

## **CITY COUNCIL WORK SESSION**

**JUNE 2, 2026**

The City Council of the City of McKinney, Texas met in work session in the City Hall Council Chambers, located at 401 E. Virginia Street, McKinney, Texas on Tuesday, June 2, 2026, at 3:00 p.m.

The work session was broadcast live on online at <https://mckinneytx.new.swagit.com/views/130>. A video recording of the meeting is available to members of the public through the City of McKinney meeting archive.

Mayor Bill Cox called the work session to order at 3:04 p.m. upon determining a quorum consisting of himself and the following City Council members were present: Mayor Pro Tem Geré Feltus and Council members Patrick Cloutier, Rick Franklin, Michael Jones, and Ernest Lynch. Council member Justin Beller was absent.

The City of McKinney staff were present: City Manager Paul Grimes, Assistant City Manager Jennifer Arnold, Assistant City Manager Barry Shelton, Assistant City Manager Trevor Minyard, Assistant City Manager Steve Tilton, City Attorney Mark Houser, Assistant to the City Manager Nimra Zubair, Facilities Construction Manager Patricia Jackson, Director of Engineering Gary Graham, Executive Director of Visit McKinney Aaron Werner, Director of Planning Lucas Raley, Planner Cameron Christie, City Marshal Timothy Rich, Director of McKinney Cultural District Andrew Jones, Director of Housing & Community Development Margaret Li, Executive Director of Development Services Michael Quint, Director of Public Works Ryan Gillingham, Director of Communications & Marketing CoCo Good, Chief Financial Officer Mark Holloway, Police Officer Ronald Westbrooks, Police Services Administrator Cammie Martin, Parks Planning Manager Jill Yount, Parks Planning & Development Manager Jenny Baker, Director of Finance Trudy Mathis, Director of Libraries Spencer Smith, President & Chief Executive Officer of McKinney Economic Development Corporation Michael Kowski, City Secretary Administrative Assistant Sheridan Burns, Deputy City Secretary Tenitrus Parchman, City Secretary Empress Drane, and Audio / Video Technician Joshua Arias.

There were approximately ten (10) members of the public in the audience, including these appointed officials of the city: McKinney Community Development

alternate member Markus Lloyd, Capital Improvements Advisory Committee member Steve Wilson, and McKinney Main Street Board member Kim Black.

Mayor Cox called for Public Comments.

Kim Black, 509 N Kentucky St, McKinney TX 75069, spoke regarding agenda item #26-0496 (Downtown Parking Structure) in opposition to the proposed height of the structure.

Vladimir Pertsovsky, 3015 Normandy Dr, McKinney TX 75070, spoke regarding (non-agenda) Short Term Rentals, with noise and parking complaints about a property in his neighborhood.

Mayor Cox called for discussion of agenda items for the City Council Regular Meeting to be held on Tuesday, June 2, 2026, at 6:00 p.m. There was no discussion.

Mayor Cox called for the Work Session Agenda.

**26-0492** Conduct a Name Clearing Hearing

Former city employee Olutosin Fatosa, spoke regarding his termination from the Public Library System and requested his record be cleared of certain accusations. The materials presented by Mr. Fatosa, not included on the posted agenda, are included in these minutes as *Appendix A: 26-0492 Fatosa Submittal*.

**26-0493** Presentation on the Visit McKinney 2025 Annual Year in Review

**26-0494** Update on Annexation and Development in the Extra-Territorial Jurisdiction (ETJ)

**26-0495** Consider/Discuss Property Tax Options for Residents Including Those Over Age 65 and the Disabled

**26-0496** Consider/Discuss the Design Concept for the McKinney Downtown Parking Structure Project (Project No. FC2634)

**26-0491** Consider/Discuss Options for the Regulation of 'Vape or Smoke Shops' in the City of McKinney

Due to time constraints, agenda item #26-0496 was not completed, and agenda item #26-0491 was not discussed. Both items will be presented at the City Council Work Session of Tuesday, June 16, 2026.

There were no Council Liaison Updates regarding City Boards & Commissions.

The Council did not meet in Executive Session.

Council unanimously approved the motion by Mayor Pro Tem Geré Feltus, seconded by Council member Michael Jones, to adjourn the work session at 5:09 p.m.

These minutes were approved by the City Council on June 16, 2026.

SIGNED:

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BILL COX, Mayor  
GERÉ FELTUS, Mayor Pro Tem

ATTEST:

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EMPRESS DRANE, City Secretary  
TENITRUS PARCHMAN, Deputy City Secretary

City of McKinney, Texas

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*Appendix A: 26-0492 Fatosa Submittal*

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## STATEMENT FOR NAME-CLEARING HEARING

Submitted to the McKinney City Council

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### In re Termination of Olutosin Fatosa

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Hearing Date: June 2, 2026

McKinney City Hall, Council Chambers

**Submitted by:** Olutosin Fatosa

Former Library Service Manager, McKinney Public Library System

(267) 810-7072 | [fatosa@pm.me](mailto:fatosa@pm.me)

#### Introduction

Thank you for the opportunity to be heard. I served as Library Service Manager for the McKinney Public Library System for six months. On March 6, 2026, the City ended my employment and gave me a written Notice of Termination.

I understand that the City may choose not to keep a probationary employee, and I am not here to dispute that decision. I object to a personnel record that describes me as dishonest or as someone who misused public resources when the documents I have brought today show otherwise.

The Notice gives a performance reason: a “continued failure to meet the expectations” of my position. The record does not support that label. I received no written warning, no performance improvement plan, and no documented complaint. At the termination meeting, the Director told me the decision had nothing to do with my performance. The performance language therefore does not explain the decision. The misconduct allegations in the Notice are the reason I requested this hearing.

#### I. Notice Allegations

The Notice is titled “Failure of Probationary Period” and calls the termination “non-disciplinary.” Even so, it accuses me, in developing a scheduling solution, of having:

- offered the solution for sale on [libraryscheduler.com](http://libraryscheduler.com) to other libraries;
- claimed ownership of a work product developed using, “at least in part, city time and resources as well as the city paid time of [my] coworkers”;
- presented the product as a solution to McKinney Library scheduling needs “without disclosure of claims of ownership”;
- maintained “a sales website advertising the software as a service to other libraries”; and
- thereby raised “the issue of secondary employment without prior approval or notice.”

The allegations are serious. They imply dishonesty, misuse of public money and time, a conflict of interest, and unauthorized outside work. The exhibits address each point.

## **II. Basis for Name-Clearing Hearing**

I am not asking the Council to decide whether the City had discretion to end a probationary appointment. I understand that it did. The issue is whether my personnel file should continue to contain misconduct allegations that the record does not support.

The Notice remains in my personnel file. That file may be subject to disclosure under the Texas Public Information Act, Tex. Gov't Code ch. 552, including §§ 552.221 and 552.301.

A future employer, licensing authority, or background investigator who reviews the file could see allegations that I was dishonest, misused public resources, or had a conflict of interest. My career is in cybersecurity and public-sector technology, where background review and trustworthiness are often central to employment decisions. If those allegations remain in a public personnel record without correction or response, they may affect my future employment even though the supporting record does not substantiate them. A name-clearing hearing allows a person in this position to answer stigmatizing allegations on the record. See *Board of Regents v. Roth*, 408 U.S. 564 (1972); *Rosenstein v. City of Dallas*, 901 F.2d 61 (5th Cir. 1990).

I did not try to sell anything to the City. I developed the scheduling tool in response to a problem I observed at the library, and my intent was to allow McKinney Public Library System to use it at no cost.

## **III. Documentary Record**

The scheduling idea came from a problem I observed while working at the library. The existing system appeared dated, and I considered what a stronger scheduling tool would require. The product cited in the Notice, however, was the product offered at [libraryscheduler.com](http://libraryscheduler.com). It was not assigned by the City, was not a City project, and was not built as part of my City duties.

I built that product through my own company, Fatol Group LLC, which I had formed with the Texas Secretary of State on April 29, 2025, more than four months before the City hired me on September 2, 2025 (Exhibit D). I bought the domain [libraryscheduler.com](http://libraryscheduler.com) on Sunday, February 22, 2026, with my personal credit card, billed to Fatol Group LLC at my home address (Exhibit C).

The version-control history (Exhibit B) records the date and time of each change to that product. The work occurred on the weekend of February 21 and 22, 2026 and on weekday evenings, with one brief weekday-morning bug fix at 9:22 a.m. on Tuesday, February 24. Some early entries used the working name "MPLZone" because the idea began with a scheduling need I observed at the McKinney library before I selected a public name and separate brand. I am addressing that point directly because it is part of the record, not something I am asking the Council to overlook.

I did not conceal the product. Between February 23 and 28, 2026, I invited nineteen McKinney colleagues to try the working tool and sent each a login link. My email provider's delivery log records each message (Exhibit A). The Director who later signed my termination received two invitations and two login links at his City email address on February 24, and another invitation and login link on February 25. Each was confirmed delivered. Those confirmed deliveries occurred

nine days before my termination and are inconsistent with any claim that I concealed the product from the City.

#### IV. Allegations and Supporting Records

The table below compares the allegations in the Notice with the exhibits that address them.

Notice Allegation	Supporting Record	Exhibit
Built using “city time.”	The change history records every entry for this product. Development occurred on the weekend of Feb. 21–22 and on weekday evenings, except for one brief weekday-morning bug fix. That entry corrected existing code, used no City system, and involved no coworker time.	B
Built using “city resources.”	The domain was purchased with personal funds and billed to Fatol Group LLC. Earlier exploration of the idea was separate from the product offered at libraryscheduler.com. The product cited in the Notice was built using my own accounts and infrastructure.	C, D
Used the “city paid time of [my] coworkers.”	Coworkers were invited to test a working product, not to build it. The invitations are recorded in the delivery log. The Director was among those invited.	A
Developed and presented “without disclosure.”	The invitation and login-link records show disclosure to nineteen colleagues, including the Director, before my termination. Each message was confirmed delivered.	A
“Claiming ownership” of a city work product.	The product was personal intellectual property. Fatol Group LLC predates my hire by four months. The Notice identifies no City policy assigning this product to the City, and I signed no assignment agreement. My role was to manage existing technology, not to develop software.	D
“Secondary employment without prior approval.”	I had no outside employer, customer, compensation, or sale. The tool earned no revenue. The Notice identifies no policy requiring approval for uncompensated, pre-commercial work of this kind.	None

The record further shows that the tool was never sold and earned no revenue. My intent was to allow McKinney Public Library System to use it at no cost. The performance language in the Notice does not match my experience at the City: no written warning, no improvement plan, no documented complaint, and a Director who told me at the termination meeting that the decision had nothing to do with my performance.

**V. Requested Relief**

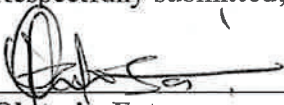
I am not asking the Council to reverse the end of my probationary employment. I am asking the City not to leave unsupported misconduct allegations in my personnel file. I request that the City correct or retract those allegations. If the City does not do so, I ask that this statement and its exhibits be placed in my personnel file and included with any future disclosure of the Notice.

**VI. Closing Statement**

I came to McKinney to serve its libraries, and I gave the work my full effort. Although the scheduling idea arose from that work, the product cited in the Notice was built on my own time, through a company I owned before the City hired me, and was offered openly to the colleagues the Notice says I kept uninformed. I ask that this statement and these records be kept with the Notice so that any future reviewer sees the allegations together with the records that answer them.

Thank you for the Council's time and attention.

Respectfully submitted,



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**Olutosin Fatosa**

June 2, 2026

**Exhibit Index**

The following exhibits are submitted with and incorporated into this statement.

<b>Tab</b>	<b>Description</b>
<b>A</b>	Email delivery log (Resend, Inc.) recording invitations and login links sent to nineteen McKinney staff members, including Director Smith, February 23–28, 2026, each confirmed delivered.
<b>B</b>	Version-control (commit) history for the Library Scheduler repository, with timestamps showing development on the weekend of February 21–22, 2026 and weekday evenings.
<b>C</b>	Porkbun Invoice #9574309 for the libraryscheduler.com domain, purchased February 22, 2026, billed to Fatol Group LLC and paid with personal funds.
<b>D</b>	Texas Secretary of State Certificate of Filing for Fatol Group LLC, File No. 806015464, effective April 29, 2025.
<b>E</b>	Formal Request for Name-Clearing Hearing dated March 13, 2026, sent by certified mail and email to the City Manager, the Library Director, and the Director of Human Resources.





id	created_at	subject	from	to	cc	bcc	reply_to	mail_error	sent_at	scheduled_at	url_key_id
6d5ca0f368149184f55d716242	2026-02-26 21:58:30.777185+00	Your Library Scheduler login link	"Library Scheduler"	scam@rocknycitylibrary.org				delivered	2026-02-26 21:58:30.934+00		634c7a8-6b73-4055-9c7b-784327272752
112c642d44a049e1949945002205af	2026-02-26 22:04:18.556891+00	Confirm your Library Scheduler account	"Library Scheduler"	stacy@rocknycitylibrary.org				delivered	2026-02-26 22:04:18.772+00		634c7a8-6b73-4055-9c7b-784327272752
f116a05c43f54e9a05645a33a4695f	2026-02-26 22:43:13.595271+00	Your Library Scheduler login link	"Library Scheduler"	scam@rocknycitylibrary.org				delivered	2026-02-26 22:43:13.795+00		634c7a8-6b73-4055-9c7b-784327272752
2f348f5c87e2436419783644293236c3	2026-02-26 22:43:48.129454+00	Your Library Scheduler login link	"Library Scheduler"	scam@rocknycitylibrary.org				delivered	2026-02-26 22:43:48.302+00		634c7a8-6b73-4055-9c7b-784327272752
f29756240c234318a05a58441255031	2026-02-27 17:32:48.077784+00	Your Library Scheduler login link	"Library Scheduler"	scam@rocknycitylibrary.org				delivered	2026-02-27 17:32:48.283+00		634c7a8-6b73-4055-9c7b-784327272752
7284a2c929487472c34c5a3390331	2026-02-28 18:23:18.454395+00	Confirm your Library Scheduler account	"Library Scheduler"	justina@rocknycitylibrary.org				delivered	2026-02-28 18:23:18.608+00		634c7a8-6b73-4055-9c7b-784327272752
8b4c5a297f1d47894e294f26177923	2026-03-06 14:04:17.618177+00	Your Library Scheduler login link	"Library Scheduler"	stessa@rocknycitylibrary.org				delivered	2026-03-06 14:04:17.795+00		634c7a8-6b73-4055-9c7b-784327272752
833f826c205440f6113672054945493	2026-03-06 14:04:30.240563+00	Your Library Scheduler login link	"Library Scheduler"	lissa@rocknycitylibrary.org				delivered	2026-03-06 14:04:30.399+00		634c7a8-6b73-4055-9c7b-784327272752

B

4c2e1964 2026-02-24 09:22 AM fix: wait for hash token exchange before auth  
redirect  
2466b27b 2026-02-23 09:43 PM docs: update README with Bagido branding and current  
state  
64f200a3 2026-02-23 09:31 PM rebrand: Crovo to Bagido  
5d295a74 2026-02-23 08:34 PM feat: custom welcome email via Resend for new  
signups, remove Supabase invite dependency  
48a868fc 2026-02-23 07:49 PM cleanup: remove mplzone.vercel.app legacy fallback  
from org resolver  
cc09f6a4 2026-02-23 07:45 PM docs: fix README - login is magic link only  
0893b3ac 2026-02-23 07:20 PM migration: revert audit\_log FK to strict (no cascade)  
ee85906b 2026-02-23 07:01 PM fix: prevent redirect race condition on invite/magic  
link token exchange  
8a07422b 2026-02-22 10:18 PM fix: redirect crovo.app to libraryscheduler.com,  
update comments  
3f564467 2026-02-22 10:06 PM feat: Fortune-5 landing page emotional library  
resonance, zero litigation risk  
3f01d955 2026-02-22 09:51 PM fix: remove flagship tile and builder credibility  
section from landing  
d23f32c3 2026-02-22 09:47 PM fix: remove flagship feature tile from landing page  
ece5a1c1 2026-02-22 09:43 PM fix: remove flagship feature tile from landing page  
37a6cd6d 2026-02-22 09:34 PM feat: landing page redesign conversion-optimized  
with pricing, pain-points, credibility  
9d20fb33 2026-02-22 09:07 PM Update Reports.tsx  
5ceffc7a 2026-02-22 09:06 PM Update TimeOffTab.tsx  
ae6959bf 2026-02-22 09:06 PM Update ZonesTab.tsx  
581b0f50 2026-02-22 09:05 PM Update LocationsTab.tsx  
b3702d4e 2026-02-22 09:03 PM Update StaffTab.tsx  
aee65cac 2026-02-22 08:57 PM Update NavTabs.tsx  
7ca0185b 2026-02-22 08:54 PM feat: F3 shift action expiration expires 24hr before  
shift, blocks claim/cancel  
33071c17 2026-02-22 08:36 PM feat: F2 show shift time and location on Shift Board  
cards  
90cba17c 2026-02-22 08:20 PM feat: U4 improved empty state guidance on Live  
Coverage  
df5f7047 2026-02-22 07:49 PM feat: U2 loading states on Shift Board claim and  
cancel actions  
dcabe1a8 2026-02-22 07:42 PM feat: F1 time-off blocking warning in schedule editor  
223f4f3f 2026-02-22 07:33 PM cleanup: remove dead SetPassword page and route  
a90c025b 2026-02-22 07:30 PM feat: U1 login is magic link only, no password fields  
e2116d12 2026-02-22 07:21 PM fix: D4 CSV import sanitization, D6 holiday/closure  
override UI in Sites admin  
1e3ed025 2026-02-22 07:13 PM cleanup: remove dead UsersTab and MySchedule files,  
redirect /my-schedule, fix last as-any casts  
d257179c 2026-02-22 06:58 PM feat: merge My Schedule into Dashboard with All/Mine  
toggle, remove separate menu item  
44386d18 2026-02-22 06:48 PM feat: mobile-responsive dashboard card layout on  
small screens, timeline grid on desktop  
0eeb9cab 2026-02-22 05:32 PM fix: invite falls back to magic link for existing  
users

a2924645 2026-02-22 05:13 PM fix: invite redirects to tenant subdomain, no password creation  
a683e320 2026-02-22 05:04 PM feat: merge Staff and Users into single admin view, remove redundant Users tab, fix tagline  
babe505e 2026-02-22 04:22 PM fix: remove all as-any type casts, add proper Postgres enums for shift\_actions (D3)  
5693927d 2026-02-22 04:00 PM security: P0 signup hardening, server-side role assignment, magic link only, operating hours UI, notify CORS fix  
1267e78f 2026-02-22 03:41 PM docs: update README with Phase 2 shipped features, correct structure and roadmap  
2fbfb4b3 2026-02-22 03:24 PM feat: min staff setting in zone admin, fix closed-location alerts  
060ddf38 2026-02-22 03:10 PM feat: Live Coverage dashboard - real-time desk staffing, callout impact, coverage alerts  
971f889d 2026-02-22 02:05 PM fix: simplify shift board entry query to avoid nested join issue  
32521e1a 2026-02-22 01:55 PM feat: Shift Board - swap/give-up with claim and approve workflow  
376bf675 2026-02-22 01:27 PM feat: Phase 2 reporting dashboard - pay period view, overtime, coverage gaps, zone heatmap  
5ac0fec1 2026-02-22 01:15 PM milestone: Phase 1 Foundation complete README, security hardening, perf fixes  
4e3af505 2026-02-22 10:26 AM perf: batch template apply - 30x fewer DB calls for large date ranges  
3caf14b1 2026-02-22 10:06 AM fix: clean up time\_off\_requests FK refs before user delete  
f3743270 2026-02-22 09:55 AM feat: 000 visual blocks on timeline (full-day + partial-day support)  
afb9d356 2026-02-22 09:10 AM feat: add Time Off request system with approve/deny workflow  
a278116e 2026-02-22 08:43 AM refactor: split Admin.tsx (1281 lines) into 6 focused modules  
dfc55a25 2026-02-22 08:20 AM fix: multi-tenant CORS and auth for delete-user edge function  
7adc17ec 2026-02-22 12:24 AM fix: explicitly pass auth token to edge function invoke calls  
ef09be75 2026-02-21 11:58 PM fix: multi-tenant CORS for invite-user edge function  
659b0874 2026-02-21 11:03 PM rebrand: replace Lovable README with Library Scheduler  
d950af21 2026-02-21 10:57 PM fix: extend grid to 10PM so 9PM label renders fully  
ba9c059f 2026-02-21 10:53 PM feat: fluid responsive timeline - fills any screen width  
787f526f 2026-02-21 10:45 PM fix: full page background matches timeline on wide monitors  
74d6ff48 2026-02-21 10:28 PM fix: eliminate white space on wide monitors  
ff8ed407 2026-02-21 09:18 PM rebrand: Library Scheduler by Crovo, libraryscheduler.com as primary domain  
e5bc325c 2026-02-21 08:58 PM revert: landing page back to original version without mockups  
8778af10 2026-02-21 08:54 PM feat: enhanced landing page with coded product

mockups

112f1339 2026-02-21 08:41 PM rebrand: update index.html to Crovo, remove all Lovable/McKinney references

8e371419 2026-02-21 08:21 PM feat: Crovo landing page, root domain routing, crovo.app subdomain support

b41003d5 2026-02-21 08:00 PM feat: add crovo.app domain support to OrgProvider

23243c1c 2026-02-21 07:20 PM feat: public signup page, updated tests, OrgGate on routes

f38a4d0a 2026-02-21 06:57 PM fix: replace remaining unicode escapes in Topbar, SetPassword, Onboarding

77f19dd6 2026-02-21 06:51 PM fix: replace unicode escapes with HTML entities for esbuild compatibility

d4cc6f0a 2026-02-21 06:45 PM feat: multi-tenant SaaS - dynamic org data replaces all hardcoded McKinney references

b517501b 2026-02-21 06:15 PM fix: wire zones table to schedule editor and timeline grid

67c9655f 2026-02-21 06:12 PM fix: correct supabase project ID and enable JWT verification

fe39463f 2026-02-21 06:09 PM chore: remove lovable-tagger dependency

db7145bf 2026-02-21 06:07 PM security: remove supabase temp files from git tracking

3df90f27 2026-02-21 01:36 PM Security fixes: CORS, auth, remove unused components, update gitignore

82e19320 2026-02-21 01:05 PM Add editable zones with database storage

259eee5c 2026-02-21 12:45 PM Update logo

099aaad8 2026-02-21 12:35 PM Update logo

b4e7ae2d 2026-02-21 12:31 PM Fix logo with proper image file

9ff1c043 2026-02-21 12:09 PM Add magic link login and fix logo

9c59beae 2026-02-21 11:49 AM Fix Vercel SPA routing

2895cae0 2026-02-21 11:40 AM Trigger redeploy

d2c9bcd3 2026-02-21 11:36 AM Batch 2: Recurring schedules, conflict detection, audit logging, code splitting

4202edee 2026-02-21 11:16 AM Apply batch improvements: error handling, security fixes, UI polish

79887014 2026-02-21 11:09 AM Add Vercel config for SPA routing

cbe80cf3 2026-02-21 11:06 AM Add accessibility labels to navigation buttons

b8e6abaa 2026-02-21 11:04 AM Fix Lunch zone color contrast for accessibility

1a5c85ec 2026-02-21 11:03 AM Add loading states and empty states to Admin page

36dc05ba 2026-02-21 10:57 AM Add magic link login option for staff on new devices

31590d77 2026-02-21 07:15 AM Add gitignore and remove node\_modules

d63eb0a5 2026-02-21 07:06 AM Initial commit - MPLZone scheduler

# INVOICE

**Porkbun LLC**

21370 SW Langer Farms Parkway, Suite 142-429  
Sherwood, OR 97140, US  
EIN: 46-3699764  
1.855.PORKBUN (1.855.767.5286)

**Sold to:**

Fatol Group LLC  
Olutosin Fatosa  
6235 Main Street  
Unit 4052  
Frisco, Texas 75034  
US

**Invoice #** 9574309

**Date:** 2026-02-22

**Payment Methods:**

- Credit Card

Domain	Product	Duration	Status	Amount
libraryscheduler.com	Domain Registration	5	SUCCESS	\$53.20
<b>TOTAL CHARGED:</b>				<b>\$53.20</b>

93b9594dff14b72487269a18879a1b44

Corporations Section  
P.O.Box 13697  
Austin, Texas 78711-3697



Jane Nelson  
Secretary of State

**Office of the Secretary of State**

**CERTIFICATE OF FILING  
OF**

**Fatol Group LLC**  
File Number: 806015464

The undersigned, as Secretary of State of Texas, hereby certifies that a Certificate of Formation for the above named Domestic Limited Liability Company (LLC) has been received in this office and has been found to conform to the applicable provisions of law.

ACCORDINGLY, the undersigned, as Secretary of State, and by virtue of the authority vested in the secretary by law, hereby issues this certificate evidencing filing effective on the date shown below.

The issuance of this certificate does not authorize the use of a name in this state in violation of the rights of another under the federal Trademark Act of 1946, the Texas trademark law, the Assumed Business or Professional Name Act, or the common law.

Dated: 04/29/2025

Effective: 04/29/2025



A handwritten signature in black ink that reads "Jane Nelson".

Jane Nelson  
Secretary of State

Phone: (512) 463-5555  
Prepared by: Carol Covey

*Come visit us on the internet at <https://www.sos.texas.gov/>*  
Fax: (512) 463-5709  
TID: 10306

Dial: 7-1-1 for Relay Services  
Document: 1476483440002

SENT VIA CERTIFIED MAIL AND EMAIL

March 13, 2026

**VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED  
AND VIA EMAIL**

Paul Grimes, City Manager  
City of McKinney  
401 E. Virginia Street  
McKinney, Texas 75070

Spencer Smith, Library Director  
McKinney Public Library System  
101 E. Hunt Street  
McKinney, Texas 75069

Director of Human Resources  
City of McKinney  
401 E. Virginia Street  
McKinney, Texas 75070

**Re: Formal Request for Name-Clearing Hearing / Liberty Interest Due Process**

**Olutosin Fatosa, Former Library Service Manager, McKinney Public Library System**

Dear City Manager Grimes, Director Smith, and Director of Human Resources:

I write to formally request a name-clearing hearing in connection with my termination from the City of McKinney on March 6, 2026. The Notice of Termination issued by Library Director Spencer Smith contains false and stigmatizing allegations of misconduct that have been placed in my official personnel file, a public record subject to disclosure under the Texas Public Information Act (Tex. Gov't Code, Chapter 552). These allegations accuse me of dishonesty, misappropriation of public resources, and undisclosed commercial activity, charges that strike directly at professional integrity and will materially impair my ability to obtain employment in public administration, library management, or municipal technology.

Federal courts recognize a constitutionally protected liberty interest where (1) a government employer makes stigmatizing charges in connection with an employee's termination, (2) the charges are false, (3) the charges are made public or placed in records subject to public disclosure, and (4) the employee is denied a meaningful opportunity to clear his or her name. See *Board of Regents of State Colleges v. Roth*, 408 U.S. 564, 573 (1972); *Rothstein v. City of Dallas*, 901 F.2d 61, 63 (5th Cir. 1990) (en banc). All four elements are present here.

The relevant timeline is as follows. I was hired on September 2, 2025. Director Smith encouraged me to explore new tools for the library. I began developing Library Scheduler in approximately November or December 2025 and informed Director Smith of my intent. On February 22, 2026, I purchased the domain libraryscheduler.com with personal funds. Between February 23 and 28, I invited approximately 19 McKinney staff members, including Director Smith, to test the product. Director Smith received invitations and login links to his city email address on February 24 and 25, as documented in third-party server logs. He raised no concern.

Nine days later, on March 6, 2026, he terminated my employment alleging I developed the product “without disclosure.”

## **I. THE TERMINATION LETTER CONTAINS FALSE AND STIGMATIZING ALLEGATIONS**

The Notice of Termination dated March 6, 2026 is captioned “Failure of Probationary Period” and characterized as a “non-disciplinary termination.” Despite this characterization, the letter makes specific allegations of serious misconduct. It alleges that I:

- (a) Developed a scheduling software solution using, “at least in part, city time and resources as well as the city paid time of [my] coworkers”;
- (b) Claimed ownership of a work product allegedly developed with city resources;
- (c) Offered the solution for sale to other libraries on a sales website “without disclosure of claims of ownership”;
- (d) Engaged in “secondary employment without prior approval or notice”; and
- (e) Presented the software “as a solution to McKinney Library scheduling needs without disclosure” of my ownership interest.

These are allegations of **misappropriation of public resources, dishonesty, undisclosed conflicts of interest, and unauthorized commercial activity**. Courts have consistently held that such allegations constitute stigmatizing charges sufficient to trigger liberty interest protections. See *Bledsoe v. City of Horn Lake*, 449 F.3d 650, 653 (5th Cir. 2006); *Bellard v. Gautreaux*, 675 F.3d 454, 461 (5th Cir. 2012).

During the termination meeting on March 6, 2026, in a private conversation with no other staff present, Director Smith **verbally stated that the termination “has nothing to do with [my] performance.”** This directly contradicts the termination letter’s opening assertion of “continued failure to meet the expectations of [my] position.” These two positions are irreconcilable.

The City’s characterization of the termination as “non-disciplinary” is difficult to reconcile with the detailed allegations of misconduct set forth in the termination letter. The stigmatizing allegations require a name-clearing hearing regardless of whether the City intended the termination to be performance-based or misconduct-based.

## **II. THE ALLEGATIONS ARE FALSE, AS DEMONSTRATED BY DOCUMENTARY EVIDENCE**

### **A. Director Smith Knew About Library Scheduler and Raised No Objection**

The termination letter’s central claim is that I developed Library Scheduler “without disclosure.” The documentary record establishes otherwise.

Shortly after I was hired in September 2025, Director Smith encouraged me to explore new, innovative solutions for the library’s technology needs. When I began developing Library Scheduler in approximately November or December 2025, I informed Director Smith that no

existing product could meet the library's scheduling needs and that I intended to build a solution. Director Smith raised no objection.

In late February 2026, I invited Director Smith and approximately 18 other McKinney staff members to test the working product. Director Smith received invitations and login links at his city email address (ssmith3@mckinneytexas.org). This is documented in third-party server logs maintained by Resend, Inc., the transactional email provider for Library Scheduler. The logs establish the following:

**February 24, 2026, 1:46 PM:** Invitation email ("You're invited to Library Scheduler") delivered to ssmith3@mckinneytexas.org.

**February 24, 2026, 2:41 PM:** Second invitation delivered to ssmith3@mckinneytexas.org.

**February 24, 2026, 3:58 PM:** Login link email ("Your Library Scheduler login link") delivered to ssmith3@mckinneytexas.org.

**February 25, 2026, 1:44 PM:** Invitation delivered to ssmith3@mckinneytexas.org.

**February 25, 2026, 1:47 PM:** Login link delivered to ssmith3@mckinneytexas.org.

Director Smith received these communications nine days before terminating my employment. At no point did he raise any concern, objection, or policy question. In total, approximately 19 staff members, including other managers, were invited during this same period (see enclosed Resend delivery log). Not a single person raised a concern. The first I learned of any objection was the moment I was handed the termination letter on March 6, 2026.

#### **B. Library Scheduler Is Personal Intellectual Property**

Library Scheduler was developed independently of city employment. Fatol Group LLC was registered in the State of Texas on April 29, 2025 (File Number 806015464), more than four months before I was hired on September 2, 2025 (see enclosed certificate). The domain libraryscheduler.com was purchased on February 22, 2026 (a Saturday), billed to Fatol Group LLC at my personal address, and paid with my personal credit card (enclosed Invoice #9574309). The software was built entirely on personal accounts and infrastructure paid for with personal funds. No city servers, cloud accounts, email systems, software licenses, or development tools were used. The city contributed no resources, funding, or infrastructure of any kind.

The City of McKinney Employee Personnel Policies (effective January 1, 2024) contain no intellectual property assignment clause, no invention assignment provision, and no work-product ownership provision. I did not sign any separate IP assignment agreement at any point during my employment. My position was Library Service Manager, hired to manage existing library technology infrastructure, not to develop new software products. Library Scheduler has never been sold and has generated zero revenue. I intended to provide McKinney Public Library System with free access for life.

#### **C. The "Secondary Employment" Allegation Is Inapplicable**

The termination letter alleges that I engaged in “secondary employment without prior approval or notice.” I was not employed by any other entity during my tenure with the City of McKinney. I received no compensation from any other source for work performed. The activity at issue was personal intellectual property development using personal resources, through a pre-existing personal business entity. This does not constitute “secondary employment” under Section 6.11 of the City of McKinney Employee Personnel Policies.

Director Smith was aware of my development of Library Scheduler and raised no secondary employment concern at any time prior to the termination.

#### **D. The Performance Characterization Is Unsupported and Contradicted**

Director Smith verbally stated on March 6 that the termination “has nothing to do with [my] performance.” The documentary record is consistent with that statement: there is no evidence of any performance deficiency during my six months of employment.

**No expectations were defined.** I repeatedly asked Director Smith to clarify performance expectations, goals, and priorities for my role. These requests did not result in any defined objectives. Two of my direct reports resigned within my first three months, and I received no onboarding documentation or institutional knowledge transfer.

**No performance feedback was provided.** I received no written warnings, no verbal warnings documented in writing, no performance improvement plan, no negative evaluations, no counseling memoranda, and no documented complaints of any kind.

**No progressive discipline was followed.** The City’s Employee Personnel Policies establish a discipline framework at Sections 6.03, 6.04, and 6.05. If the city believed I was failing to meet expectations or violating policy, those procedures required documented progressive steps. None were taken.

Despite receiving no defined expectations, I completed multiple projects and initiated several others during my six-month tenure, none of which was the subject of any documented complaint, correction, or negative feedback. The city has identified no specific project, task, or responsibility at which I failed to perform.

### **III. THE STIGMATIZING ALLEGATIONS ARE IN MY PUBLIC PERSONNEL FILE**

The termination letter is part of my official personnel file, which is a government record subject to disclosure under the Texas Public Information Act. The Act affirmatively requires governmental bodies to release public information upon request. Tex. Gov’t Code § 552.221. If the City receives an open records request and does not seek an exception from the Attorney General within ten business days, the information is presumed public and must be released. Tex. Gov’t Code § 552.301.

In *Rothstein*, the Fifth Circuit recognized the liberty interest claim of a probationary employee terminated on stigmatizing grounds. 901 F.2d at 63-64. Courts in other circuits have held that placement of stigmatizing charges in a government personnel file subject to mandatory public

records disclosure satisfies the publication element of a liberty interest claim. See, e.g., *Sciolino v. City of Newport News*, 480 F.3d 642, 649 (4th Cir. 2007); *Cannon v. Village of Bald Head Island*, 891 F.3d 489, 502 (4th Cir. 2018).

The allegations of misappropriation, dishonesty, and undisclosed commercial activity will be disclosed to any future employer, licensing authority, or member of the public who submits an open records request for my personnel file. These allegations directly impugn my professional integrity and competence. In the public library and municipal technology sectors, where positions require public trust and institutional credibility, allegations of this nature are disqualifying. The harm is not speculative; it is the foreseeable and intended consequence of placing such allegations in a publicly disclosable file.

#### **IV. FORMAL REQUEST**

Pursuant to my Fourteenth Amendment liberty interest, I formally request the following:

- 1. A name-clearing hearing** before an impartial decision-maker at which I may present evidence refuting the stigmatizing allegations in the March 6, 2026 Notice of Termination. Evidence to be presented includes the Resend email delivery logs, domain purchase records, GitHub commit history, and subscription billing statements. I request that this hearing be scheduled within thirty (30) days of the date of this letter.
- 2. Written notice** of the specific factual basis for each allegation in the termination letter, including any documents, records, or evidence the city relied upon.
- 3. Preservation of all records** related to my employment, termination, and the allegations in the termination letter. This includes but is not limited to internal emails, memoranda, meeting notes, investigation files, communications referencing my employment or Library Scheduler, and any records of Director Smith's access to or use of Library Scheduler. This request constitutes formal notice of a litigation hold obligation.

#### **V. RESERVATION OF RIGHTS**

I expressly reserve all rights and remedies available under federal and state law, including but not limited to claims under 42 U.S.C. § 1983 for deprivation of constitutional rights under color of state law, claims for declaratory and injunctive relief regarding ownership of my personal intellectual property, and any other claims arising from the facts and circumstances of my termination.

Under *Bledsoe*, 449 F.3d at 655, I am required to request a name-clearing hearing before pursuing a federal civil rights action. This letter constitutes that request. If the City fails to provide a hearing within a reasonable time or denies this request, that failure will form the basis for a § 1983 action in the United States District Court for the Eastern District of Texas.

Under 42 U.S.C. § 1988, a prevailing plaintiff in a § 1983 action is entitled to recover reasonable attorney's fees and costs. I bring this to the city's attention as an invitation to resolve this matter through the hearing process before litigation becomes necessary.

I signed the Acknowledgment of Receipt on March 6, 2026. As that document states, the acknowledgment "shows only that I did receive this document and that this acknowledgment does not constitute agreement with the action taken." I do not agree with the action taken. I deny the allegations in the termination letter. The evidence refuting those allegations is documented, timestamped, and preserved.

I am prepared to present the documentary evidence referenced above at a name-clearing hearing and request that the City schedule such a hearing within thirty (30) days. This request is made in good faith to resolve this matter through the constitutionally required hearing process without the need for litigation.

Respectfully submitted,

**Olutosin  
Fatosa**

Digitally signed by Olutosin  
Fatosa  
Date: 2026.03.13 19:01:19  
-05'00'

**Olutosin Fatosa**  
(267) 810-7072  
fatosa@pm.me

cc: Personal file

**Enclosures:**

1. Resend email delivery log (CSV) showing delivered invitations and login activity for McKinney staff, February 23–28, 2026
2. Porkbun Invoice #9574309 (libraryscheduler.com domain purchase, February 22, 2026)
3. GitHub commit history, library-scheduler repository
4. Texas Secretary of State Certificate of Filing, Fatol Group LLC (File Number 806015464, effective April 29, 2025)

**CERTIFICATE OF SERVICE**

I hereby certify that on March 13, 2026, a true and correct copy of the foregoing Formal Request for Name-Clearing Hearing and all enclosures was sent to the following via U.S. Certified Mail, Return Receipt Requested, and via email:

Paul Grimes, City Manager  
City of McKinney  
401 E. Virginia Street  
McKinney, Texas 75070

Spencer Smith, Library Director  
McKinney Public Library System  
101 E. Hunt Street  
McKinney, Texas 75069

Director of Human Resources  
City of McKinney  
401 E. Virginia Street  
McKinney, Texas 75070

**Olutosin Fatosa** Digitally signed by Olutosin  
Fatosa  
Date: 2026.03.13 19:02:06 -05'00'

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**Olutosin Fatosa**



**NOTICE OF TERMINATION  
FAILURE OF PROBATIONARY PERIOD**

To: Olutosin Fatosa  
From: Spencer Smith  
CC: Human Resources  
Date: 3/6/2026

Due to your continued failure to meet the expectations of your position, your employment with the City of McKinney is terminated effective immediately. You are considered a probationary employee, as defined in the City of McKinney Employee Personnel Policies and Procedures, Chapter 3, Section 3.06 (C), Probationary employees. Probationary employees are employees who have not yet completed their probationary period.

It came to my attention that in the course of you developing a scheduling software solution, offered the solution for sale on libraryscheduler.com to other libraries, claiming ownership of a work product developed using, at least in part, city time and resources as well as the city paid time of your coworkers. This was presented as a solution to McKinney Library scheduling needs without disclosure of claims of ownership or a sales website advertising the software as a service to other libraries. Given the sales pitch on the website, this also brings up the issue of secondary employment without prior approval or notice.

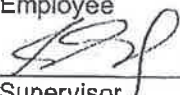
It is my responsibility to ensure that the right people are in the right positions at the right time to contribute to what is in the best interest of the citizens we serve while reflecting the City's values of Respect, Integrity, Service, and Excellence. The probationary period is the most effective time to determine if a mutual fit exists between the employee and the organization.

**Summary**

I have made the decision based on the information that a non-disciplinary termination of employment is the appropriate course of action as a result of failure of your probationary period. The effective date of your termination 3/6/2026.

**ACKNOWLEDGEMENT OF RECEIPT**

I understand that signing this acknowledgement shows only that I did receive this document and that this acknowledgement does not constitute agreement with the action taken.

\_\_\_\_\_  
Employee  
  
\_\_\_\_\_  
Supervisor

\_\_\_\_\_  
Date  
3/06/26  
\_\_\_\_\_  
Date

\_\_\_\_\_  
Human Resources

\_\_\_\_\_  
Date