHER
PHYLLIS C. HOPE
STEPHANIE ARMSTRONG, ESQ.
ROBERT D. PARKS, F.D.
ETANOR SOBET
BENJAMIN L. WILLIAMS

JAMES E. SOUTER
Interim Superintendent of Schools

February 6, 2007

Ms. Markeia Funchess
3609 Polk Street, Apt. 3
Hollywood, Florida 33021

Re: Discrimination Inquiry

Dear Ms. Funchess:

The Department of Equal Educational Opportunities is in receipt of your Discrimination Inquiry of February 5, 2007.

Your Inquiry has been assigned to **Ms. Alexis Newjahr, Compliance Administrator**, who will be contacting you in the near future to address your concerns. In the interim, I have enclosed a copy of our *Internal Charge/Complaint Intake Procedures Brochure* for your review.

Should you have any questions or require additional information, please feel free to contact **Ms. Newjahr at (754) 321-2150**.

Sincerely,



Dildra Martin-Ogburn, M.P.A.
Director

DMO/ANN:ama
Enclosure

Additional Personal Data

Military status 00

Medicare

☐ EEO Exempt

Veteran Status

☐ Special disabled veteran

■ Vietnam-era veteran

☐ Other veteran

☒ Nonveteran

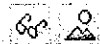
Disability

☐ Disability

Disability date

Date learned

Display HR Master Data



Personnel no: 33759
 Name: FUNCHESSE, MARKEIA HOLMES Employment ID: 02/22/2000
 EE subgrp: HF Hourly FT Full/... Position: 80003979 BUS OPERATOR Status: Active
 Pers area: TRAN Transport... Org unit: 09724746 SOUTH AREA TRANSPORTATION

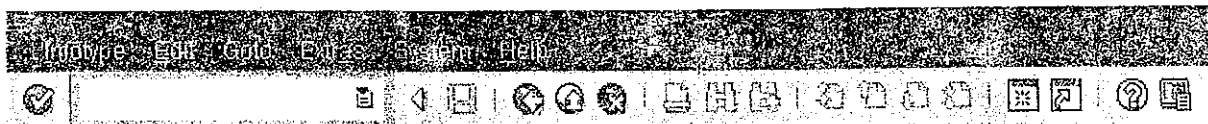
Basic personal data | Benefits | Time Management | Payroll | Add'l Perso...

<input type="checkbox"/> Actions (0000)	<input checked="" type="checkbox"/>		Period	
<input type="checkbox"/> Organizational Assignment (0001)	<input checked="" type="checkbox"/>		<input checked="" type="radio"/> Period Fr: To:	
<input type="checkbox"/> Additional Personal Data (0077)	<input checked="" type="checkbox"/>		<input type="radio"/> Today <input type="radio"/> Curr. week <input type="radio"/> All <input type="radio"/> Current month <input type="radio"/> From curr. date <input type="radio"/> Last week <input type="radio"/> To current date <input type="radio"/> Last month <input type="radio"/> Curr. period <input type="radio"/> Current year	
<input type="checkbox"/> Addresses (0006)	<input checked="" type="checkbox"/>		<input type="button" value="Choose"/>	
<input type="checkbox"/> Education and Training (0022)	<input checked="" type="checkbox"/>			
<input type="checkbox"/> Family/Related Person (0021)	<input checked="" type="checkbox"/>			
<input type="checkbox"/> Other/Previous Employers (0023)	<input checked="" type="checkbox"/>			
<input type="checkbox"/> Personal Data (0002)	<input checked="" type="checkbox"/>			
<input type="checkbox"/> Qualifications (0024)	<input checked="" type="checkbox"/>			
<input type="checkbox"/> Appraisals (0025)	<input checked="" type="checkbox"/>			

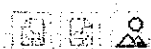
Direct selection

Infotype: STY

Select an infotype



Display Additional Personal Data (0077)



Personnel	33759	Name	FUNCHESS, MARKEIA HOLMES	Status	Active
EE subgrp	HF Hourly FT Full/Ben	Position	80003979 BUS OPERA	BB	Bi-Weekly BB
Pers.area	TRAN Transportation	Org. unit	09724746 SOUTH ARE	Employment	02/22/2000
From	02/22/2000	To	12/31/9999	Chg.	07/03/2001 ABARBAS

Additional Personal Data

Ethnic origin Black/Not Hispanic origin

Military status 00

☐ Medicare

☐ EEO Exempt

Veteran Status

☐ Special disabled veteran

☐ Vietnam-era veteran

☐ Other veteran

☒ Non-veteran

Disability

☐ Disability

Disability date

Date learned



Microsoft FrontPage

SNP Local Pad 140

Display Additional Per...

Display Additional Personal Data (0077)



Personnel	16988	Name	WILLIAMS, LINDA D	Status	Active
EE subgrp	HF Hourly FT Full/Ben	Position	80023259 BUS OPER	BB	Bi-Weekly 00
Pers area	TRAN Transportation	Org unit	09724746 BUS OPER - TRANS SPEC	03/11/1985	
From	03/11/1985	To	12/31/9999	Chg	07/03/2001 ABARBAS

Additional Personal Data

Ethnic originBlack/Not Hispanic origin

Military status00

☐ Medicare

☐ EEO Exempt

Veteran Status

☐ Special disabled veteran

☐ Vietnam-era veteran

☐ Other veteran

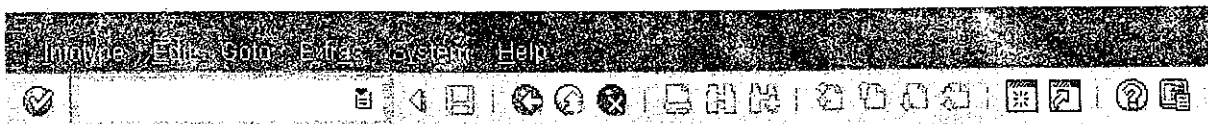
☒ Non-veteran

Disability

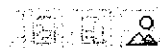
☐ Disability

Disability date

Date learned



Display Additional Personal Data (0077)



Personnel:	24936	Name:	MILLER, PATRICIA ANN	Status:	Active
EE subgrp	HF Hourly FT Full/Ben	Position	00003839 BUS OPERA	BB	Bi-Weekly DB
Pers.area	TRAN Transportation	Org. unit	09724746 SOUTH ARE	Employment	01/09/1995
From	01/09/1995	To	12/31/9999	Chg.	07/03/2001 ABARBAS

Additional Personal Data	
Ethnic origin	Black/Not Hispanic origin <input checked="" type="checkbox"/>
Military status	00
<input type="checkbox"/> Medicare	
<input type="checkbox"/> EEO Exempt	
Veteran Status	Disability
<input type="checkbox"/> Special disabled veteran	<input type="checkbox"/> Disability
<input type="checkbox"/> Vietnam-era veteran	Disability date
<input type="checkbox"/> Other veteran	Date learned
<input checked="" type="checkbox"/> Non-veteran	