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From: **Richard McGregory** <[rmcgregory@madison.k12.wi.us](mailto:rmcgregory@madison.k12.wi.us)>

Date: Mon, Aug 30, 2021 at 14:41

Subject: Please Read: Important message from MMSD's General Counsel

To: Richard C McGregory <[rmcgregory@madison.k12.wi.us](mailto:rmcgregory@madison.k12.wi.us)>

MMSD staff,

Please be advised, the following is an important update from our legal counsel:

*With the new school year starting soon, we want to remind you about the temporary injunction the Dane County Circuit Court entered in September 2020 related to the District's Guidance & Policies to Support Transgender, Non-Binary & Gender Expansive Students. The injunction is in effect while an appeal by parents who are challenging our Guidance is pending. While the Guidance continues to be in effect, the court has ordered that as to the matters in the Guidance:*

- If a parent asks a teacher a question about their own child as to these matters, including information about the name and pronouns being used to address their child at school, the teacher CANNOT lie to the parent or answer untruthfully.*
- If a parent asks a teacher a question about their child as to these matters, including information about the name and pronouns being used to address their child at school, the teacher CAN choose not to answer the question. The District does NOT have a policy that a teacher must choose not to answer that question if a parent asks about their own child. It is within the teacher's discretion whether to answer the question or not.*
- The court's injunction relates ONLY to the situation where a parent asks a question about their own child. The Guidance provides that teachers should not volunteer information when not asked directly by a parent without the child's consent.*

*Teachers and other staff, if you need consultation on this matter, please contact your Principal.*

*Thank you for your attention and diligence with regard to this matter.*

*Sincerely,*

*Sherry Terrell-Webb*

*General Counsel*

Thank you for your attention to this matter,

Richard C. McGregory Jr., Ph.D.

Chief of Staff

Madison Metropolitan School District