

From: [REDACTED]  
Date: Fri, 12 Sep 2025 15:33:25 -0400  
Message-ID: <CAJR6g\_uWV4cYk-4WbTLhtjf\_jCwy=59eW6S530eHByc2CiNOiw@mail.gmail.com>  
Subject: Re: Parking  
To: Lakeithia Stoves-Tucker <[stovestuckerlg@staffordschools.net](mailto:stovestuckerlg@staffordschools.net)>  
X-Email-Status: read  
X-Source-Folder: 3--stovestuckerlg@staffordschools.net-N1SmCe  
X-EDRM-MIH-Plus: 9139cff78a601225410c286df16cbe2a

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Under Title I of the Americans with Disabilities Act (ADA), your employer must provide reasonable accommodation to help you perform your job duties, including access to work and parking, if you have a disability. If your employer provides a parking lot, this accommodation could be a reserved accessible parking space or assigning you a space closer to your building, though employers are not required to create parking if they don't already offer it. You and your employer must engage in an interactive process to determine what reasonable accommodation, like accessible parking, is necessary and possible without causing an undue hardship to the employer.

A public school cannot legally designate handicap parking only for visitors, as this violates the [Americans with Disabilities Act \(ADA\)](#) by discriminating against people with disabilities who are affiliated with the school, such as staff or parents. The ADA requires that accessible parking spaces must be available to people with disabilities at all public facilities, including schools, and must be on the shortest access route to the facility entrance.

On Fri, Sep 12, 2025 at 3:11 PM [REDACTED] > wrote:  
Ms. Tucker,

I'm not sure how exactly to handle this, but as a person with a disability who has the proper handicap license plates, I am authorized to park in the designated handicap space closest to my work location. Not to mention I've been parking there for 3 years now. There are also other staff members who park in the handicap and other spaces in that area. I feel as if I was singled out, and I don't understand why, but would like to know, why me?

I was assigned spot 169 when I first started working here, but I had a medical incident on the day we had to evacuate to the football field which led me to start parking in the spot in question as it's closer to our classrooms.

Is it possible for you to ask if I am able to get a non-visitor parking space near door 2? I completely understand my ADA rights and know I'm authorized to park in those handicap accessible parking spaces nearest my work location, but hopefully just having a spot there would alleviate any issue Chelsea has with me parking in those particular handicap spaces.

Thank you,  
[REDACTED]

----- Forwarded message -----

From: **Chelsea Tryon** <[tryonca@staffordschools.net](mailto:tryonca@staffordschools.net)>  
Date: Fri, Sep 12, 2025 at 10:52 AM  
Subject: Parking  
To: [REDACTED]  
Cc: Paul Powell <[powellpa@staffordschools.net](mailto:powellpa@staffordschools.net)>, Donald Embrey <[embreyde@staffordschools.net](mailto:embreyde@staffordschools.net)>, Richard Smith <[smithrr@staffordschools.net](mailto:smithrr@staffordschools.net)>

Hey there [REDACTED] Just wanted to remind you that visitors parking is reserved for visitors. You are assigned spot 169 in the front. Thank you!

Chelsea A. Tryon  
Principal  
Stafford High School  
63 Stafford Indians Lane  
Fredericksburg, VA. 22405  
540-371-7200 (phone)  
540-371-2389 (fax)  
<https://www.staffordschools.net/domain/36>

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