



FORMAL NOTICE: Comprehensive State and Federal Investigations into Conduct of Michael Thomas

2 messages

[Redacted] <[Redacted]> Tue, May 12, 2026 at 1:33 AM
 To: School-Board@hopkinsschools.org, Natalia.Peuschold@hopkinsschools.org, Shannon.Andreson@hopkinsschools.org, Brooke.Roper@hopkinsschools.org, Sara.Wilhelmgarbers@hopkinsschools.org, Rachel.Hartland@hopkinsschools.org, Johanna.Hyman@hopkinsschools.org, Kaj.Thompson@hopkinsschools.org, Zhiming.Zhao@hopkinsschools.org, Rhoda.M-Reed@hopkinsschools.org
 Cc: Michael Thomas <mthomas@plsas.org>

Dear Chairperson Andreson and Members of the Hopkins School Board,

This letter serves as formal notice that Michael Thomas is the named respondent and primary Responsible Authority in a series of comprehensive investigations currently being conducted by the Minnesota Board of School Administrators (BOSA), the Minnesota Department of Education (MDE), and the U.S. Department of Education Office for Civil Rights (OCR).

These filings represent documented systemic failures and personal administrative misconduct that create significant legal and ethical liabilities. As the statutorily designated Responsible Authority (RA) under **Minn. Stat. § 13.02, Subd. 16**, Dr. Thomas is alleged to have:

1. **Orchestrated Structural Due Process Failures:** Knowingly delegating Title IX and safety determinations to an unlicensed administrator, violating federal separation-of-roles mandates and state licensure rules.
2. **Willfully Violated Data Practices:** Oversaw the intentional spoliation of email logs and a persistent refusal to append mandated "Statements of Disagreement" to misleading student records.
3. **Misrepresented Student Safety Policies:** Officially asserting that anti-bullying mandates do not apply to District staff, an interpretation directly contradicted by District policy and state law.
4. **Executed Constructive Exclusion:** Failing to enforce mandatory weapons policies after a physical assault and manufacturing barriers to educational access.

Attached are the full evidentiary compendiums supporting these investigations:

- **BOSA Ethics Compendium:** Documentation of licensure violations and professional misconduct (Case acknowledged May 4, 2026).
- **OCR Civil Rights Compendium:** Evidence of Title IX procedural failures and denial of FAPE (Case #05-26-1705).
- **MGDPA/FERPA Master Compendiums:** Proof of willful data obstruction and evidence spoliation.

As a governing board, you are now in possession of "actual knowledge" regarding these documented liabilities. We expect this information to be integrated into your oversight and governance of District operations.

Below is an executive summary of the supplemental evidence submitted in these filings:

Executive Summary of Statutory & Ethical Violations

Subject: Dr. Michael Thomas, Superintendent / Responsible Authority

Regulatory Scope: MGDPA, FERPA, Title IX (34 C.F.R. § 106), Minn. Rule 3512.5200, and Section 504.

1. Verification of Unlicensed & Conflicted Administration

- **Unlicensed Decision-Maker:** Exhibit 7 confirms the District's primary Title IX Decision-Maker and investigator, Emily Herman, lacks the required Minnesota administrative licensure to make pedagogical or student-safety determinations.
- **Structural Conflict of Interest:** Evidence shows the District permitted a single individual to simultaneously serve as Coordinator, Investigator, and Decision-Maker, a direct violation of the federal Title IX separation-of-roles mandate (34 C.F.R. § 106.45).

2. Intentional Obstruction of Data Practices (MGDPA & FERPA)

- **Willful Withholding & "Blind Denials":** The District engaged in "blind denials" by heavily redacting reports without citing the legally mandated statutory authority (Minn. Stat. § 13.03, Subd. 3(f)).
- **Failure to Append Statements of Disagreement:** Despite formal challenges in May 2025, the District continued to disseminate misleading records in April 2026 without attaching the legally required parental "Statement of Disagreement" (Minn. Stat. § 13.04, Subd. 4).
- **Evidence Spoliation:** Email logs were abruptly produced in March 2025 but intentionally truncated to exclude critical dates related to an unauthorized data forwarding event involving Dr. Thomas's account.

3. Misrepresentation of Student Safety Policy (506.1)

- **False Policy Thresholds:** Dr. Thomas personally asserted in writing that **Policy 506.1 (Bullying Prohibition)** "applies only to students" to justify not investigating staff negligence.
- **Contradiction of Training Materials:** Internal training records prove staff are explicitly responsible for enforcing these policies, and Dr. Thomas's refusal to apply them to staff constitutes a structural cover-up of gross negligence.

4. Failure to Protect and Constructive Exclusion

- **Weapons Policy Violation:** Following a classroom assault with a chair, Dr. Thomas failed to trigger mandatory administrative responses under **Policy 501 (Weapons)**.
- **Manufactured Exclusion:** The District manufactured a "constructive exclusion" by conditioning safety discussions on the student first returning to the hostile environment where the assault occurred, thereby denying a Free Appropriate Public Education (FAPE).





Attached for your review are the formal filings:






- BOSA Ethics Complaint (and Supplemental Exhibits 6-8)
- OCR Civil Rights Complaint (Case #05-26-1705)
- MDE Special Education Complaint and Supplemental (#26-226C)
- Exhibits 1-4 Referenced by filings (Note remaining exhibits will come in a subsequent email)

Sincerely,



9 attachments

-  **BOSA.pdf**
523K
-  **BOSA_Supplemental.pdf**
81K
-  **CivilRights.pdf**
604K
-  **MDE.pdf**
405K

-  **ISD719_Exhibit_1_FINAL.pdf**
6280K
-  **ISD719_Exhibit_2_FINAL.pdf**
2800K
-  **ISD719_Exhibit_3_FINAL.pdf**
9552K
-  **ISD719_Exhibit_4_FINAL.pdf**
2788K
-  **MDE_Supplemental.pdf**
88K

 < >





Tue, May 12, 2026 at 1:35 AM

To: School-Board@hopkinsschools.org, Natalia.Peuschold@hopkinsschools.org, Shannon.Andreson@hopkinsschools.org, Brooke.Roper@hopkinsschools.org, Sara.Wilhelmgarbers@hopkinsschools.org, Rachel.Hartland@hopkinsschools.org, Johanna.Hyman@hopkinsschools.org, Kaj.Thompson@hopkinsschools.org, Zhiming.Zhao@hopkinsschools.org, Rhoda.M-Reed@hopkinsschools.org
Cc: Michael Thomas <mthomas@plsas.org>

Please find the remaining exhibits attached to this email.

[Quoted text hidden]

4 attachments

-  **ISD719_Exhibit_5_FINAL.pdf**
5250K
-  **ISD719_Exhibit_6_Final.pdf**
110K
-  **ISD_719_Exhibit_7_Final.pdf**
924K
-  **ISD719_Exhibit_8_FINAL.pdf**
6075K