



**San Francisco Unified School District**

**LEGAL DEPARTMENT**

555 Franklin Street, 3<sup>rd</sup> Floor, San Francisco, CA 94102  
Telephone (415) 241-6216 Fax (415) 241-6371

**Dr. Matt Wayne**  
*Superintendent of  
Schools*

**Danielle M. Houck**  
*General Counsel*

**Christine Lee**  
*Sr. Dep. General Counsel*

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January 30, 2023

VIA ELECTRONIC MAIL

Commission on Teacher Credentialing  
Division of Professional Practices  
Attn: Dominick Conde  
1900 Capitol Avenue  
Sacramento, CA 95814-4213  
[REDACTED]

Re: 80303 Notification  
*Nicole Noel Henares*  
DOB [REDACTED]  
SS# x [REDACTED]

Dear [REDACTED]

Pursuant to Title 5, California Code of Regulations, section 80303, I am writing to inform the Commission of the suspension of Ms. Nicole Noel Henares, a certificated employee of the San Francisco Unified School District ("District"). Ms. Henares was assigned a fifteen (15) day suspension on December 12, 2022. At some point in the first four weeks of the 2022-23 school year, Ms. Henares singled out the white male students in her class by asking them to stand as a group and asking if they felt like a minority.

Ms. Henares has worked for the District since October, 2, 2001, when she was hired as a probationary English teacher at Lowell High School. She holds a clear Single Subject (English) credential, as well as an English Language Authorization credential.

In the fall of 2022, the District received a report that Ms. Henares had discriminated against the white male students in her class. Additionally, the complaint asserted that she included inappropriate content in her lessons. Ms. Henares was placed on paid administrative leave on September 15, 2022 while the District investigated the complaints.

In interviews, Ms. Henares' students confirmed that one day in class she asked all the white male students to stand as a group and that she asked them if "they felt like a minority." Students reported that this was in no way related to the class content in the moment, and the students asked to stand reported that they felt confused, sad, and that there was no correct answer for them in that moment. Additionally, students confirmed the use of inappropriate materials in her class, including the Lil Nax X song "Montero/Call Me By Your Name" which has sexually explicit lyrics and themes.

Ms. Henares appeared for investigatory interviews on October 14th and November 10th, 2022 accompanied by her union representative, William Happy. In the interviews, Ms. Henares admitted to singling out her white male students out of frustration and anger. She stated that she was pushed to do this because the students were dominating the conversation in class that day, but none of her students corroborated this particular point. Additionally, Ms. Henares admitted that she had not taught any discussion norms to provide a safe space to discuss the sometimes sensitive topics she attempted to . In the interview, she denied ever teaching or including the Little Nas X song in her class. However, multiple students reported this had happened, and she uploaded the video for the song in her google classroom in two separate places on August 17th and 22nd 2022. After the interview, Ms. Henares was given a fifteen-day suspension to be served December 13, 2022- January 18, 2023.

Enclosed for your records are copies of relevant documents, including emails with Ms. Henares, witness statements and recordings of interviews. Below is a list of involved parties and their contact information.

1. Principal, Michael Jones [REDACTED]
2. Assistant Principal, Isaac Alcantar, [REDACTED]
3. Parent who submitted complaint, [REDACTED]
4. Kim Kelly, investigator, [REDACTED]

Please feel free to contact me directly if I can be of assistance to your efforts or should you require additional information or documentation.

Sincerely,



Christine Lee

Enclosures  
USB drive to follow in the mail



## Commission on Teacher Credentialing

1900 Capitol Avenue Sacramento, CA 95811 (916) 322-4974

www.ctc.ca.gov

Division of Professional Practices

### NOTIFICATION OF CREDENTIAL HOLDER'S CHANGE IN EMPLOYMENT STATUS DUE TO ALLEGATIONS OF MISCONDUCT (CALIFORNIA CODE OF REGULATIONS, TITLE 5 SECTION 80303)

#### SECTION 1:

Name of Credential Holder: Nicole Noel Henares  
Date of Birth: [REDACTED] Last Four of SSN: [REDACTED] Incident Date(s): \_\_\_\_\_  
Employment Start Date: 10/02/20 Employment End Date: \_\_\_\_\_ Date of Final Action: 01/18/23  
Final Disciplinary Action: 15-day Unpaid Suspension Board Approval Date: \_\_\_\_\_  
Current Address: [REDACTED]  
Position, Title, School Site: English Teacher, Lowell High School  
Employing School District: San Francisco Unified School District COE: San Francisco  
Contact Person: Christine Lee Contact Number: \_\_\_\_\_

#### SECTION 2:

*Please attach all of the following documents pursuant to Section 80303(b) - if applicable:*

- Notification Form
- Cover Letter (Summary of Case)
- Notice of Intent to Dismiss/Suspend
- Statement of Charges/Accusation
- Request for a CPC Hearing and Hearing Dates
- Final Decision (District/CPC)
- Letter of Resignation or Retirement
- Board's Acceptance
- Settlement/General Release Statement
- Copy of Signed Contract
- District Investigation Report(s)
- Law Enforcement Report(s) Police/Court
- Other \_\_\_\_\_

\*NOTE: Parent permission is obtained prior to interviewing students.

Written Statement(s) of:

- Victim(s)
- Witness(es)
- Parent/Guardian(s)

Contact Information\*

Name, Address, Phone Number of:

- Victim(s)
- Witness(es)
- Parent/Guardian(s)

#### SECTION 3:

*All Other Relevant Documents:*

- Copies of Emails/Text Messages
- Computer Printouts (Hard Copy)
- Correspondence with Employee
- Photographs
- Video Evidence
- Copies of Facebook, Instagram, etc.
- Other \_\_\_\_\_

Email Reports & Supporting Documents To: [ReportAnEducator@ctc.ca.gov](mailto:ReportAnEducator@ctc.ca.gov)

**\*When reporting an educator, please submit one report electronically to the above referenced email address. Duplicative reporting is not necessary. Thank you**

If you have any questions, Dominick Conde can be reached at the above email address or by calling (916) 324-5678.