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October 1, 2009

**Via First Class Mail**

William G. Putnicki  
U.S. District Clerk  
800 Franklin Avenue, Room 380  
Waco, Texas 76701

Re: Civil Action No. \_\_\_\_\_; *Joelle Ogletree v. Glen Rose Independent School District*; In the United States District Court, Western District of Texas, Waco Division

Dear Mr. Putnicki:

Enclose please find and original and three (3) copies of the following documents in connection with the above-referenced matter:

1. *Plaintiff's Original Petition;*
2. *Certificate of Interested Persons;* and
3. *Civil Cover Sheet.*

Please file the originals with the court, and return the file-stamped copies to our office using the enclosed envelope. I have also included our firm's check in the amount of \$350.00 for the filing fee.

If you have questions or need additional information, please do not hesitate to contact me.

Very truly yours,

Deborah L. Archer

/dla  
*Enclosures*

T 972.789.1160  
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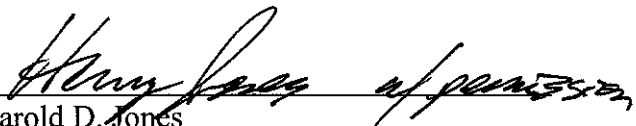
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2. **Harold D. Jones**  
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**Facsimile: (972) 789-1606**  
**COUNSEL FOR PLAINTIFF**
  
3. **Glen Rose Independent School District**  
**DEFENDANT**
  
4. **Thomas E. Myers**  
**Brackett & Ellis, P.C.**  
**100 Main Street**  
**Fort Worth, Texas 76102-3090**  
**Telephone: (817) 338-1700**  
**Facsimile: (817) 870-2265**  
**COUNSEL FOR DEFENDANT**

Respectfully submitted,

  
Harold D. Jones

Texas Bar No. 10894020

E. Ashley Goodwin

Texas Bar No. 24051776

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**ATTORNEY FOR PLAINTIFF**

**CERTIFICATE OF SERVICE**

I certify that a copy of the foregoing instrument will be served upon Defendant with Plaintiff's Original Complaint.

*Harold D. Jones*  
Harold D. Jones

**UNITED STATES DISTRICT COURT  
WESTERN DISTRICT OF TEXAS  
WACO DIVISION**

**JOELLE OGLETREE,**

*Plaintiff,*

v.

**GLEN ROSE INDEPENDENT SCHOOL  
DISTRICT,**

*Defendant.*

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CIVIL ACTION NO. \_\_\_\_\_

**JURY DEMANDED**

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**PLAINTIFF'S ORIGINAL COMPLAINT**

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**TO THE HONORABLE U.S. DISTRICT COURT:**

COMES NOW Plaintiff Joelle Ogletree ("Plaintiff"), and brings this cause of action against Glen Rose Independent School District ("GRISD" or "Defendant") for violations of federal statute, and respectfully pleads as follows:

**I.**

**JURISDICTION AND VENUE**

1. Jurisdiction is proper in this Court pursuant to 28 U.S.C. § 1331, in that this is a civil action arising under Title VII of the Civil Rights Act of 1964, as amended ("Title VII").
2. Title VII grants jurisdiction to this Court.
3. Venue is proper in this court pursuant to 28 U.S.C §§ 1331, 1391. Venue is proper as to Plaintiff's Title VII claims because the unlawful employment practices Plaintiff complains of were committed in this District. Furthermore, (1) Plaintiff resides in this District;

(2) Defendant is located in this District; and (3) a substantial part of the events or omissions giving rise to these claims occurred in this District.

4. All preconditions to jurisdiction under § 706 of Title VII, 42 U.S.C. § 2000e-5(f)(3), have been satisfied as follows:

- a. On or about March 9, 2009, Plaintiff filed a timely charge (Charge No. 846200920072) (the “Charge”) with the United States Equal Opportunity Commission (“EEOC”), alleging gender discrimination and retaliation.
- b. Plaintiff filed her EEOC charge within 300 days of the latest discrimination against her by Defendant.
- c. The EEOC issued a “right to sue” letter (“Notice”) to Plaintiff on July 31, 2009. *A true and correct copy of the Notice is attached hereto as Exhibit “A” hereto and incorporated herein by reference.*
- d. Plaintiff filed this complaint within ninety (90) days of receiving the Notice.

## II.

### PARTIES

5. Plaintiff is a citizen of the United States, and a resident of Somervell County, Texas.

6. Plaintiff is a female.

7. Defendant is an independent school district in Somervell County, Texas.

Defendant can be served with process by serving its **Superintendent, Wayne Rotan, at 1102 Stadium Drive, Glen Rose, Texas.**

8. Defendant is a “person” within the meaning of Title VII.

9. Defendant employed more than 15 employees for each working day in more than 20 weeks during the preceding year.

10. Defendant is an “employer” within the meaning of Title VII.

### III.

#### FACTUAL ALLEGATIONS

11. On May 30, 2008, Plaintiff applied to work for Defendant as a French teacher and/or English teacher.

12. The positions of French teacher and English teacher were made available by Defendant in May of 2008.

13. Plaintiff was and is qualified to fill these positions.

14. Plaintiff is an experienced teacher.

15. Plaintiff has no restrictions on her license to teach.

16. In August 2008, Plaintiff discovered she was not hired as a teacher, despite having superior qualifications.

17. Defendant gave inconsistent, untrue and pretextual reasons for why Plaintiff was not hired. Defendant departed from its protocols to deny Plaintiff a position; including inconsistent use (or non-use) of hiring committees, recommendations, and an interview process. Plaintiff’s application was not treated consistently with prior subsequent practice. Plaintiff was not granted an interview. Defendant even changed its decision to have a French teacher to avoid Plaintiff’s hire. In reality, Defendant, out of impermissible, mixed motives; Defendant failed to hire Plaintiff because Defendant was retaliating against Plaintiff for complaining of gender bias in prior litigation and ever since; and Defendant is institutionally biased against female applicants.

18. Further proof of Defendant's bias came in November 2008, when Plaintiff's attempt to serve as a volunteer in her child's elementary school was denied due in whole or in part, to her complaints of gender discrimination.

#### IV.

#### CAUSE OF ACTION

#### **TITLE VII GENDER DISCRIMINATION AND RETALIATION**

19. Plaintiff is female.

20. Defendant is an "employer" under Title VII.

21. Defendant refused to hire Plaintiff as a teacher and refused to allow her to volunteer at Defendant's schools, despite Plaintiff's qualifications because of her complaints of gender discrimination and because of her gender.

22. Due to Defendant's actions Plaintiff has suffered, and continues to suffer, damages including, but not limited to lost wages, both past and future, emotional pain, suffering, inconvenience, mental anguish and loss of enjoyment of life.

23. Defendant's actions in unfairly investigating Plaintiff, preventing her from being employed, departing from its protocols, and lying to Plaintiff about their resources, were all done with malice aforethought and/or reckless indifference, entitling Plaintiff to punitive damages under Title VII.

24. To redress the injuries sustained by Plaintiff as a result of Defendant's actions, Plaintiff has retained the undersigned counsel to represent her in this action. Plaintiff therefore seeks recovery of her reasonable attorneys' fees, experts' fees and costs.

25. As a direct and proximate result of Defendant's unlawful treatment of Plaintiff, Plaintiff has suffered significant monetary damages.

V.

**DAMAGES**

26. Plaintiff has suffered and continues to suffer anxiety, depression, feelings of lack of self worth and rejection due to the actions and inaction of Defendant. In addition, as a result of Defendant's acts and omissions as described, Plaintiff has suffered emotional mental anguish and loss of enjoyment of life.

27. Plaintiff claims compensatory damages for medical expenses, emotional harm, mental anguish, loss of enjoyment of life, attorney's fees and costs, loss of earning capacity and other future pecuniary losses.

28. Plaintiff claims economic damages including full back pay and front pay, full back benefits and front benefits, pre and post-judgment interest in an amount to be shown at trial and other relief deemed appropriate by the Court.

VI.

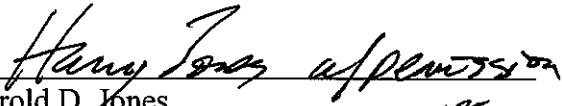
**PRAYER AND RELIEF REQUESTED**

WHEREFORE, PREMISES CONSIDERED, Plaintiff respectfully requests judgment against Defendant including general or compensatory damages, punitive damages, reasonable and necessary attorney's fees and court costs under Title VII, and any other relief, both special and general, to which Plaintiffs may be justly entitled.

**JURY DEMAND**

29. Plaintiff has requested a trial by jury.

Respectfully submitted,

  
Harold D. Jones

Texas Bar No. 10894020

E. Ashley Goodwin

Texas Bar No. 24051776

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**ATTORNEYS FOR PLAINTIFF**

CIVIL COVER SHEET

The JS-44 civil cover sheet and the information contained herein neither replace nor supplement the filing and service of pleadings or other papers as required by law, except as provided by local rules of court. This form, approved by the Judicial Conference of the United States in September 1974, is required for the use of the Clerk of Court for the purpose of initiating the civil docket sheet. (SEE INSTRUCTIONS ON THE REVERSE OF THE FORM.)

I. (a) PLAINTIFFS

Joelle Ogletree

DEFENDANTS

Glen Rose Independent School District

(b) COUNTY OF RESIDENCE OF FIRST LISTED PLAINTIFF Somervell, Texas (EXCEPT IN U.S. PLAINTIFF CASES)

COUNTY OF RESIDENCE OF FIRST LISTED DEFENDANT Somervell, Texas (IN U.S. PLAINTIFF CASES ONLY)

NOTE: IN LAND CONDEMNATION CASES, USE THE LOCATION OF THE TRACT OF LAND INVOLVED

(c) ATTORNEYS (FIRM NAME, ADDRESS, AND TELEPHONE NUMBER)

Harold D. Jones Texas Bar No. 10894020 LAW OFFICES OF ANDERSON+JONES pllc One Galleria Tower 13355 Noel Road, Suite 1900 Dallas, Texas 75240 Telephone: (972) 789-1160 Facsimile: (972) 789-1606

ATTORNEYS (IF KNOWN)

Thomas E. Myers Brackett & Ellis, P.C. 100 Main Street Fort Worth, Texas 76102-3090 Telephone: 817-338-1700 Facsimile: 817-870-2265

II. BASIS OF JURISDICTION (PLACE AN X IN ONE BOX ONLY)

- 1 U.S. Government Plaintiff
2 U.S. Government
3 Federal Question (U.S. Government Not a Party)
4 Diversity (Indicate Citizenship of Parties in Item III)

III. CITIZENSHIP OF PRINCIPAL PARTIES (For Diversity Cases Only)

Table with columns for PTF and DEF for Citizens of This State, Citizens of Another State, Citizens or Subject of a Foreign Country, Incorporated or Principal Place of Business in This State, Incorporated and Principal Place of Business in Another State, Foreign Nation.

IV. NATURE OF SUIT (PLACE AN X IN ONE BOX ONLY)

Large table with categories: CONTRACT, REAL PROPERTY, TORTS, CIVIL RIGHTS, PRISONER PETITIONS, FORFEITURE, LABOR, BANKRUPTCY, SOCIAL SECURITY, FEDERAL TAX SUITS, OTHER STATUTES.

V. ORIGIN

- 1 Original Proceeding
2 Removed from State Court
3 Remanded from Appellate Court
4 Reinstated or Reopened
5 Transferred from Another District (Specify)
6 Multidistrict Litigation
7 Appeal to District Judge from Magistrate Judgment

VI. CAUSE OF ACTION (CITE THE U.S. CIVIL STATUTE UNDER WHICH YOU ARE FILING AND WRITE A BRIEF STATEMENT OF CAUSE. DO NOT CITE JURISDICTIONAL STATUTES UNLESS DIVERSITY.) 42 U.S.C. § 12112 et seq.

Plaintiff alleges violations under Title VII, involving failure to hire due to retaliation and gender

VII. REQUESTED IN COMPLAINT

DEMAND Not specified Check YES only if demanded in complaint: JURY DEMAND: [X] YES [ ] NO

VIII. RELATED CASE(S) (See instructions)

IF ANY None

DATE 9/30/09

SIGNATURE OF ATTORNEY OF RECORD

Handwritten signature of Thomas E. Myers

FOR OFFICE USE ONLY

RECEIPT # AMOUNT APPLYING IFP JUDGE MAG. JUDGE