

Zinser, Leanne

From: Fishbane, Jon (Jonathan)
Sent: Friday, August 2, 2019 1:32 PM
To: 'Fox, Jim'
Subject: FW: Please reject the mediation agreement
Attachments: Rebuttal to Shawn Arnold's 12_5_2018 comments.pdf; What's Wrong with MCA_.pdf

FYI.



Jon Fishbane

District General Counsel

Collier County Public Schools

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From: Joe Baird [mailto:jbaird123@gmail.com]
Sent: Friday, August 2, 2019 1:07 PM
To: Terry, Roy ; MITCHELL, JENNIFER ; Westberry, Jory ; Lucarelli, Stephanie ; Carter, Erick
Cc: Fishbane, Jon (Jonathan) ; Patton, Kamela
Subject: Please reject the mediation agreement

Dear CCPS Board Members:

I saw the recent mediation agreement between MCA and CCPS which is on the agenda for approval for Tuesday's meeting. I implore you to reject this agreement. The consequences of accepting this agreement will be disastrous.

If you have not yet read the two documents I have attached, I urge you to read first "What's Wrong With MCA" - at least the first section about the records tampering. Then you should read the rebuttal to Shawn Arnold. I cannot explain why the records tampering allegations were not mentioned in the Fishbane report (you would need to ask him), but the records tampering allegations are true. If you approve this mediation agreement, you are allowing a group of individuals who is willing to destroy public records, falsify documents, and lie about it to remain in control of a taxpayer funded organization. If you think they care about truth, honesty, integrity you are mistaken. They will never adhere to the terms of this agreement.

In my opinion, this agreement is nothing short of a total capitulation to Kelly Lichter by CCPS.

Think about all of the people they have harmed along the way!

Here is what I believe will happen if you accept this agreement:

1. All committees will be staffed by people chosen by Kelly. They will all do nothing. They'll be for appearance only.
2. Any committee member who stands up to the board will be removed.
3. They will simply eliminate any policies that they don't want to follow.
4. They will simply re-elect board members at the end of their term. There is no limit to the number of terms a member may serve.
5. Kelly will appoint 2 more members to the board, and those same 5 members will remain in control for years.
6. Parents will not voice any complaints to the grievance committee. Why would they? Kelly will punish their children in retaliation, and parents will have no confidence that CCPS will do anything about it. So the bullying cycle will continue, but it will be worse than before. Now parents really will feel as though Kelly is untouchable, so they will keep their heads down in fear.
7. There will be an even worse reign of terror inflicted on the school than before. The board will become drunk on their own power, and their treatment of parents, students, and staff will get worse. Nobody will dare to stand up to them.
8. CCPS will never receive any more complaints about MCA. Nobody will have the courage to speak out.
9. David Hull will return. There is nothing in that agreement that prevents this. They have to work to hire a new principal, but there is nothing in that agreement to prevent them from simply pretending to look and eventually giving up and hiring David back. Or, they could make Joe Whitehead the principal and hire David Hull as the vice principal.
10. There is nothing in there to prevent MCA from hiring CCMG to manage their school. If they hire CCMG, David Hull would become the principal, and I'm sure Kelly is benefiting financially.

The bottom line is that if you accept this agreement, nobody will have the courage to stand up to the bullies anymore, and nobody will have any faith in CCPS's willingness to fight for them. This agreement makes the situation worse, not better.

Please reject this agreement and hold the wrongdoers accountable for their actions. The people of Collier County deserve justice. Please do the right thing.

Thank you for your time.

Joe Baird

Pursuant to School Board policy and administrative procedures, this e-mail system is the property of the School District of Collier County and to be used for official business only. In addition, all users are cautioned that messages sent through this system are subject to the Public Records Law of the State of Florida and also to review by the school system. There should be no expectation of privacy.

Rebuttal to Shawn Arnold's 12/5/2018 comments in the Naples Daily News

On 12/5/2018, MCA through their attorney Shawn Arnold made the following statements:

In an email to the Naples Daily News, Arnold explained that Google Drive automatically deleted all of Baird's uploaded documents after his account was terminated due to his resignation from the board. The temporary file was created and retained due a person opening the Microsoft Word file and disconnecting from the system without closing the document.

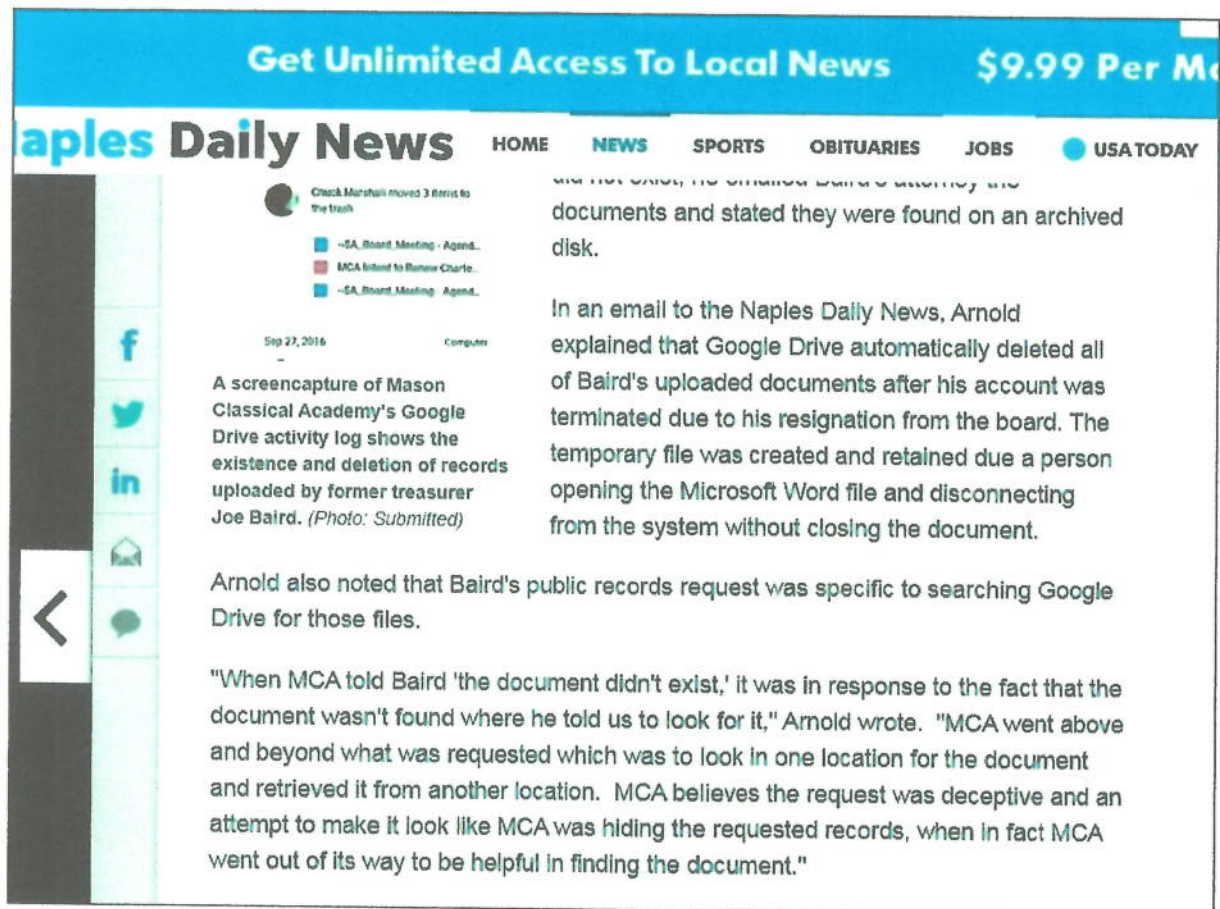
Arnold also noted that Baird's public records request was specific to searching Google Drive for those files.

"When MCA told Baird 'the document didn't exist,' it was in response to the fact that the document wasn't found where he told us to look for it," Arnold wrote. "MCA went above and beyond what was requested which was to look in one location for the document and retrieved it from another location. MCA believes the request was deceptive and an attempt to make it look like MCA was hiding the requested records, when in fact MCA went out of its way to be helpful in finding the document."

In the following pages I will show these statements to be false and defamatory. These statements are further lies told by the MCA board in an effort to discredit me by making me appear deceptive. In doing so, they not only give further credence to my allegations of dishonesty among the MCA board members and administration, they also heap additional lies on to those they have already told.

Before proceeding, consider the inconsistencies in their story. First they claimed that the files were never uploaded to Google Drive. When they found them later on an "archive disk", they could not explain how those files got there. So they changed their story by claiming that the files actually did exist on the Google Drive, but they were deleted along with my user account. But as I will show later in this document and as can be seen from MCA's own activity log, deleting a user does not remove that user's entries from the the activity log. If those files had ever existed on the Google Drive, the entries in the log would still exist, but since those entries do not appear in the activity log they provided to me, it is clear that the activity log has been falsified and that they are lying again when they claim my files were deleted as the result of my account deletion.

Here is a screenshot showing the comments:



Rebuttal #1

The first problematic claim is:

"...that Google Drive automatically deleted all of Baird's uploaded documents after his account was terminated due to his resignation from the board."

There are four problems with this statement:

1. They are admitting that they destroyed public records
2. Not all of my files were deleted
3. Google Drive does not automatically delete files when an account is terminated
4. Deleting a user account does not remove entries from the activity log

Admitting to Destruction of Public Records

I will point out that I don't believe Mr. Arnold's statement above to be true. However, if it is true, they clearly admit that they destroyed the public records I was looking for. I would like to know why they deleted these files when the user account was deleted. Is this a common practice? Did they also delete all files owned by Jason Lane, Byron Donalds and M. M. when they deleted those user accounts? These files are public records and should be preserved. Deleting files owned by a former treasurer is in and of itself problematic.

Not all of my files were deleted

If it were true that they deleted all of my files when they terminated my user account, then the treasurer's report I filed for the 9/6/2016 board meeting would have also been deleted, but it was not.

I made a public records request on 8/13/2018 for all materials shared among board members at the 9/6/2016 board meeting. On 8/14/2018, Chuck Marshall replied and attached the treasurer's report I filed for the 9/6/2016 meeting. Here is the email exchange showing that the file named "MCA Treasurers Report 9-6-16.pdf" was attached:

https://drive.google.com/open?id=1SvMbaw7ryqOnzEtLdzmJ_AqIZJif9baZ

Here is a link to the actual document:

<https://drive.google.com/open?id=13ml5R1Fe3ARSha-qlqSRLMacpko6odII>

So their claim that they deleted all of my documents when my account was terminated is not true. They lied again. The only files that were deleted were files from the 10/4/2016 meeting, and I believe this was done because those files contained incriminating evidence that made them look bad.

Google Drive does not automatically delete files

When a user account is deleted from Google Drive, it is possible to delete all files owned by that user at the same time, but it does not happen automatically as claimed by Mr. Arnold. It must be a deliberate choice that the person deleting the account makes. Thus, the statement "...that Google Drive *automatically* deleted..." my files is false.

If they, in fact, deleted all my files at the time they deleted my account, this deletion must have been intentional and deliberate - not accidental. The screenshots below show how Google Drive works when a user is deleted. These screenshots show that when someone attempts to delete a user who owns files on the Google Drive, that person is prompted with a screen asking

what to do with those files. The default selection is to transfer ownership to another user, so in order to delete all files owned by the user being deleted it is necessary for the person performing the action to make a conscious decision to do delete those files - it can't happen by accident.

Here is the first screen the user is presented with in deleting a user:

The screenshot displays a user management interface for a user named Joe Baird 2. On the left, a sidebar contains a list of actions: ADD TO GROUPS, EMAIL, SUSPEND USER, RESTORE DATA, DELETE USER (highlighted in yellow), and CHANGE ORGANIZATIONAL UNIT. The main content area on the right shows user details for Joe Baird 2, including his email address (joeb@[REDACTED].com), status (Active), last sign-in time (6 minutes ago), and creation date (Dec 5, 2018). It also displays mail storage information (0 GB, 0% of storage used) and a section for user information and security settings. The security section shows that 2-step verification is OFF and not enforced for Joe. There are links for password settings and application integrations. A 'Groups' section is partially visible at the bottom right.

Joe Baird 2
joeb@[REDACTED].com
Active
Last sign in: 6 minutes ago
Created: Dec 5, 2018

Organizational Unit
Top level parent > [REDACTED]

ADD TO GROUPS
EMAIL
SUSPEND USER
RESTORE DATA
DELETE USER
CHANGE ORGANIZATIONAL UNIT

Mail storage
0 GB
0% of storage used

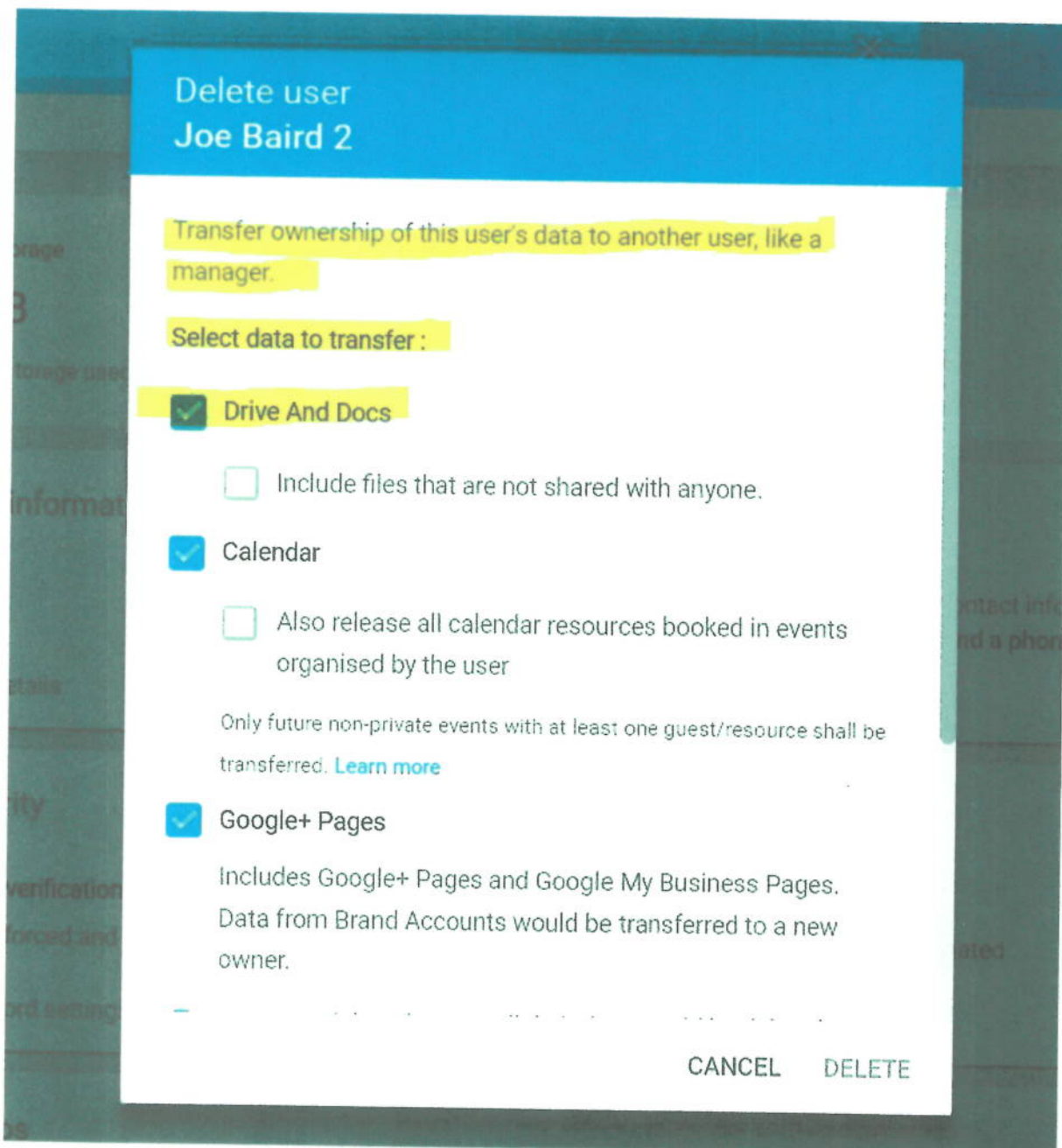
User information

User details

Security
2-step verification: OFF
Not enforced and not enabled for Joe
Password settings | Application integrations

Groups

The next screen shows clearly that the user is asked about what to do with files owned by that user:



The option "Drive and Docs" is selected by default. It is not possible to delete files associated with a user unless someone consciously 'un-checks' this box like this:

Delete user Joe Baird 2

Transfer ownership of this user's data to another user, like a manager.

Select data to transfer :

☒ Drive And Docs

Include files that are not shared with anyone.

☐ Calendar

Also release all calendar resources booked in events organised by the user

Only future non-private events with at least one guest/resource shall be transferred. [Learn more](#)

☐ Google+ Pages

Includes Google+ Pages and Google My Business Pages. Data from Brand Accounts would be transferred to a new owner.

CANCEL

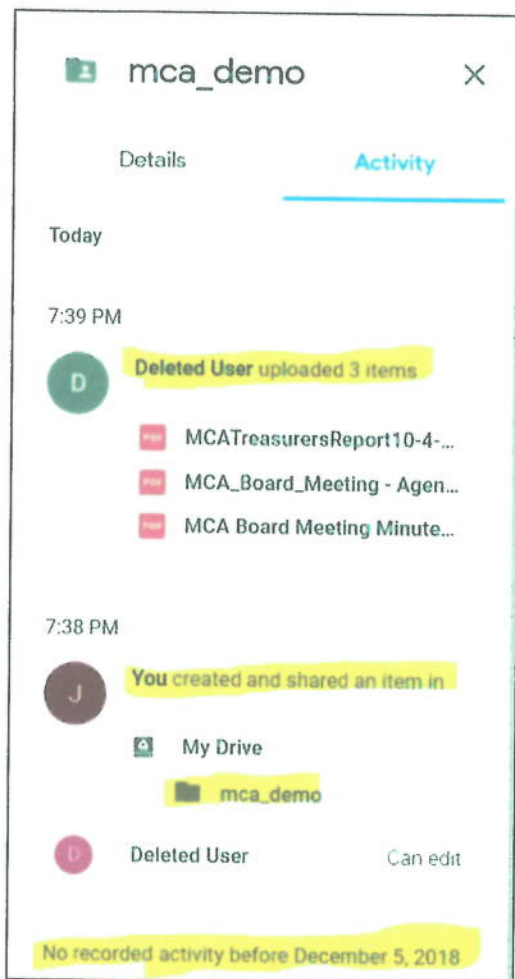
DELETE

So it is clear from the above that even if the deletion occurred as they claim, they deleted those files intentionally. This means that someone had to make a conscious deliberate decision to delete public records - they were deleting files that belonged to the former treasurer. Surely they must know this - they have used Google Drive for many years, and they have had many board members and staff members come and go. They must be well versed in the process involved in deleting a user.

Again - I will state that I do not believe they deleted those files when they deleted my account. I believe this claim is an additional lie. I have included the information above merely to show the absurdity of their claim.

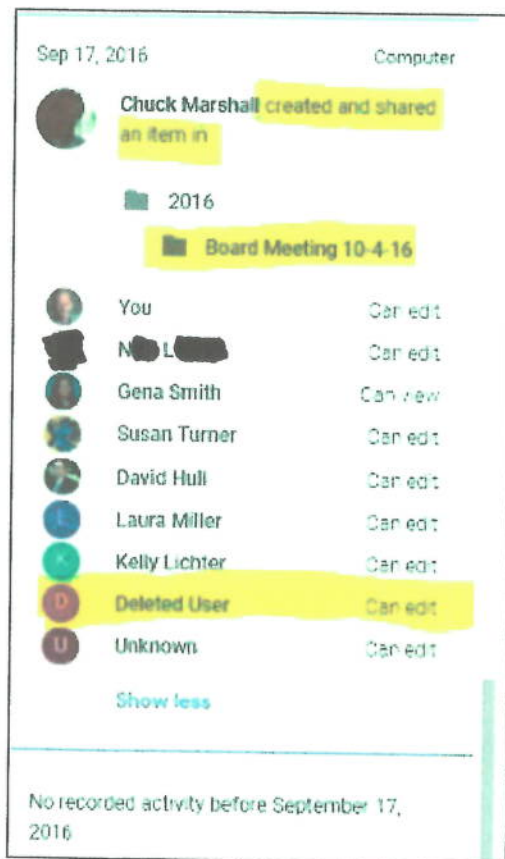
Deleting a User Does not Remove Entries from the Activity Log

They are claiming that when they deleted my Google account, this resulted in all of the files I owned being deleted - including the files I uploaded to the Google Drive for the 10/4/2018 board meeting. The problem with this explanation is that when a Google account is deleted, files deleted at the same time still leave traces in the Activity Log like this:



As can be seen clearly in the above screenshot, deleting a user does not remove entries from the activity log - even if all files owned by that user were deleted at the same time the user was deleted. So even if my files were deleted when my account was terminated, there should still be some entries in the activity log showing that a "Deleted User" had uploaded files. These entries do not appear in the screenshots they provided. Again, this must mean that the activity log they provided to me was falsified. They are attempting to explain away their first lie with a second lie.

In further support of my claim that "Deleted User" should still show up in the activity log, the following screenshot of the activity log that they provided shows that the "Deleted User" did in fact exist.



I believe that the "Deleted User" account is a reference to my account that had been deleted - since I was the Treasurer at the time and I had access to this folder. This screenshot shows who had access to this folder. The existence of this entry shows that when they deleted my account, the entries in the activity log remained. If they deleted my files as they claim, the activity log entries showing the uploading of those files should be present, but they are not. Thus it is clear that the activity log has been falsified and that Mr. Arnold's claim "...that Google Drive automatically deleted..." my files is false.

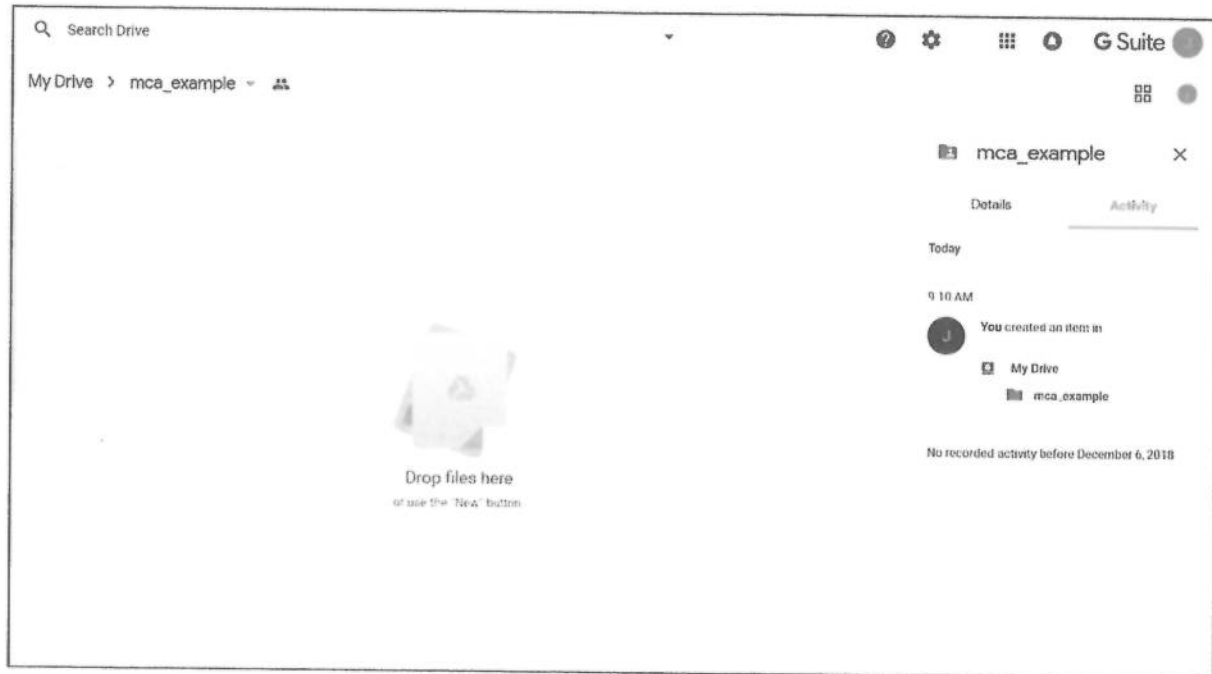
Detailed explanation of the Google Drive Activity Log

In this section I will show step by step what happens to the activity log when a user is deleted and files owned by that user are deleted at the same time. The purpose of this explanation is to provide additional strength to my earlier argument that they lied when they said they deleted my files as the result of deleting my account. The true explanation is that they falsified the activity log.

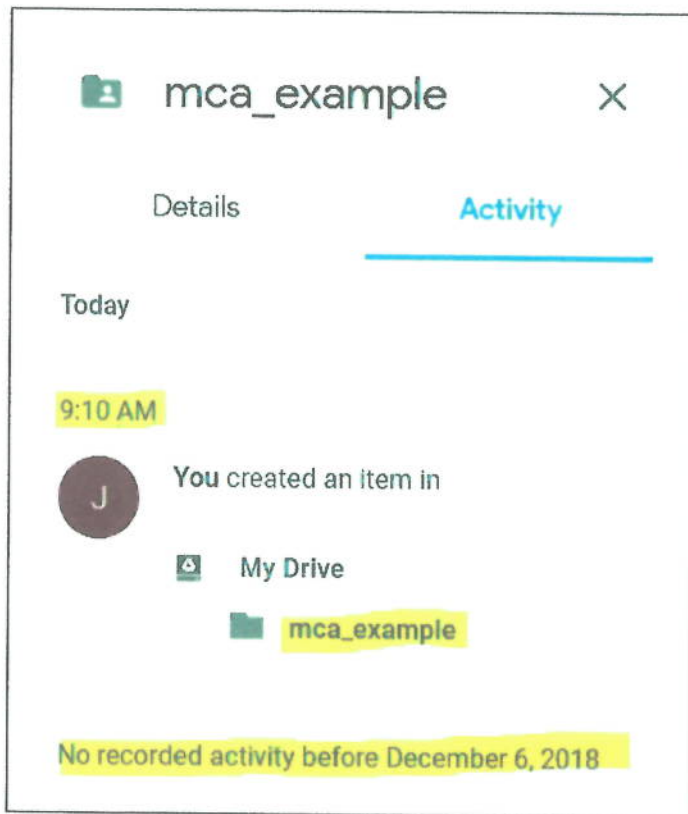
In order to simulate the scenario that they are claiming, I created a user called "Joe Baird 3" in my Google Drive. Then I granted this user access to a shared folder (just like MCA granted me

access to the shared folder which contained all of the reference materials for the 10/4/2016 board meeting). Next, I logged in as this new user (Joe Baird 3) and uploaded some files to this shared folder. Then I deleted the "Joe Baird 3" user and all files owned by that user. When this happened, the only change in the activity log was that the entries that formerly showed that "Joe Baird 3" uploaded an item were changed to show that a "Deleted User" had uploaded an item.

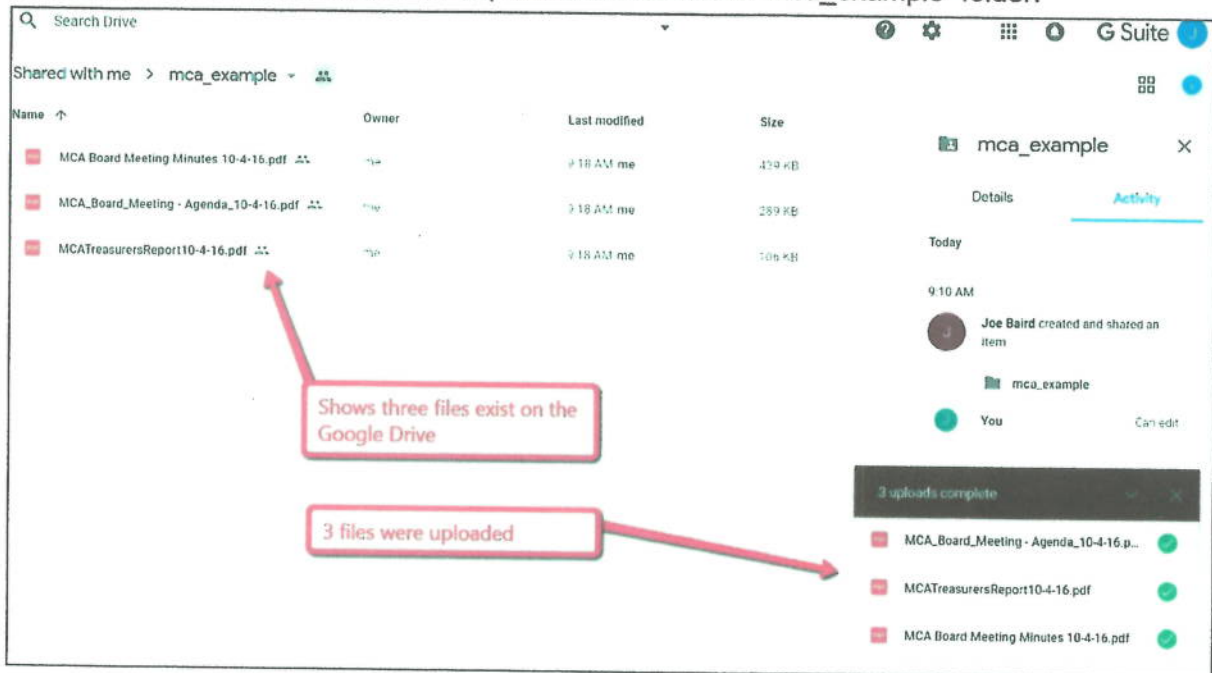
Here is a screenshot showing the initial creation of the shared folder (named "mca_example"):



The image above shows the creation of the "mca_example" folder and that it is currently empty. The activity log show this:



Next I logged in as "Joe Baird 3" and uploaded 3 files to the "mca_example" folder.



Next I logged in as myself ("Joe Baird") and had a look at the activity log:

The screenshot displays the Google Drive interface for a folder named 'mca_example'. The main table lists three PDF files, all owned by 'Joe Baird 3'. A red box with an arrow points to the 'Owner' column, stating: 'Files exist and are owned by "Joe Baird 3"'. On the right, the 'Activity' tab is selected, showing a log of actions. A red box with an arrow points to the first activity entry, stating: 'Shows the upload was performed by "Joe Baird 3" at 9:18 AM.' The activity entry itself is: '9:18 AM Joe Baird 3 uploaded 3 items', followed by a list of the three files. Below this, another activity entry is visible: '9:10 AM You created and shared an item in My Drive mca_example Joe Baird 3 Can edit'. The bottom of the activity log notes: 'No recorded activity before December 6, 2018'.

Name	Owner	Last opened by me	Size
MCA Board Meeting Minutes 10-4-16.pdf	Joe Baird 3	--	439 KB
MCA_Board_Meeting - Agenda_10-4-16.pdf	Joe Baird 3	--	289 KB
MCA Treasurers Report 10-4-16.pdf	Joe Baird 3	--	106 KB

Activity Log:

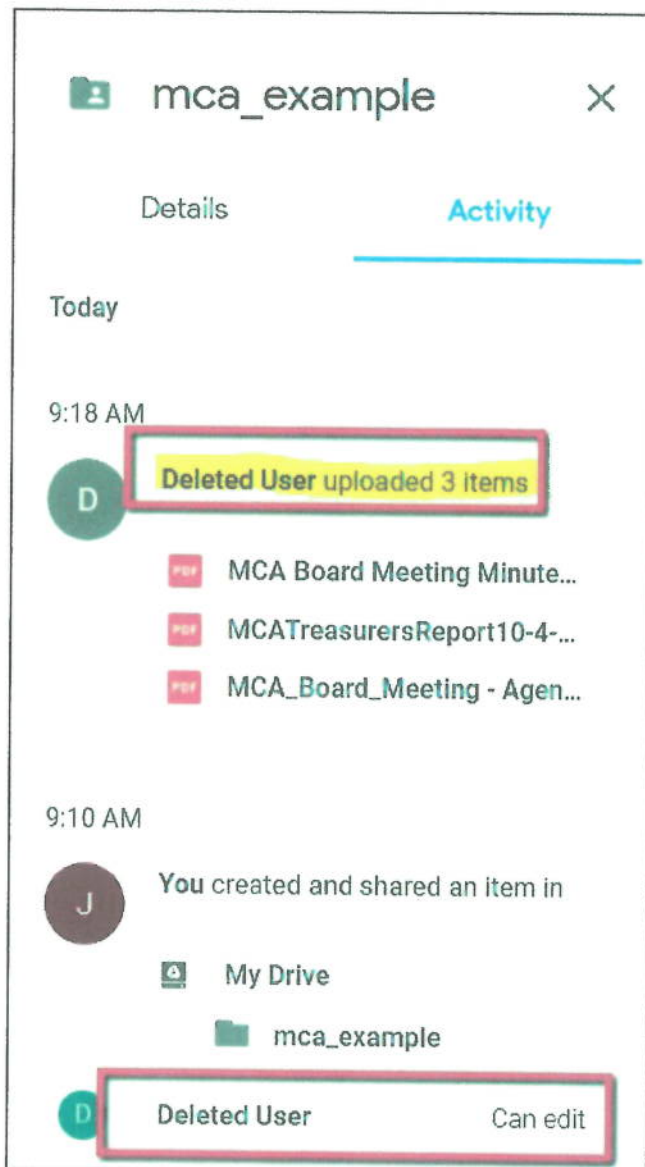
- 9:18 AM: Joe Baird 3 uploaded 3 items
 - MCA Board Meeting Minute...
 - MCA Treasurers Report 10-4-...
 - MCA_Board_Meeting - Agen...
- 9:10 AM: You created and shared an item in
 - My Drive
 - mca_example
- Joe Baird 3 (Can edit)

No recorded activity before December 6, 2018

Clearly the files are on the drive and owned by "Joe Baird 3". It also shows that "Joe Baird 3" was the user that uploaded these items.

The screenshot displays the Google Drive web interface. At the top, the search bar shows 'Search Drive'. Below it, the breadcrumb navigation indicates 'My Drive > mca_example'. The main area shows a folder named 'mca_example' with a red arrow pointing to a 'Drop files here' message. To the right, the 'Activity' tab is selected, showing a log of actions. A red box highlights a log entry at 9:18 AM: 'Deleted User uploaded 3 items'. Below this, three files are listed: 'MCA Board Meeting Minute...', 'MCATreasurersReport10-4-...', and 'MCA_Board_Meeting - Agen...'. Another red box highlights a log entry at 9:10 AM: 'You created and shared an item in My Drive mca_example'. Below this, a red box highlights the user 'Deleted User' with a 'Can edit' permission. A red box at the bottom left contains text: 'Previously it said that "Joe Baird 3" can edit. Now it has been changed to say "Deleted User" can edit.' A red box in the center contains text: 'Log entry still shows at 9:18 AM files were uploaded, but it no longer says "Joe Baird 3" has uploaded the files. It has been changed to "Deleted User"'. A red box at the top left contains text: 'Files are gone. Deleted.'

Here is an easier to read image:



If MCA were telling the truth when they stated that they deleted my files when they deleted my account, there should still be some activity log entries showing when those files were uploaded. However, those entries are not in the images of the activity log they provided to me. Therefore, it's clear that my original claim that they falsified the activity log is true, and it's clear that the explanation they are offering to show how my files went missing is a further lie.

Rebuttal #2

Mr. Arnold also stated:

"The temporary file was created and retained due a person opening the Microsoft Word file and disconnecting from the system without closing the document."

The temporary file being referenced is the file named "~\$[REDACTED]M[REDACTED] - resume.docx" which was discussed at length here:

<https://docs.google.com/document/d/1sotDX2bGfXJ0eHfNMWa3Vhn1NI4LoJgJqVzbUb05muM/edit#heading=h.wuoftvut0q9w>

This statement by Shawn Arnold is an attempt to explain away the existence of the log entry showing that Susan Turner deleted this file, but MCA and Shawn Arnold do not seem to understand my argument or how Google Drive works.

My argument was that this log entry proves that the activity log had been falsified. It shows that a file was deleted, without showing that it was ever created (i.e. uploaded). That is impossible, and Mr. Arnold and MCA do not seem to understand this.

Furthermore, Mr. Arnold's statement is actually completely nonsensical. He claims that the file was created and retained due to someone opening Microsoft Word and then disconnecting from Google Drive. He admits that the file must have been created, but he misses the point that there is no record in the activity log that they provided to me of that file being created. He is also wrong when he says the file was retained. The log shows that Susan Turner deleted the file, so it clearly was not retained. No conclusion can be drawn from this statement, yet Mr. Arnold offers this in a feeble attempt to explain the existence of that file in the activity log.

Why would Mr. Arnold bother making these foolish statements? I believe it is because MCA is hoping that most people will simply read his statement and assume that there is a logical explanation which exonerates MCA of any wrongdoing without looking closely at what is actually being said. The devil is in the details, and in this case, MCA is hoping nobody will notice. It is nothing more than an attempt to distract the public from the truth.

Rebuttal #3

MCA furthermore claimed:

"When MCA told Baird 'the document didn't exist,' it was in response to the fact that the document wasn't found where he told us to look for it," Arnold wrote. "MCA went above and beyond what was requested which was to look in one location for the document and retrieved it from another location."

There are 3 problems with this statement:

1. I never told them where to look.
2. MCA's response was not limited to a single location.
3. The claim that they went above and beyond is disingenuous.

I never told them where to look.

This email below which I already published in the "[What's Wrong With MCA?](#)" document, shows that Mr. Arnold's statement - "MCA went above and beyond what was requested which was to look in one location for the document ..." is false:

https://drive.google.com/file/d/1Y46nP2e7enPIbztloQR71Wd_PaDX8xYj/view

Clearly, if you look at the bottom of that email, it shows that my original request for information was not limited to one location. I asked "Please provide electronic copies of all supporting materials that were discussed or distributed to or from officers at the following MCA board meetings: 9/6/2016 10/4/2016." There is no indication that I told them which file to look for, nor does it tell them where to look. I gave them further direction later only after they admitted that they could not find the documents I was asking for and asked me to provide additional information such as file name and location.

As is evident from [this email](#), when they told me they didn't have the files I was looking for, Mr. Arnold specifically asked me to provide the following information:

1. Name of document.
2. Date document was saved to MCA folders.
3. **Folder name that was used to save document.**
4. Format of document (Word, Excel, PDF, PowerPoint, etc.)
5. How document was saved on our folders. (Online Google Drive or Google Drive Application on user's computer).
6. Owner of document. (in this case it is assumed that Mr. Baird's MCA account would be the owner.)

It is absolutely clear from this that I did not tell them where to look for the files I was requesting. Any statement to the contrary is dishonest.

MCA's response was not limited to a single location.

Mr. Arnold's comment "When MCA told Baird 'the document didn't exist,' it was in response to the fact that the document wasn't found where he told us to look for it" is untrue.

Shawn Arnold stated in [this email](#) dated 10/29/2018 that "The School is not in possession of any other documents." This is not a statement about documents not being found in a specific location. This is an unqualified statement that the school does not have the documents requested.

Furthermore, Chuck Marshall said in [this email](#) dated 8/17/2018:

Our Technology team has searched the MCA Google drive for files you may have saved and they have found none. Please see the search results below.

This can only happen if you saved files to the Google Drive Folder on your computer and did not have it setup to sync properly with the online google drive. You can learn about syncing issues at [this link](#).

Again, this is an unqualified statement that they had searched their Google Drive, not just a specific location.

Thus, it is absolutely clear that Mr. Arnold's statement "When MCA told Baird 'the document didn't exist,' it was in response to the fact that the document wasn't found where he told us to look for it," is not true.

The claim that they went above and beyond is disingenuous

They did not go "Above and beyond what was requested". They destroyed public records. They have a moral, ethical and legal obligation to attempt to recover those files regardless of whether I asked for them or not. Claiming that they went "above and beyond" is simply disingenuous. They have no right to pat themselves on the back for recovering files that they deleted in the first place. This is nothing more than an attempt to make it appear as though they had cooperated with me from the very beginning, when in fact they did the opposite. They obstructed me and deceived me at every step along the way. This deception was carefully and methodically calculated over the course of several months and several emails.

Rebuttal #4

The final problematic statement is:

"MCA believes the request was deceptive and an attempt to make it look like MCA was hiding the requested records, when in fact MCA went out of its way to be helpful in finding the document."

This is demonstrably false. In the following email, it shows clearly that I alerted the MCA board to the situation of the missing documents and implored them to investigate. In that email I told the board:

According to the email response I received from Chuck Marshall, these documents do not exist. There is ample proof that they did exist at one time, and that they were shared among board members. If those documents are not released to the public, I believe you may be subject to a Sunshine Law violation - possibly worse. If those documents contain incriminating evidence and information that corroborates the complaints I made to the Inspector General, then the situation becomes more serious. That may be viewed as tampering with public records as part of a cover up attempt.

I would like to request that you conduct a thorough and far reaching internal investigation into the activity of your Google Drive to discover what happened to those documents. As you may be aware, Google Drive contains an audit history that shows all user activity - including the addition, deletion, and modification of documents and folders. It should be possible to discover what happened to those documents through this review. Would you please investigate this matter to discover what happened? If you are unable to locate those files, I really hope you can at least explain to me what happened and why they were not delivered to me as part of my public records request.

Here is a copy of the email:

<https://drive.google.com/file/d/1gmCDY4JbzUI-zyoYMn8GhxwBIGYfn5NA/view>.

I went out of my way to point out that the documents were missing and that this could cause serious problems for them if they did not investigate and discover what happened. There is no way that anyone could consider my request deceptive. I was very clear with them all along about my concerns. Furthermore, this email

<https://drive.google.com/file/d/1PP3E8QiLi9EBc4FZ3g4TUP9ZYPfurd3/view>

shows that not only did I ask them to investigate their Google Drive, but I gently pointed out to them that I had proof that they had falsified the Google Drive activity log. Here is what I said:

It seems that the information you provided on 10/29/2018 may be incomplete. I say that because I noticed this entry in the screenshots you provided:

Sep 28, 2016

Computer



Susan Turner moved 2 items to the trash

~\$[REDACTED]M[REDACTED] - resume.docx

~\$[REDACTED]M[REDACTED] - resume.docx

On 9/28/2016, Susan Turner deleted a file named "~\$[REDACTED]M[REDACTED] - resume.docx", but there is no record of that file ever being uploaded or created on the Google Drive. I do not see how that is possible unless you perhaps inadvertently forgot to send a screenshot showing when that file was created. Furthermore, this screenshot shows that the file named "Y[REDACTED]M[REDACTED] - resume.docx" existed on your Google Drive on 9/28/2016, and that Susan Turner had it in her possession. Yet again, there is no record in the screenshots you sent showing when that file was uploaded or deleted from the Google Drive. Somehow that file must have been removed from your Google Drive, but there is an indication of this in what you sent.

I find it despicable that they would accuse me of deception after I did the public a service by causing lost public records to be recovered, and after I attempted to help MCA avoid the embarrassment of being further exposed by pointing out the problems with what they had provided me, and by giving them a chance to rectify the situation. Unfortunately they chose to ignore my emails, double down on their lie, and then lie again by claiming I was deceptive.

When MCA accuses me of being deceptive, they are ignoring the plain facts. The facts show that they are the deceivers as will be shown in the next section.

MCA was deceptive when they searched for files

It needs to be pointed out that Chuck Marshall was deceptive from the very beginning in his so-called search for the missing documents. The rest of the board has now joined into this deception with their latest statements in the Naples Daily News. In Mr. Marshall's [email](#) to me on 8/17/2018, he included a screenshot of his search filter which clearly shows that he was searching for documents owned by me (jbaird@masonacademy.com):



The problem with this is that according to Mr. Arnold's statement, this user account had been terminated when I resigned from the board. This means Mr. Marshall was searching for files owned by a user that did not exist. He must have known that - he even asked the "Technology Team" to help search. It was an attempt to deceive me into thinking they had tried to find my files when in reality they had no intention of doing so.

To make matters worse, Mr. Marshall ended his email with this statement:

This can only happen if you saved files to the Google Drive Folder on your computer and did not have it setup to sync properly with the online google drive. You can learn about syncing issues at this link.

"This can **only** happen...". Right. This statement is manifestly false. It can also happen if someone deletes my files, or if someone has changed ownership of the files. Mr. Marshall was trying to dupe me into believing that I had never uploaded files to the Google Drive to begin with - despite overwhelming evidence to the contrary. If this isn't clear deception, I don't know what is.

Furthermore, as noted [earlier](#), the Treasurer's Report that I uploaded to the Google Drive for the 9/6/2016 board meeting still existed - Mr. Marshall provided that file to me in response to the same public records request. So if that file existed on the Google Drive and did not show up in Mr. Marshall's search when he searched for files owned by "[jbaired@masonacademy.org](#)", it can only mean one thing: **The owner of that file had been changed.** It means that "[jbaired@masonacademy.org](#)" is no longer the owner of that Treasurer's report. I believe that when they deleted my user account, they transferred ownership of my files to another user - as they should. Again, this is further evidence that suggests that Mr. Arnold's statements are false and MCA is being dishonest when they state that my files were deleted when they deleted my user account. It looks to me like they changed ownership instead of deleting them.

There is more proof of deception. On 10/26/2018, Shawn Arnold sent an email requesting additional information to help their search. Here is the email:

<https://drive.google.com/open?id=1I7IzOyjRXO71BANY2pNaxVRnDmruYnq>

In this email, Mr. Arnold specifically asks me to provide the following information:

1. Name of document.
2. Date document was saved to MCA folders.
3. **Folder name that was used to save document.**
4. Format of document (Word, Excel, PDF, PowerPoint, etc.)
5. How document was saved on our folders. (Online Google Drive or Google Drive Application on user's computer).
6. **Owner of document. (in this case it is assumed that Mr. Baird's MCA account would be the owner.)**

This proves that they were the ones that tried to limit the search to a specific location, not me. They are lying when they state that my request was for a specific location.

It also needs to be pointed out that they wanted me to tell them the owner of the document, and then they pointed out that they were assuming the files to be owned by my MCA account - which they knew they had deleted. Again, it's more deception. Why would they search for files owned by a non-existent user? Why would they even ask this question? When the general public asks for a copy of the treasurer's report, is it standard procedure to ask the person making the request who the "owner" of the document is? Of course not! It is MCA's responsibility to keep track of these files, and questions like those above are designed provide them cover for hiding documents. No member of the public could ever answer any of those questions. Their attempt to get me to specify which folder and which user to look for (not to mention file names, date saved, and format) is an attempt to make it appear that I had limited my request to those specific criteria (as they later claimed in the Naples Daily News). In doing so, they could claim that they had fulfilled my request - but it's all a carefully planned attempt to withhold information while giving the appearance of cooperation.

My response to their question about who is the owner can be seen in [this email](#), and it is as follows:

I do not know. I would have expected to have been the owner, but owners can be changed after an employee or board member leaves. I would recommend not limiting your search to simply files owned by me. Google Drive keeps a change log of all changes to files and folders. A review of the audit log for the "10/4 BoD" directory should reveal whether the owner was changed as well as whether any documents were moved or deleted.

I clearly told them not to limit their search to my user name. I also pointed them to the Google Drive Activity log so they could discover what happened. Mr. Arnold's statement that I was deceptive and trying to make it appear that they were hiding files is clearly not true. MCA is being deceptive and dishonest in this case. They are inventing lies to cover their tracks and harm my credibility.



Joe Baird <jbaird123@gmail.com>

RE: Public Records Request - meeting minutes from 2016

1 message

Chuck Marshall <cmarshall@masonacademy.com>

Tue, Aug 14, 2018 at 2:27 AM

To: Joe Baird <jbaird123@gmail.com>

Cc: Susan Turner <sturner@masonacademy.com>

Mr. Baird,

The attached documents are provided in response to your Public Records Request.

Chuck Marshall

[Mason Classical Academy](#)

Pursuant to School Board policy and Mason Classical Academy administrative procedures, this e-mail is the property of Mason Classical Academy and to be used for official business only. In addition, messages sent through this system are subject to the Public Records Law of the State of Florida and also to review by the school. There should be no expectation of privacy.

From: Joe Baird <jbaird123@gmail.com>**Sent:** Monday, August 13, 2018 4:59 PM**To:** Chuck Marshall <cmarshall@masonacademy.com>**Subject:** Public Records Request - meeting minutes from 2016

Please provide electronic copies of all supporting materials that were discussed or distributed to or from officers at the following MCA board meetings:

9/6/2016

10/4/2016

Thank you,

Joe Baird

Click here to [Reply](#) or [Forward](#)

Pursuant to School Board policy and Mason Classical Academy administrative procedures, this e-mail is the property of Mason Classical Academy and to be used for official business only. In addition, messages sent through this system are subject to the Public Records Law of the State of Florida and also to review by the school. There should be no expectation of privacy.

14 attachments

-  **MCA Board Special Meeting Minutes 8-8-16.pdf**
334K
-  **MCA Board Special Meeting Minutes 8-27-16.pdf**
374K
-  **MCA Treasurers Report 9-6-16.pdf**
114K
-  **MCA_Board_Meeting - Agenda_9-6-16.pdf**
222K
-  **Policy SE 48.pdf**
18K
-  **2016-2017 Fundraising Calendar Sheet1.pdf**
36K
-  **BoardReport_9616.pdf**
36K
-  **Finance Oversight Committee.pdf**
50K
-  **MCA Board Meeting Minutes 8-2-16.pdf**
345K
-  **MCA Board Meeting Minutes 9-6-16.pdf**
337K
-  **MCA Board Special Meeting Minutes 8-27-16.pdf**
463K
-  **MCA Intent to Renew Charter.pdf**
78K
-  **MCA_Board_Meeting - Agenda_10-4-16.pdf**
290K
-  **engagementletter.pdf**
251K

MASON CLASSICAL ACADEMY



3073 South Horseshoe Drive
Naples, Florida 34104
(239) 227-2838 | WWW.MASONACADEMY.COM

Treasurers Report – 9/6/2016

<u>Account</u>	<u>Balance as of 7/31/2016</u>
1111005 · VN Donations 7481	\$140,618.26
1111006 · VN FEFP 7648	\$259,246.74
1111007 · VN Payroll 7176	\$83,601.08
1111008 · VN Operations 7259	\$373,367.88
1111009 · VN Audit Account 7119	\$8,500.00
1111010 · VN Reserve 7776	\$230,048.74
1111011 · VN Debit Card 7937	\$6,907.02

I have examined the financial statements as well as bank statements and reconciliation reports for July 2016 for the accounts listed above. I have found no discrepancies or irregularities of any kind.

Regards,

Joseph Baird
Treasurer
September 5, 2016

What's Wrong with MCA?

What happens when charter schools are given
unlimited power and no accountability

Joe Baird
11/8/2018

Overview

On June 4th, 2018, I filed a complaint against Mason Classical Academy with the Inspector General's office for the Florida Department of Education. My original complaints were related to financial mismanagement and possible Sunshine Law violations. Since that time, I have gathered additional information which further substantiates those complaints and further implicates the board of directors and administration of MCA.

In my original [complaint to the DOE](#), I voiced the following concerns:

1. Board president allowed the principal to obstruct treasurer's access to expense reports
2. Board conspired with the principal to block the formation of a Financial Oversight Committee in order to avoid oversight
3. Board refused to allow treasurer access to information required to verify enrollment numbers reported to the district while knowing that this exposed the treasurer personally to financial ruin
4. Board allows principal to appoint board members and refuses to hold him accountable for anything
5. Sunshine Law violations

Here is a list of shady and / or dubious practices I have uncovered since then:

6. Destruction of public records with intent to cover up dubious business practices
7. Falsification of documents with intent to cover up the cover up
8. Illegal conflict of interest between the president and the principal
9. Unethical conflict of interest between the principal and a staff member
10. Board members ignore these conflicts of interest
11. Illegal board meeting on 6/30/2018
12. School is operating without an approved budget
13. Board ignored complaint regarding retaliatory threat against a student
14. Board ignored complaint about offensive Facebook post from board member
15. Board threatened a lawsuit in response to both complaints
16. Board and principal do not hold employees accountable for using grotesque language in publicly insulting news reporter

In the sections that follow I will provide proof, evidence and arguments to support all of these allegations.

Motives

I believe I owe the general public an explanation as to the reasons behind my actions. The first and most important thing that should be known is that I am a firm believer in charter schools, classical education, and Hillsdale. I strongly support the MCA mission and sincerely hope to see the school succeed under new leadership. Every action I take is done with the school's best interest at heart. My intent is to put an end to the harm that has been inflicted on the school by the present board of directors and administration. This is an attempt to bring transparency and accountability to the administration and board, to end the abuse and maltreatment of students, teachers and parents, and to restore true classical education to MCA.

Consider this to be a final plea to the Collier County School Board, the Department of Education, and to Hillsdale to please wake up to the dozens and dozens of complaints voiced by families and teachers throughout the years that to date have gone unaddressed. In revealing the shady and dubious practices listed above, I am attempting to show that the board and administration of MCA are not the virtuous leaders they pretend to be. Nor does the board have any desire or ability to influence or govern the administration. On the contrary, the administration runs both the school and the board, and this unchecked power has caused incalculable damage to many children, teachers, families, and parents. Those who have gone to the board with their complaints or problems have been dismissed since in the eyes of the board the administration can do no wrong. In taking these complaints to the Collier County School Board, the Department of Education, and Hillsdale, these good people have been referred back to the MCA board only to have their grievances ignored again. Frustrated, most completely gave up and in many cases were persecuted for daring to question the administration.

It is my hope that in bringing to light some of the very questionable and even illegal practices going on within the school that the appropriate authorities will not only hold the board and administration accountable for their actions, but also take steps to ensure that future charter schools are not permitted to operate without an effective grievance process for parents and teachers. The board needs to be held accountable just as much as the administration.

The Original Complaint

Below are links to the original complaint I filed with the DOE on 6/4/2018.

Here is the official document:

<https://drive.google.com/open?id=1bNzpYnCCQqnnJVu3x7AOqDXsl8LwtmsTB>

Here is an easier to read version of the same information:

https://docs.google.com/document/d/1rz8hkZ_Bp8IWEYHDCIF1zDUQShe_mNISQ2PC3CAQFk

Records Tampering and Falsification of Documents

***Honesty:** We never knowingly induce another to believe what is false.
We are always truthful in what we say and do, regardless of the
circumstances or consequences.*

It is a provable fact that someone at MCA deleted public records which contained incriminating evidence that corroborated some of the complaints I filed with the DOE. The Board of Directors, through a statement from their attorney, also lied when they stated that they were not in possession of these documents, and then provided falsified documents in response to a public records request in order to cover up their lie. Whether the documents were deleted by the administration or a board member is yet to be discovered. The same can be said for the falsified documents. However, it is certain that the board has full knowledge of this and has done nothing.

Deleting Public Records

During my time as Treasurer of MCA, I uploaded a number of files to MCA's Google Drive for discussion at the 10/4/2016 MCA Board of Directors meeting. I placed these files in a folder designated for all documents related to that meeting. These documents are all public record and contain incriminating evidence that corroborates some of the complaints I filed with the Department of Education. They show the following:

1. I had complained to the MCA board that the school's administration was hampering my ability to review their financial records. The [Treasurer's report](#) contains the following statement which is why I believe this file was deleted - to hide this statement from the public and also possibly future investors:

"I have been prevented from completing my examination of the financial and bank statements for August 2016 due to management's failure to provide pertinent information I have requested. I will complete my investigation upon receipt of this information."

2. I had recruited many candidates to serve on the Financial Oversight Committee, and I had come to that meeting prepared to vote on which candidates would serve as

members on this committee. The directory containing all of this information can be viewed here:

<https://drive.google.com/open?id=1UEKcMXdjXVaGgTnLiydSyincajDcKCQc>

I believe these documents were deleted from the school's drive deliberately, firstly, in order to prevent the public from ever knowing that I had voiced a complaint to the board about obstruction from the administration, and secondly, that they had blocked my efforts to form a Financial Oversight Committee.

I will not explain here how the administration tried to block me from performing my duties as a treasurer, or how Kelly Lichter, Laura Miller and David Hull conspired to block the formation of this committee. This has been explained at length in the actual complaint I filed with the DOE. It can be found [here](#).

On August 13th, 2018, I made a public records request for all documents distributed among board members for the 10/4/2016 MCA board meeting. Chuck Marshall provided most of these documents in response; however, he did not provide me with a copy of the Treasurer's report that I had submitted, and he did not provide me with a copy of the resumés of applicants or any of the other information in the link provided above.

When I pointed this out to Chuck Marshall, he had the technology team search again, and eventually told me that I most likely had never uploaded those documents in the first place. I know this to be false, and I am certain that Chuck does as well (proof to follow). I believe he was simply trying to cover up the fact that someone had deleted them.

The email exchange between me and Chuck Marshall can be seen here:

https://drive.google.com/open?id=1Y46nP2e7enPlbztloQR71Wd_PaDX8xYj

Lying and Falsification of Documents

On October 24, 2018 I sent an email to the entire MCA board of directors informing them of the missing documents. I explained that I thought they could be subject to a Sunshine Law violation, and I pointed out that if those documents contained incriminating evidence, then it might be viewed as tampering with public records as part of a cover up. I asked them to perform a thorough and far reaching investigation into the activity on the Google Drive to discover what happened to those documents. Every single board member has access to that folder on the Google Drive and can see the activity log. I pointed out to them that the activity log shows every time someone uploads a file, edits a file, or deletes a file. I think it's safe to assume at this point that all board members saw the activity log, they know the documents were deleted, and they know who did it. Yet they have done nothing about it.

Here is a link to that email proving that I made them aware of the situation and asked for an investigation:

<https://drive.google.com/open?id=1gmCDY4JbzUi-zyoYMn8GhxxwBIGYfn5NA>

On October 26, 2018 I received an email from Shawn Arnold, MCA's attorney, stating that they could not find the documents in question. He asked for additional information to help them in their search. In my response to Shawn Arnold, I provided the exact names of every file I was looking for along with the date it was uploaded to the Google Drive. One of the files I specifically requested was a file named "Y██████M██████ - resume.docx". This is important because this is the document that proves my case. I also provided their attorney with the following information as evidence that those documents existed on the Google Drive prior to the 10/4/2016 board meeting:

- **Meeting minutes of the 10/4/2016 board meeting.** These minutes were unanimously approved by all board members, and they clearly show that there was a Treasurer's report submitted in writing.
<https://drive.google.com/open?id=1aQZAjBS3K8E-5b0AkamjZY9uo9N97SDg>
- **Meeting agenda for the 10/4/2016 board meeting.** This agenda clearly shows that the board was going to approve members to the Finance Oversight Committee at that meeting (see agenda item 4C).
<https://drive.google.com/open?id=1Yi-PSH5Apm0itdpRIR82OuZYCNIV7EP>
- **Email to the board from 9/23/2016** which shows I had uploaded applications for all applicants for the Financial Oversight Committee. I also asked board members to review these applications and interview them as needed.
<https://drive.google.com/open?id=1rNU7bOHw7KrogP-3MR4iELeNi74UkkDz>
- **Email to the board from 10/2/2016** which shows I had uploaded a statement of the Finance Oversight Committee's purpose for discussion.
<https://drive.google.com/open?id=1F7L3pnmw0aOUYewn4Jmd3ThbTERi5hg>
- **Email to the board from 10/3/2016** which shows I had uploaded the Treasurer's report.
<https://drive.google.com/open?id=16diyGXAVPuz--1leGt8W6VmolsOpUR1>

Later that day I decided to make another public records request for screenshots of the entire activity log for the Google Drive folder containing all of the documents pertaining to the 10/4/2016 board meeting.

On 10/29/2018 I received a [response from Shawn Arnold](#) stating clearly that "The School is not in possession of any other documents." This was a lie as was shown later by the fact that the school eventually produced these documents (most likely after they had a little time to think

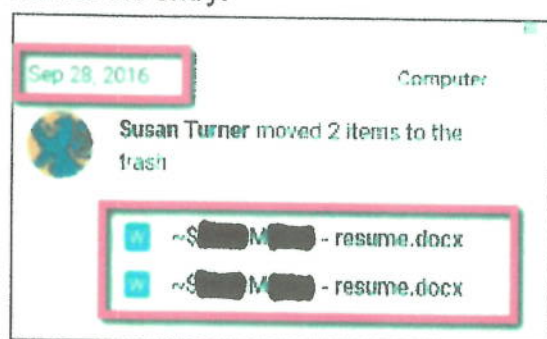
about the seriousness of what they had done). In this same email from Shawn Arnold, he provided me with 9 screenshots showing the activity log of their Google Drive. Those screenshots can be viewed here:

https://drive.google.com/drive/folders/127loHAX3MLhy4cX8Xo887yJNKDfd_o39

All of the screenshots clearly show that the files I uploaded to Google Drive never existed on that drive. There is no doubt that the Activity Log sent to me by MCA's attorney was tampered with in some way because whoever did the tampering made one fatal error. That person neglected to delete one small entry in the fifth screenshot:

<https://drive.google.com/file/d/1Hqo9PK5oCZu-hm-aHy3OCkhRVTvi22uc/view>

Here is the entry:



This is quite troubling because it shows that Susan Turner deleted a file named "~\$[REDACTED]M[REDACTED] - resume.docx"; however, in the screenshots provided by MCA, there is no record showing that this file was ever uploaded to the Google Drive. How can a file that was never uploaded be deleted?

The file I had requested was named "Y[REDACTED]M[REDACTED] - resume.docx", and I was told this file did not exist. The file in the activity log above has a very similar name: "~\$[REDACTED]M[REDACTED] - resume.docx". The presence of "~\$[REDACTED]M[REDACTED] - resume.docx" on their Google Drive proves that the file named "Y[REDACTED]M[REDACTED] - resume.docx" must have also existed on the Google Drive at the same time.

For those who would like to see a detailed explanation of how the presence of "~\$[REDACTED]M[REDACTED] - resume.docx" proves the existence of "Y[REDACTED]M[REDACTED] - resume.docx", please see the section later in this document entitled [Detailed explanation of "~\\$\[REDACTED\]M\[REDACTED\] - resume.docx"](#)

The point is that Susan Turner had the supposedly "non-existent" file in her possession on 9/28/2016 and that it was on MCA's Google Drive. Yet that file is not there today. That means someone deleted it. Interestingly, this deletion does not appear in the activity log. Since Google Drive shows all activity of files added, edited and deleted, there should be a record of it. Where is it? It is gone. Erased. The only way this can be explained is if someone falsified the activity log that they provided.

They had to falsify the log because they didn't want to show the true record that the files were deleted. Showing the complete log would not only show this, it would also show who did it and when.

On 10/30/2018, I received an email from Shawn Arnold with the requested documents attached. The email stated the following:

Mason's outside IT support was able to locate the requested records on an archive disk. This should resolve all outstanding public records requests from Mr. Baird.

I believe they finally sent me the documents because they realized that what they were doing was illegal and quite possibly a felony. I think they were hoping that giving me the requested documents would shut me up and cause me not to look too closely at the falsified activity log that they had provided. However, their delivery of the requested documents makes the case against MCA even stronger. First, it proves that they were in possession of the documents all along. Second, it raises additional questions. How did those files get onto an archive disk without leaving any traces on the Google Drive? Who is "Mason's outside IT support?" Why were they able to "recover" these files when MCA's internal technology team was unable to do so? I think all of these questions need to be answered.

I think it bears pointing out again that regardless of who actually deleted or tampered with documents, the entire MCA board is complicit to some degree. I notified the board of the situation of the missing documents on 10/24/2018 and I directed them to look at the Google Drive activity log. They all had access to this log and ample time to review it. Nevertheless, on 10/29/2018 I received a statement from their attorney affirming that they were not in possession of these documents along with falsified screenshots of the Google Drive activity log. I don't see any way to view this other than that the board cooperated in the deleting and falsification of public records.

The Board Doubles Down

To make matters worse, on 11/1/2018, I sent a follow up email to the entire board and a few members of the administration. I explained to them that the activity log they had provided me was incomplete. I pointed out the presence of the "~\$[REDACTED]M[REDACTED] - resume.docx" file and showed how its presence indicated that certain parts of the log were missing. I asked them to review what they had sent me and to send me whatever they had failed to send the first time. I was trying to delicately point out that they had provided me proof that they were lying and had falsified information and giving them an opportunity to correct the situation. I did not receive a response. On 11/5/2018, I forwarded that email to my attorney and asked him to send it to MCA's attorney to ensure that it was dealt with appropriately. Instead of coming clean and

sending me the information I had requested, they doubled down on the lie. Their lawyer sent this response on 11/5/2018:

"In response to the "Google Drive" issue that Mr. Baird is discussing, all documents were included in the response. Mr. Baird should review the records again."

This proves that the entire board was notified (although delicately) that the records had been falsified and a full copy of the activity log was requested. Their response was to tell me that they had already sent me everything. This proves beyond any reasonable doubt that the entire board of directors is complicit in the cover up.

Here is a copy of the email that was forwarded to MCA's attorney:

<https://drive.google.com/open?id=1PP3E8QilI9EBc4FZ3g4TUP9ZYPfurd3>

Here is a copy of the attorney's response:

<https://drive.google.com/open?id=1TANMDsCedPmXOY3m9FwOjDPJ6zQBrFj4>

If they are willing to delete such inconsequential information and then lie about it and falsify documents to cover it up, what else might they be hiding?

Hiding Reports from the Public

The deletion of the documents I had requested is neither an isolated case nor accidental. It is intentional and calculated and done in order to hide information from the public.

When I joined the MCA board David Hull with Kelly Lichter's cooperation told me that they were going to begin the practice of submitting their officer's reports to each other in writing rather than orally in the public meetings. David Hull specifically stated that the purpose of this practice was so that these items would not be discussed in public where parents and news reporters could hear them.

According to the [meeting minutes from the 10/4/2016 board meeting](#), there were two reports submitted in writing:

- [The Treasurer's Report](#)
- [The Principal's Report](#)

On August 13, 2018, when I made a public records request for all documents related to the 10/4/2016 board meeting, these two documents were missing in the documents provided to me by Chuck Marshall. I pointed this out to Chuck Marshall, [and he responded by stating:](#)

"According to the minutes, none of these items were reviewed at the meeting. Thus, they are not included as supporting documents."

Chuck Marshall's statements corroborate the complaint with the DOE. He is stating that these items were not discussed at the meeting (because they were submitted in writing), and therefore he sees no need to hand them over. He did eventually send me a copy of the Principal's report on 8/15/2018.

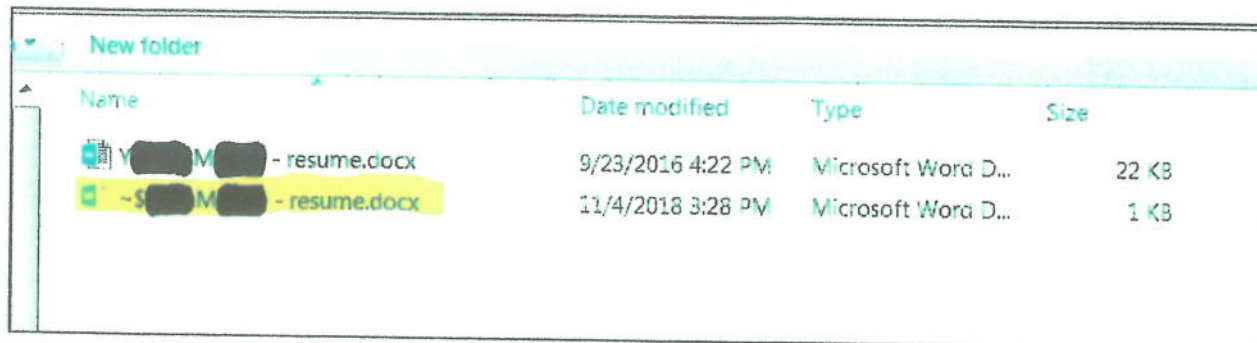
Additionally, the principal's report was on the Google Drive prior to the 10/4/2016 board meeting. I know it was there because I saw the report. I remember it well because Mr. Hull spent a great deal of time talking about dress code violations, and this was exactly the sort of discussion that Dr. Carpenter had recommended should not be discussed at board meetings. The Google Drive Activity Log provided to me shows no trace of this file having existed prior to 8/15/2018 - the same day that Chuck Marshall sent me a copy (the file is named 'BoardReport_10416.pdf'). This was nearly two years after that board meeting. Why was that file not on the Google Drive in 2016? Where did Chuck Marshall find a copy of it? Were the other missing documents also in that same location? Why did he suddenly upload it nearly two years later?

This should be alarming to anyone as this implies a careful and systematic attempt by the administration and board of MCA to hide records from the public.

Detailed explanation of "~\$[REDACTED]M[REDACTED] - resume.docx"

Anytime that someone opens a document using Microsoft Word, a temporary file with a very similar name is automatically created in the same directory as the file being opened. Normally the first one or two characters of the file are changed. In this case, the file named "~\$[REDACTED]M[REDACTED] - resume.docx" was the temporary file created when Susan Turner opened the document named "Y[REDACTED]M[REDACTED] - resume.docx".

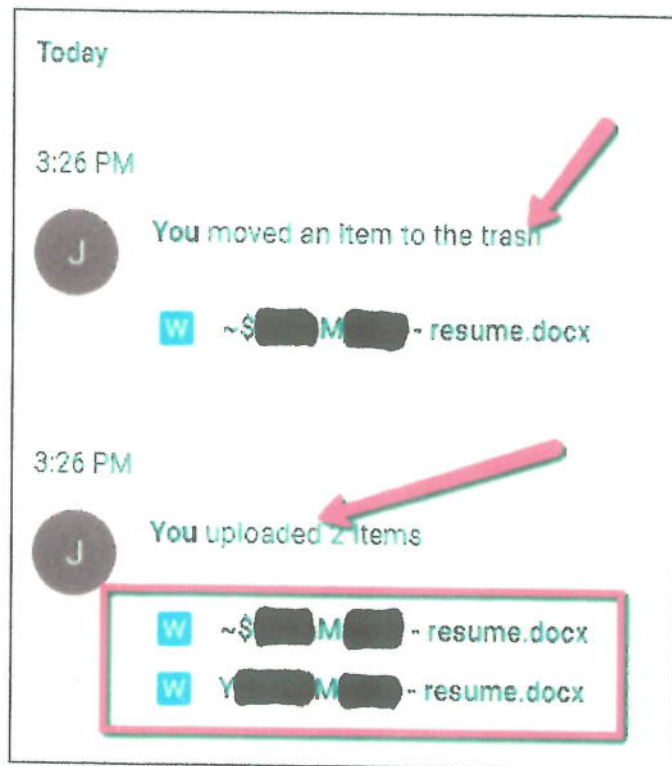
To illustrate this point, please see the image below where I placed a copy of "Y[REDACTED]M[REDACTED] - resume.docx" on my own computer and then opened it with Microsoft Word. When I did that, the file named "~\$[REDACTED]M[REDACTED] - resume.docx" was created automatically in the same folder by Microsoft Word like this:



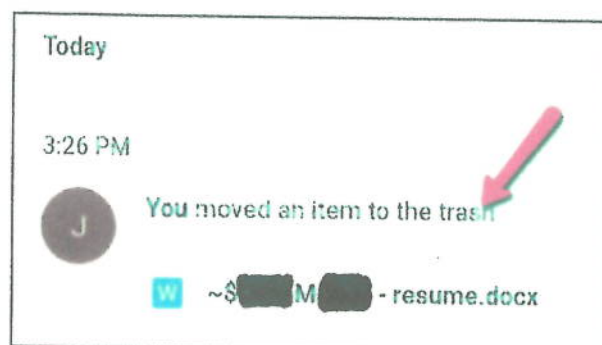
Name	Date modified	Type	Size
Y[REDACTED]M[REDACTED] - resume.docx	9/23/2016 4:22 PM	Microsoft Word D...	22 KB
~\$[REDACTED]M[REDACTED] - resume.docx	11/4/2018 3:28 PM	Microsoft Word D...	1 KB

When I closed Microsoft Word, the temporary file was deleted automatically from my hard drive.

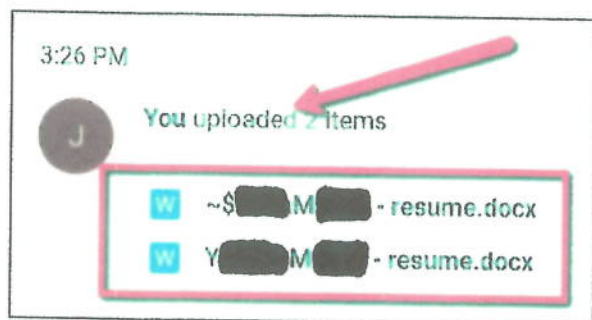
When I looked at my own Google Drive activity log after opening and closing this file in Microsoft Word, the activity log looked like this:



In order for this entry to occur,



This entry must have occurred prior:



This is how the MCA activity log should appear, but it does not. It only shows the deletion of "~\$[REDACTED]M[REDACTED] - resume.docx", but nothing related to its creation or to the existence of "Y[REDACTED]M[REDACTED] - resume.docx".

Susan Turner has the Google Drive synchronization application installed on her local computer, so files that she saves to certain folders automatically get uploaded to the Google Drive. It also means that files uploaded by others are automatically downloaded to her hard drive. This is how she came to be in possession of the "Y[REDACTED]M[REDACTED] - resume.docx" file. I uploaded it to MCA's Google Drive in 2016 and it was automatically downloaded to Susan Turner's computer. When she opened that file in Word, the temporary file was created on her local hard drive and automatically uploaded to Google Drive. There is no record in the activity log of the temporary file upload occurring. She then closed the document and the temporary file was deleted from her hard drive, and subsequently removed from the Google Drive. The removal of this file from Google Drive is the only trace that any of these files ever existed. This clearly demonstrates that the file in question existed on MCA's Google Drive, that it was later deleted, and that the activity log has been falsified to cover it up.

Conflict of Interest

Integrity: *We are individuals of strong ethical values, who make consistently good choices in keeping with our knowledge of right and wrong. We seek the wisdom of others in cases of moral uncertainty.*

The dishonesty and illegal activities of the board and administration do not end here. On 9/25/2017, Kelly Lichter, David Hull, and Gena Smith formed a private LLC known as CLASSICAL CHARTER MANAGEMENT GROUP, LLC. This resulted in an illegal conflict of interest between Kelly Lichter and David Hull. It also resulted in an unethical and inappropriate

conflict of interest between David Hull and Gena Smith because Gena Smith is David Hull's subordinate and is on MCA's payroll. On 5/29/2018 Kelly Lichter subsequently voted to approve David Hull's evaluation which affected his salary and bonuses. She should have recused herself from this vote due to the conflict of interest, but she did not.

The public records information regarding this LLC can be found [here](#).

It should be noted that the general public did not know of this LLC's existence until October 2018. When the existence of the LLC was made public, the ownership was suddenly changed from Kelly Lichter to N L. That of course does nothing to change the past, and it also does not resolve the ongoing conflict of interest.

Their website can be found here: <https://classicalchartergroup.com/>

Here is a permanent link to an Internet archive of their website in case it gets taken down:
<https://web.archive.org/web/20180607215041/https://classicalchartergroup.com/>

The meeting minutes from 5/29/2018 showing that Kelly Lichter voted on David Hull's evaluation are here: <https://drive.google.com/open?id=1OEDDFqbplu1q9doBs2EXFpy1vwh2XgHG>

All of the board members have been made aware of this LLC, and none to my knowledge has done anything about it. They all appear to look the other way and allow it to continue. No member of the board has ever made any public statements about this.

Illegal Meeting

***Citizenship:** We honor rules and laws and respond to authority in obedience. We give of our time and abilities to serve others. We uphold liberty and social equality through respect for individual differences and knowledge of our democratic system.*

I believe it is also important to point out that on 6/30/2018, the MCA board of directors had an illegal meeting. This is important not only because it violates Sunshine Law, but it also means that MCA is operating without an approved budget.

The meeting minutes are here:

<https://drive.google.com/open?id=12T8dqzY7FCJg1itw076LImjM62ra36kX>

Those meeting minutes clearly show that a quorum was not present. Josh Longenecker was absent, and Kelly Lichter attended by phone. That means that Only Laura Miller was physically

present. According to Florida statute, physical presence is a requirement for establishing a quorum. They didn't have a quorum, so the meeting was illegal. Kelly Lichter as president of the MCA board and a member of the CCPS school board must know this.

Operating Without an Approved Budget

Responsibility: *We accept obligations related to our own good and the good of others, and we act on those obligations in a manner suitable to their timely and satisfactory fulfillment. We are willingly accountable for what we do and say, and we seek to learn from our mistakes.*

The budget for their current fiscal year (2019) was "approved" at the board meeting on 6/30/2018. As shown above, that meeting was illegal. Therefore, the meeting never happened. This means the budget was never approved. Consequently, they are currently operating without an approved budget.

Incidentally, it bears noting that this budget was "approved" at the 6/30/2016 meeting which occurred at 5:00 PM on a Saturday - 7 hours before the start of the new fiscal year. The meeting lasted 12 minutes. The treasurer was not present. According to the agendas and minutes from all meetings prior to this one, this budget was never a topic of conversation in any meeting prior to 6/30/2016. I think this is reckless. I also think it strongly suggests that there is a significant number of private conversations happening among board members - how else could they approve this budget in 12 minutes without the treasurer and without any prior public discussions unless they had all talked about it and agreed in advance that they were going to approve it? Why would they wait until 7 hours before the start of their fiscal year to have their first and only discussion about the new budget? This budget represents millions of dollars of taxpayer money. This should be incredibly alarming.

Joe Whitehead

Respect: *We regard others and ourselves as deserving of kind and just treatment. Our conduct is considerate and polite. We look for the good in others and demonstrate compassion. Our attitude toward others and their property reflects the way we wish to be treated.*

On 10/6/2018, Joe Whitehead called Annika Hammerschlag a slut and a skank on his public radio show. To make matters worse, a current student at MCA called in to talk on the show, so he made these comment in front of MCA students. Here is a link to the audio clip:

<https://drive.google.com/open?id=1gpGCF289agEsub8zhD5cSP08PomI5X4W>

The references to "Hammerslut" and "Hammerskank" are quite clear. On 11/5/2016 I sent Joe Whitehead an [email](#) and asked for a public apology. I also forwarded the same [email](#) to the MCA attorney, Shawn Arnold. I have yet to receive a response or hear of a public apology.

The reason I have included this information about Joe Whitehead is to show that the MCA board allows members of its administration to shamelessly disparage others whenever it suits their agenda. In this particular case Joe Whitehead was attempting to disparage Annika Hammerschlag, the reporter that wrote the Naples Daily News article, which revealed my claims of financial mismanagement and breach of Sunshine Law. The board does not hold them accountable for anything in these cases.

N L

N L is a co-founder of MCA and the husband of Kelly Lichter, the president of the board. On 10/6/2016, just after I resigned from the board, N sent an email to the entire board of directors corroborating the complaints I filed with the DOE on 6/4/2018. This email shows how the board allowed the administration to obstruct my access to the school's financial records. N raises rhetorical questions which illustrate that the board had abdicated its responsibilities and allowed the administration to manage the board instead of the other way around. It shows that the board blocked my access to future training with Dr. Carpenter, and he argues that their actions would ultimately jeopardize the school due to the increased risk that comes with this lack of oversight from the board.

Here is the email:

https://drive.google.com/open?id=19amQdOZdbEWFGP4eocJ2Dcmd5VZ_UtTc

Because N L is Kelly Lichter's husband as well as a co-founder of the school, his actions are a reflection of the general attitude of the board. Here is his reaction when the Naples Daily News published the recent article reporting on the report I filed with the DOE:



N L

3 mins •



Byron Donalds, Erika B. Donalds and Joe Baird just fucked with the wrong school. BRING IT ON YOU LYING BITCHES!!!



NAPLESNEWS.COM

Former Mason Classical Academy charter school treasurer alleges financial mismanagement



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The Threat Against [REDACTED] and Bullying from the Board

***Courage:** We always do what we know to be right despite fear, hardship, and opposition. We resist negative peer pressure, defend our rights and the rights of others, and encourage others to do the same.*

On 8/7/2018, I received a threat which originated from David Hull's personal email account. The threat was aimed at my harming [REDACTED]'s reputation, and it was clear that the intent was to

frighten me and my wife into silence. It was clearly an act of retaliation for the complaint I filed with the DOE.

I alerted the MCA board of this threat the same day I received it - 8/7/2018. I never heard anything from any of the board members or anyone else for that matter.

The author of the email is unclear. The email shows clearly that it was "From David Hull", but the signatory is "Sabine". I believe that David Hull was the true author or at the very least contributed heavily to its contents. For this reason on 10/17/2018 I asked the board of directors to investigate David Hull's actions in this regard and to take disciplinary measures against him if needed. The board did not respond. Their silence implies support of his actions. This shows that David Hull is permitted to threaten harm to students' reputations in order to silence parents, and the board does nothing about it.

The entire email exchange - including the threat and all communication with the board is here:

<https://drive.google.com/open?id=1ogHWTrKqS5QTbrXSeUHZ8blOhi77Yu1j>

The only response I heard from the board was a threat of their own from their attorney to pursue legal action against me. This time, it was not David Hull attempting to frighten me into silence, it was the entire board speaking through their attorney. Here is the letter I received from their attorney:

https://drive.google.com/open?id=1qklpZBR8zjh-B1HfnTMKNnETcpUkV_lu

Laura Miller's Facebook Comment and Further Bullying from the Board

On 10/14/2016 I contacted Laura Miller privately and requested her to remove a comment from Facebook that I thought amounted to public humiliation of a young child and made MCA look bad. I did not make this complaint public because I did not wish to attract unnecessary attention to the comment. When I did not hear back from her, I escalated the request to the board. The board did not respond.

As in the case of the threat against [REDACTED], the only response I have heard from the board was a threat from their attorney to pursue legal action against me. I believe that one letter was a response to both of my complaints. Here is the link again:

https://drive.google.com/open?id=1qklpZBR8zjh-B1HfnTMKNnETcpUkV_lu

Here is a link to the emails I sent to Laura Miller and to the board:

<https://drive.google.com/open?id=1X7yKJaMiRM4IADy8QW3GEV01jdUf5cLn>

The bullying behavior from the board is incredible. They never once attempted to investigate or address my concerns. They simply went straight to their attorney and attempted to use intimidation to silence me.

Unqualified Treasurer / The Principal Appoints the Board Members

I wholeheartedly agree with both David Hull and Joe Whitehead who have publicly criticized me for my lack of ability as a board member.

On 10/6/2018, Joe Whitehead said on his radio show that ["...a gentleman named Baird who attempted to be a board member.... but it was above his pay grade to be able to function that well...."](#)

On 10/11/2016, David Hull sent an [email to all parents of MCA students](#) in which he stated the following: "He [Josh Longenecker] is the one who replaced the former Treasurer [Joe Baird], and actually knows what he's doing.". The obvious implication is that I didn't know what I was doing as a treasurer. ([Here](#) is an alternate link to that same email.)

Both Joe Whitehead and David Hull are absolutely correct. I had no experience that would qualify me to be a board member, and absolutely no financial background which would qualify me to function as treasurer. And yet, David Hull and his wife came in secret to my home and asked my wife and me if we would be willing to serve on the board. My wife asked for a clarification regarding which of us he was asking to serve. He replied that either one of us would do. He said he was just looking for someone like Laura Miller who would not give him any trouble, someone who would just show up to meetings and vote.

Kelly Lichter and Laura Miller both voted to confirm me as a board member, and they subsequently appointed me as treasurer.

They knowingly appointed a thoroughly unqualified treasurer to the board, and they expect the rest of the world to believe that the school's finances are well managed and subject to proper oversight.

In that same email, David Hull lists the qualifications of the current treasurer as follows:

"That board member is a man of vast educational and leadership experience; a loving husband; a father of ● biological children; and he recently adopted ● other children."

I suppose by that line of reasoning I would be the more qualified treasurer because I have children. However, there is something more disturbing that needs to be pointed out about this email. Why is the principal of MCA defending the qualifications of the Treasurer? Isn't this a little bit backwards? Shouldn't it be the other way around? Shouldn't the board be defending the qualifications of their principal? The only reason that David Hull sees the need to defend the Treasurer (who is also his good friend and a fellow principal of a classical school) is because David Hull appointed him to the board - just as he appointed me to the board. David Hull is the one who is really in charge of the entire board. **There is no accountability at MCA for this reason. David Hull can act with impunity and do whatever he wants without any fear of anyone holding him accountable for anything.**

Obstructing Treasurer's Access to Expense Reports

***Cooperation:** We work with others for the good of all involved with a positive attitude. We equitably participate in mutual responsibilities for the completion of shared ends and direct our efforts and attention accordingly.*

In the report I filed with the DOE on 6/4/2016, I alleged that David Hull was enabled by the board to block the treasurer from reviewing expense reports including his own. This can easily be proven from an [email from Kelly Lichter](#) which shows that she was aware of the fact that David Hull was obstructing my access to financial records (specifically expense reports).

Links to the files mentioned in that email are below. The sloppy scanning job which appears to intentionally obscure relevant portions of the reports shows the passive aggressive method in which David Hull gave the appearance of cooperation while quietly obstructing my access to expense reports.

In my original email to Kelly Lichter I explained in detail the problems with the expense reports provided to me at the time:

"The files I have attached are examples of information being obscured from view by overlaying a receipt on top of a report or stacking receipts on top of each other. See below for an explanation of the problem with each.

- ["David's Expense Report.pdf"](#) is an expense report offered as supporting detail for a \$110 check that David wrote to himself. It's not a large amount, but because he is the principal this transaction warrants a little extra scrutiny. The report that Susan provided obscures the following information:
 - The name of the person filing the report.
 - Receipts for the two \$25 line items (there is no date or dollar amount displayed).
- ["Example 2.pdf"](#) shows a stack of receipts, and I can only see the first one. What are the other receipts for?

- ["Example 3.pdf"](#) contains a receipt from Lowes for \$56, but there is another Amazon receipt behind it for \$221 which I cannot see. The Amazon receipt does not show what the purchase is for, and it does not show the shipping address. This purchase could be for anything and it could have been shipped anywhere.
- ["Example 4.pdf"](#) is just a mess. There are 5 receipts on top of an invoice of some kind which is obscured by the 5 receipts on top of it. I can't make any sense of this.
- ["Example 5.pdf"](#) obscures the name of the person that the expense report is for
- ["Example 6.pdf"](#) is not so bad, but the receipt does obscure a large portion of the expense report. This one might pass an audit, but it is still not clear.
- ["Example 7.pdf"](#) contains 2 receipts for Toys 'R Us, but the name of the person on the expense report is obscured as is the description which explains the business purpose."

Food For thought

Until now, I have attempted to make every effort to stick to topics that are provable and facts that can be documented. I did my best to avoid any speculation except in cases where speculation was unavoidable due to the obvious nature of the facts provided. There is so much left to be said; however, the following points are not so easily documented or provable. They are simply questions and observations that my wife and I have noted through the years. I think they are worth consideration, especially considering the fact that we were supporters of MCA well over a year before it opened, and [REDACTED] of our children have attended the school, ranging from kindergarten to 12th grade.

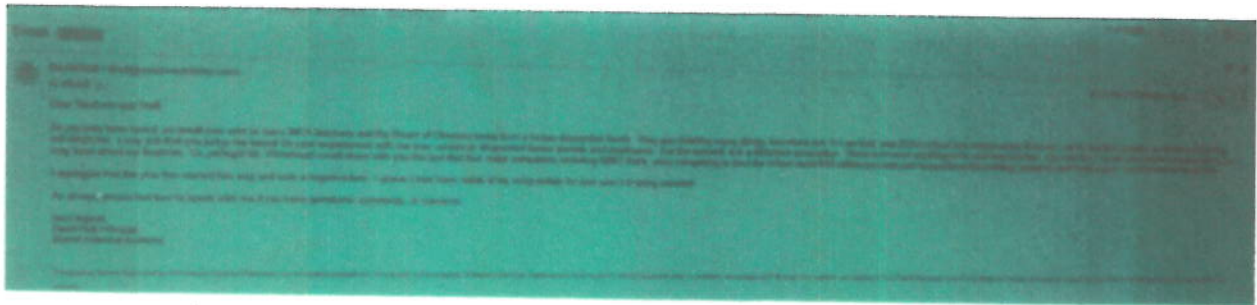
Culture of Fear

There seems to be a culture of fear that pervades the school.

[REDACTED] who is now [REDACTED] has [REDACTED] sustained during [REDACTED] time at MCA. [REDACTED] was primarily the result of having witnessed abuse of students and teachers on a regular basis. Now that [REDACTED] is [REDACTED], [REDACTED] finds [REDACTED] because [REDACTED] is afraid that at any moment David Hull will open the door and come into the classroom to start yelling at the teacher or the class, or what was worse, engage in what [REDACTED] could only describe as "quiet harassment" of them all. At least three other of the ten seniors in [REDACTED] class are [REDACTED]. Several other former teachers have also confided the same.

Staff members are terrified to ever share any information regarding David Hull with the outside world. Whenever they want to pass information on to someone outside the school, they photograph or take screenshots of emails to send through text messages so their communication can not be tracked. They are afraid to simply forward an email to an outside address - that would be seen by David Hull and may threaten their jobs. Below is a photograph

of an email from David Hull to all staff members at MCA. This photograph was sent to me by a friend of a friend:



Here is the text of the email (I typed it out myself to make it easier to read):

Dear Teachers and Staff,

As you may have heard, an email was sent to many MCA teachers and the Board of Directors today from a former disgruntled family. They are claiming many things, two stand out. 1) I am bad, and 2) the school has mismanaged finances. As for the first, people can believe what they will about me. I only ask that you judge me based on your experiences with me over rumors or disgruntled former parents and employees. For the second, it is a ridiculous accusation. There isn't even anything to be said beyond that. I'm sure Mrs. Turner can answer any questions you may have about our finances. Or perhaps Mr. Whitehead could share with you the fact that four major companies, including BB&T, were competing to lend the school up to \$18 million just last year to purchase the building, property and build a gym. I won't belabor the points.

I apologize that the year has started this way and took a negative turn. I guess I now have some of my script written for next year's training session!

As always, please feel free to speak with me if you have any questions, comments, or concerns.

*Best regards,
David Hull, Principal
Mason Classical Academy*

Why would an employee of Mason Classical Academy be afraid to simply forward this email to someone outside of MCA? The only reason I can think of is that this person was afraid of being fired if it were discovered that this email was passed on to someone outside of the organization. This indicates that they feel like they are being watched and perhaps spied upon. This is not normal behavior and should be alarming to anyone.

There are other, disturbing examples of this culture of fear at the school, not only among families and teachers who are still at MCA, but even among those who have moved on. In the past six months or so, we have spoken to many families and teachers with heart-wrenching stories of maltreatment and emotional and verbal abuse at the hands of David Hull and even on occasion Kelly Lichter. Most were unwilling to share their stories publicly for fear of retaliation. Some still had children in the school and were afraid that their children would be punished for their coming forward. Others had already left the school but were afraid their friends still at the school would be punished for their actions. Current teachers were worried of not only losing their jobs, but had also been threatened with the complete destruction of their careers.

Parental Involvement

Before MCA even opened, my wife and I were drawn to the school because its founders advocated a strong partnership between parents and teachers. We were told that as parents and co-educators of our children, we would always be welcome in the school. Parents would be free to drop in to eat lunch with their child and were encouraged to volunteer to help out in the classrooms. This did not last long. David Hull made it his mission very early on to almost completely eliminate parents from the school. Why? He also made sure to disband the PTCA, a group of parents that had worked tirelessly to fundraise and create a strong link between parents and teachers. Again, why?

Building Purchase - Why Hasn't the \$18M Materialized?

David Hull has invested a tremendous amount of energy citing the fact that last year there were 4 different bonding companies competing to lend MCA \$18M to secure the purchase of the facilities they currently occupy. This information has been used to defend the school's financial management practices. David Bolduc pointed out on the Joe Whitehead Show that these companies classified MCA as "investment grade". However, MCA has not obtained ownership of the facilities and none of these so-called "offers" to loan money to the school have materialized. Why is that?

David Hull stated in an email to all parents of MCA that the reason that MCA has not been able to secure the purchase of the facilities is because the seller decided not to sell. Why did the seller decide not to sell? David Hull does not offer a reason. The only thing he had to say about the seller's reason for the seller's change of heart was in an email to all parents on 10/10/2018:

"The reason the school did not sign the papers on that offer was because the owner decided not to sell the building and land after all. This also speaks to the financial worth and stability of Mason Classical Academy."

So David Hull thinks that the seller's change of heart is testimony to their strong financial position. I can think of another reason the seller might change his mind: Perhaps MCA does not have sufficient resources to make a fair offer.

How much due diligence did these bonding companies really do and how many documents were falsified in the process? It's my understanding that the millions of dollars which were "offered" to the school were more of a sales pitch. Ironically, I think there would have been a lot more scrutiny of the school's finances and practices had the seller actually decided to sell.

And consider all the grand talk about the gymnasium and soccer field plans. No one hears about that anymore. The truth is, I heard that they are no longer able to afford this and can barely afford the small rent they pay on the vacant land next to the school. Are they in over their heads? And why?

Testing

Anytime MCA is criticized for anything David Hull usually brings up MCA's excellent state testing scores as proof that the school is serving families and the community well. And indeed, MCA has flown to the top of the charts amazingly fast. But the question that needs to be asked is how and why.

One of our experiences as a family at MCA was the insane increase in testing over the years. It began slowly, but last year, my [REDACTED] grader often had 14 tests and quizzes a week, and my [REDACTED] grader had 7. The classical education model is designed to cultivate a love of learning in its students. However, MCA was quickly becoming an institution for drill, drill, drill. My wife once mentioned to David Hull that the education offered at MCA was starting to look very much like the educational system mocked and condemned by Dickens in the novel *Hard Times*. Ironically, the book was taken out the curriculum.

There was also a huge push for the kids to practice for the state tests at home for homework. The homework load at MCA is already quite heavy. Adding this was a little over the top. One might argue that the IXL work was optional, however, many teachers rewarded students who put in the most time on the program.

I am fully aware that state tests are required since MCA is a public school, however, if I wanted my children to excel on the FSAs I would send them to a local public school. MCA is supposed to offer something different from those schools. When my wife and I first mentioned this to the administration, they assured us that they did not teach to the test. A few weeks later when my wife asked David Hull why our children were bringing home practice FSA tests if they did not "teach to the test", they suddenly changed their tune and had a young teacher send out an email

about the importance of standardized testing in classical schools. They were clearly being dishonest about it all along.

And most importantly, we have heard multiple stories of children being asked to leave because they were told by David Hull that they could not do well at MCA academically and so it would be best for them to move on. We have also heard many more stories about children who were struggling academically being forced out. Usually this took the form of disciplinary action. The students who did not perform well were punished far more severely than those who did. My own children would bring home stories of this at least once a week. They all did well academically and would be shocked at what they could get away with and what a student with a D average could get away with. The more spirited ones also seemed to be weeded out systematically. Since the punishment usually culminated in suspension or in the parents' having to come into the school for the day with their child, many of these families left. The extent of damage to the hearts and minds of these children is staggering.

Again, none of this can be proven, but I do believe that there is much harm going on within the walls of MCA. My hope is that the information and observations I have provided will prompt the CCPS, the DOE, and Hildale to continue doing what they can to put an end to the suffering within the walls of MCA. Remember, it is the children who are suffering the most.

**FLORIDA DEPARTMENT OF EDUCATION
OFFICE OF INSPECTOR GENERAL**

325 West Gaines Street Suite 1201, Tallahassee, FL 32399-0400

COMPLAINT FORM

Your complaint was submitted successfully. Your complaint ID is **926**

The Office of Inspector General will conduct a review of the information submitted. Additional information may be requested. A determination will be made as to whether an investigation will be initiated by this office or if your complaint should be referred to another office or agency for review.

Your Contact Information:

(You may remain anonymous if you choose. However, it is most beneficial if we have the ability to contact you for additional information and/or clarification of the issues you are reporting).

Your Name: Joseph Baird
Address : 14338 Tuscany Pointe Trl, NAPLES, Florida, 34120
Home Phone: 239-450-6705
E-Mail: jbaird123@gmail.com
Your Employer:
Work Address:
Work Phone:
Work Unit/Section/Location:

How would you prefer we contact you? ☒ Home Phone ☐ Work Phone ☐ Email ☐ None

Are you a current employee of a state agency or a state agency contractor? Yes ☐ No ☒

Are you a former employee of a state agency or a state agency contractor? Yes ☐ No ☒

Are you an applicant for a position with a state agency or a state agency contractor? Yes ☐ No ☒

Who committed the alleged violation?:

Person, Business, or Organization (subject): Mason Classical Academy Board of Directors and Administration
Subject's Employer: Unknown
Subject's Business Address: 3073 South Horseshoe Drive, Suite 104, Naples, Florida, 34104
Work Phone: 239-227-2838
Subject's Position/Title: Board Members, Principal and Compliance Officer
Unit/Section/Location: Naples FL

***If the subject of the alleged violation is a Department of Education employee, is he or she your supervisor?**
Yes ☐ No ☒

***Have you notified anyone else or any other agency of the allegation(s)?** Yes ☐ No ☒

***If yes, what were the results?**

* What Happened?

Describe in detail what the subject did that was improper. Please indicate when this occurred, where it occurred, how it occurred, and identify any other witnesses who have information about the alleged violation. Please identify any evidence you have that is relevant to the alleged violation.

To whom it may concern: I am a former member of the Mason Classical Academy Board of Directors in Collier County, Florida. Mason Classical Academy (MCA) is a public charter school, and I served as the treasurer from early August 2016 until early October 2016. I wish to alert the office of the Inspector General to the potential of fraud being committed at MCA as well as the likelihood of multiple and frequent Sunshine Law violations. Below is a list of the parties who are involved. - Mrs. Kelly Lichter - MCA Board of Directors President, Founder of MCA, and sitting board member of Collier County Public School Board. - Ms. Laura Miller - MCA Board of Directors Secretary - Mr. David Hull - MCA Principal - Mr. Chuck Marshall - MCA Compliance Officer Before referring this matter to the Collier County Public School Board, please note that Mrs. Lichter is a current member of that board. Additionally, another member of the Collier County Public School Board, Mrs. Erika Donalds, was heavily involved in the founding of MCA and her husband, Byron Donalds, was a member of the MCA board of directors at the time the events described in these complaints occurred. Mrs. Donalds is likely not able to be an objective participant in any investigation concerning MCA. I also wish to explicitly point out that Mr. Byron Donalds is not included in any of these complaints. As long as I served on the board of directors I did not witness any unethical or unprofessional behaviour from him. Before I go into the details of the complaints, I need to point out that while I have been aware of the potential for mismanagement of government money since 2016, I did not speak up about this for two reasons. While I did see suspicious behavior from Mr. Hull and Mr. Marshall, I had no evidence of actual fraud being committed and because the school was providing a good education to several hundred students, I saw no reason to cause problems for the school. I was also afraid my children who were enrolled at MCA would be punished by Mr. Hull in a spirit of revenge. Mr. Hull has a well known reputation for punishing parents and teachers in retaliation for complaints against the school. Since that time, I have witnessed Mr. Hull being deceptive, manipulative, and mean spirited on multiple occasions. Because Mr. Hull is in charge of managing a several million dollar budget of government money without any oversight and is not held accountable to anyone, I have become concerned about the potential for fraud or at the very least misuse of government money and feel I can no longer remain silent about the events that I have witnessed over the past few years. I have withdrawn my children from the school, so now I am able to speak freely without fear of retaliation from Mr. Hull.

Background ----- I first got to know Mr. Hull in 2014 during the school's first year in existence. Our families became friends and we were regular guests in the Hull's home. Through the Hulls, we met Mrs. Lichter while on a camping trip. We became close family friends with the Hulls and Lichters in the months following. We used to have family get togethers at the beach on weekends and there was the occasional party at one of our homes for special occasions like Thanksgiving, Memorial Day and Christmas. In late 2015, Mr. Hull asked if he and his wife could come over to my house to talk to me and my wife about some problems with the MCA board of directors. When he arrived at the house, he mentioned to us that we should not tell anyone about this meeting because he could get in trouble for meddling with the board. He explained that there were many problems with the MCA board members interfering with his duties at the school. He thought that some of the board members (Matt Mathias, Byron Donalds, Jason Lane) were conspiring to have him fired. I don't recall specifics very well, but he led us to believe that those board members in cooperation with several other parents had created false rumors about him and attempted to assassinate his character in order to justify his firing. He alleged that this same group was also attempting to find a way to force Mrs. Lichter off of the board in order to make it possible to take over the school - they wanted to eliminate Mr. Hull and Mrs. Lichter and put others in charge who did not value the mission of the school. He asked me if I would be willing to serve on the board in order to balance it out in his favor, and also to help find a way to eliminate those three members from the board since they were going to destroy the school if they succeeded. I believed Mr. Hull's story and asked how much work was going to be involved if I served as a board member. Mr. Hull's response was something like "It's no work at all. All we need is for you to show up to meetings and vote. Nothing else. I'll manage everything. Laura Miller is a great board member - she just stays out of my business and never causes any trouble. She just shows up to meetings and votes. We want more board members like that. It's easy. Even Kelly gets too involved sometimes. Just copy Laura Miller and you'll be fine." In retrospect, he was telling me that he wanted board members that wouldn't hold him accountable for anything. Shortly after that, Mrs. Lichter contacted me and confirmed what Mr. Hull had told me - she wanted me to join the board to help combat the other members who were plotting against them. I wrote a letter to the board and asked if they would consider allowing me to serve on the board. At the board meeting on 1/11/2016, Mrs. Lichter presented my candidacy to the board and requested a vote. Ms. Miller moved to approve me as a board member, but there was no second to the motion, so no vote occurred. However, it was clear that Mr. Donalds, Mr. Lane and Mr. Matthias were not in favor of my joining the board. Over the course of the next 7 months, there were several family gatherings at which Ms. Miller, Mrs. Lichter and Mr. Hull were present. During these get togethers there was a substantial amount of conversation about bitter disagreements among the board members and infighting between Mr. Hull and the Finance Committee. They regularly talked about how they might be able to force the other 3 members off of the board. Eventually, Mr. Matthias resigned due to a conflict of interest with his business, and Mr. Lane resigned in order to focus more on his insurance business. Mr. Donalds was running for the Florida State House of Representatives and it was clear he would win the primary in August and run unopposed in the general election in November. This meant Mr. Donalds would soon need to resign as well, so Mrs. Lichter brought my nomination back to the board for a vote on August 8th, 2016. The vote passed unanimously and I became the new Treasurer. Looking back, I now realize that Mr. Hull wanted to put me on the board because I had no experience and he thought that I would just do whatever he wanted me to. He thought he had a "yes man" on the board. It was also a little strange that I was made Treasurer because I have absolutely no financial background of any kind. I realize now that this is exactly the kind of person that Mr. Hull wants as Treasurer - someone with no financial experience who will not closely examine the school's financial activity and who will do nothing except show up to meetings and vote.

Complaints ----- Complaint #1: ----- The first complaint is that Mr. Hull, Mrs.

Lichter, Ms. Miller, and Mr. Marshall have knowingly and willfully created an environment at MCA where fraud can occur without detection by conspiring to block the formation of a Financial Oversight Committee as was my duty as Treasurer to form. Furthermore, they have continued to allow the school to operate without this oversight since my resignation from the board in 2016. It was clear from my experience during my second and third board meetings on 9/6/2016 and 10/4/2016 that Mr. Hull in cooperation with Mrs. Lichter and Ms. Miller clandestinely blocked my efforts to form a Financial Oversight committee. This was done at Mr. Hull's request. Mr. Marshall's involvement was not so direct, he contributed to the effort through his arguments supporting the effort to block the formation of this committee. At the first of these board meetings on 9/6/2016, it was agreed by all board members that my first order of business was to form a new Financial Oversight Committee. We all agreed that I should notify all parents of the school that we were forming this committee and solicit resumes from parents who wanted to serve. We agreed that we would all interview candidates during the next month and return to the next meeting prepared to vote on candidates. Mrs. Lichter suggested that I get some board member training from Dr. Carpenter who is an independent consultant that provides training for charter school board members. Dr. Carpenter works closely with Hillsdale College (MCA is a Hillsdale charter school) and is well known by Mrs. Lichter and Ms. Miller, so it made sense for me to seek his guidance in forming a committee. Ms. Miller thought this was a great idea as well. One specific question that Mrs. Lichter wanted me to ask Dr. Carpenter was how long it was acceptable to be without a financial oversight committee. Since the prior finance committee had been dissolved a few months earlier, she was concerned that we were operating without sufficient oversight and wanted to know how urgently we needed to form this committee. After this meeting, I did everything I was supposed to do. I obtained training from Dr. Carpenter. I advertised that we were looking for volunteers to join the Financial Oversight Committee, compiled a list of candidates and resumes, distributed this information to the other board members so they could perform their own interviews independently, and I also interviewed all of the candidates that I thought were promising. To the best of my knowledge, I was the only board member who ever performed any interviews. Two very strange things happened before our next board meeting on 10/4/2016. The first was that Mr. Hull specifically told me he did not want me to allow either Erika Donalds (Mr. Donald's wife) or Nich Lichter (Mrs. Lichter's husband) to serve on the committee. Both of them had submitted resumes for consideration, and Mr. Hull told me that he thought they would both cause trouble. I thought it was out of line for Mr. Hull to tell me this, but I let it go. The second odd thing was that late one evening shortly before the 10/4/2016 meeting, Mr. Hull called me at home and told me that he didn't want me to form this committee at all. I told him that I had to form it immediately. I had asked Dr. Carpenter about the urgency of forming this committee, and Dr. Carpenter's response was something like "You must form this committee immediately. Financial oversight is of utmost importance and you cannot go without it for even one day. Oversight can never wait." I told this to Mr. Hull and said "I'm sorry, I need to form this committee." He then requested that I at least delay the formation of the committee. He said something along the lines of "I'm working on something right now, and if you form this committee it's going to cause problems for me." He didn't elaborate much on what it was he was "working on", but I believe he indicated that it had something to do with a lease the school was attempting to sign. I told him that there was no way I could wait. Based on Dr. Carpenter's recommendation I told him it was crucial for us to ensure we had proper financial oversight and the formation of this committee needed to happen immediately. That was the end of the conversation. At the next board meeting on 10/4/2016, we were supposed to vote on the candidates that I had submitted to the other board members for consideration. When this agenda item came up, suddenly and for no apparent reason, Ms. Miller stated that she didn't want the vote to occur. She said that it would be a good idea for us to delay the formation of this committee and re-group to come up with a plan for how to include people without children in the school as part of a "community outreach" effort. Mrs. Lichter agreed with Ms. Miller and refused to allow a vote on any of the members. I explained to them why it was important to form the committee immediately based on Dr. Carpenter's recommendation, but my explanation fell on deaf ears. I explained that financial oversight is important to ensure there is no fraud. At this point, Mr. Marshall joined in the conversation and argued that we already had enough oversight because of our accountants and yearly audit. It was clear that he was also opposed to the formation of this committee and lobbying with Mr. Hull against this committee. I pointed out to them that we could still vote on members at this meeting and add more members over the next few months if they wanted to initiate a community outreach effort. There was no reason to delay, but no amount of discussion made any difference. Ms. Miller and Mrs. Lichter were steadfast in their refusal to bring this to a vote, so the formation of the committee died in that meeting. It was clear that Mr. Hull had called Ms. Miller and Mrs. Lichter just like he called me. He told them to block the formation of the committee and they did. They did it knowing that doing so exposed the school to unnecessary risk of misuse of government money. They knew that it was entirely inappropriate for Mr. Marshall and Mr. Hull to lobby against the formation of this committee (after all, Mr. Hull and Mr. Marshall are the two primary people that the committee would be overseeing). I also believe that the reasons given for delaying the vote were untrue - this is clear from the fact that no such committee has been formed since that time, and no "community outreach" initiative was ever undertaken to my knowledge. The formation of the committee whose purpose was to oversee the financial practices of Mr. Hull and Mr. Marshall was blocked by Mrs. Lichter and Ms. Miller at the request of those two individuals. To this day the school operates without any financial oversight committee, and I have seen no mention of it in the meeting minutes after the meeting on 10/4/2016. I should also point out that Mr. Donalds also objected to the way I was being treated in this meeting. He pointed out that Mrs. Lichter and Ms. Miller were not giving me the tools I needed to confidently execute my duties. It was clear that he was not a part of the conspiracy between Mr. Hull, Mrs. Lichter and Ms. Miller. Unfortunately with only a four member board, Mr. Donalds and I could not overrule Mrs. Lichter and Ms. Miller. He even called me after my resignation and asked me to reconsider because he thought it was important to have someone on the board who was willing to stand up to the other members and to Mr. Hull. Complaint #2 ----- The second complaint is that Mr. Hull, Mr. Marshall, Mrs. Lichter and Ms. Miller were not satisfied with blocking the formation of the Financial Oversight committee, they went so far as to block the Treasurer's access to the information that was required in the routine and normal duties of a Treasurer. In particular, I was seeking to ensure that the school was not receiving too much funding from the district, and they knowingly and with full knowledge of what they were doing prevented me from carrying out this duty. They were even willing to put my children's financial security at risk in order to accomplish this. At the board meeting on 10/4/2016, I raised a question about how I could prove that I had done my due diligence in ensuring that the enrollment numbers we submit to the district every month were accurate. I don't recall the name of the form, but there is a document that the Treasurer is supposed to sign on a monthly basis which reports the number of students enrolled in the school to the

district. This determines the amount of funding that the school receives. Dr. Carpenter had pointed out in my training that it was my responsibility not only to ensure that this number was accurate, but that I also needed to be able to prove I had done my due diligence in this regard. He taught me that if I failed in this area, I could be held personally liable for damages if it was ever discovered that the school had been overpaid as a result of my negligence. There was evidently precedence for this as he sighted a couple of examples of Treasurers of charter school boards who had been found liable for amounts in excess of 1 million dollars due to this very issue. Dr. Carpenter recommended the following practice in order to ensure the accuracy of the enrollment counts that we were reporting and to protect myself against future allegations of neglect. He said I should ask for a student roster at the beginning of the school year. After that, he said I should request on a monthly basis the names of any new student who had enrolled, and the names of any students who had withdrawn. Based on this information, I could perform my own calculations of the enrollment count and it should match the number on this document that Mr. Hull's staff prepared for me to sign. I had been warned by Mrs. Lichter when I was elected that I was only permitted very limited access to Mr. Hull's staff while doing my routine duties. She made it clear that I was permitted to request some information from Mrs. Turner, the business manager, while preparing my monthly reports to the board, but she also made it clear that Mr. Hull was very sensitive about being micro-managed and she told me that I should be very careful about requesting too much information. She said that Mr. Hull gets upset and accuses the board of micro-managing and placing undue burdens on his staff if the board asks too much from him. Because she had told me this, I asked her whether she thought it was an undue burden for me to request a student roster at the beginning of each year and monthly changes for the rest of the year in order to follow Dr. Carpenter's recommended practice. She said she thought that was a matter for the board to decide whether we would require this information to be provided, and that I should bring it up as a topic of discussion at the next board meeting. I thought that was a good idea - after all - if the board voted that Mr. Hull was required to provide this information to me, then he could not complain about being micro-managed, and because this information was required in order for me to do my job, I thought it best if this were handled by the board rather than simply asking Mr. Hull to provide this information. At this board meeting on 10/4/2016, I brought up all of the above points. I asked the board whether we could require the principal to provide an annual student roster and a monthly list of new enrollments and withdrawals as a mechanism to ensure that we were correctly reporting enrollment numbers to the district. Mrs. Lichter asked Mr. Hull whether he thought this was a reasonable request. Mr. Hull stated very strongly that this type of request was micromanaging. He said something to the effect of "I'm being peppered with all this 'munitia' of stupid and useless requests for information. It's all stuff you don't need and you're just getting in my way and placing undue reporting burdens on me and my staff." I reminded everyone of the importance of making sure that the numbers we report to the district are accurate, and I reminded them that it was my job as Treasurer to do so. Mr. Marshall joined the conversation and started arguing that there was no way that the numbers could be wrong because of the system they used to calculate the number. Mr. Marshall made a comment to the effect of "If that number is wrong, then we have bigger problems. There is no way that number is wrong, so you don't need to worry." It was clear that Mr. Hull and Mr. Marshall had no intention of giving me any visibility into the student enrollment numbers. I even went so far as to request access to their student information system so that I could do my own research without burdening any of the staff with the additional work of sending these reports to me. I don't recall the exact response I received when I asked for this, but I do remember that Mr. Hull and Mr. Marshall made it clear he would never give me access to their information system. I am convinced that their real goal was to prevent me from having visibility into their financial dealings. They simply wanted me to rubber stamp the document they put in front of me without any independent verification. Because of Mr. Hull and Mr. Marshall's extreme and vocal opposition, Mrs. Lichter and Ms. Miller decided they would not require this information from the principal. Ms. Miller said something to the effect of "This really is munitia. This is being way too picky. We really don't need this information. It's ridiculous to ask for this." Mrs. Lichter and Ms. Miller had for the second time prevented me from establishing a practice that was directly recommended by Dr. Carpenter whom they had both recommended to me for training. It was clear that Mrs. Lichter and Ms. Miller were taking their voting instructions from Mr. Hull. He is the one who is really running the board. At this point I realized I was getting nowhere, so I appealed to their nobler side. Because I was personal friends with all of them, I thought I could get through to them by reminding them of the personal liability I was exposed to without this information. I reminded them of the real world cases that Mr. Carpenter used in his training of Treasurers who had been financially ruined due to their negligence. When I brought this up, Mr. Hull and Mr. Marshall's tones changed. They took on an obviously derogatory and mocking demeanor. Mr. Hull began rolling his eyes when I spoke. He and I believe also Chuck laughed mockingly at me for raising these points. They questioned the accuracy of the examples I used - suggesting that these stories about treasurers being ruined financially were untrue or exaggerated. In desperation, I finally said something like "Look, please. Please understand that I need this information in order to protect my family. If I lose my house because I didn't verify these numbers, my children will be living on the streets." This forced Mrs. Lichter into a corner. She either had to agree to protect my children or to agree along with Mr. Hull, Mr. Marshall, and Ms. Miller that it was acceptable to risk my children's financial security in order to prevent me from having access to the information that was required in order for me to fulfill my fiduciary responsibilities as Treasurer of an organization that is funded with taxpayer dollars. Instead of doing the right thing, Mrs. Lichter said that Mr. Hull and I should meet in private in the coming days to see if we could reach an agreement. In other words, she took a matter which was properly the board's responsibility to decide and sent it back to the principal (who is the subject of my oversight) to resolve. This empowered Mr. Hull to be even more outrageous. I contacted Mr. Hull shortly after this board meeting and requested a meeting with him to discuss the issue of my need to independently verify the enrollment numbers we were reporting to the district. He refused to meet with me. I don't recall his reasons, but he was clearly angry with me and was unwilling to meet with me. I told Mrs. Lichter of Mr. Hull's refusal, and her response was something like "right now Mr. Hull just needs to know we have his back." I was appalled. I could not believe that she was willing to sacrifice my children's financial security in order to keep Mr. Hull satisfied. These are the same children that MCA is responsible for teaching, nurturing, instilling virtue, loving and caring for. When I realized what I was up against, I decided to resign. There was no way I could fight all of them, and if they cared so little for me and my family, why should I bother?

Addendum to Complaints #1 and #2 ----- In my email exchange with Dr. Carpenter during my training, he told me that MCA would need to pay for additional training from him. He gave a certain amount of time to me for free, but as an independent consultant he needed to be compensated for additional time spent on our training. He proposed a package that would have allowed him to provide additional training to all of our board members for a fixed price

- somewhere in the neighborhood of \$6,000. This was provided to me in an email exchange, so it should be possible to verify this by a review of MCA's email system. I no longer have access to that account. In any case, I mentioned to Mrs. Lichter the possibility of obtaining additional training for the entire board, and she seemed excited, she thought it was a good idea, and told me to bring it up for discussion at the next board meeting. This occurred in between the board meetings on 9/6/2016 and 10/4/2016. Also during this same time period (I don't recall whether this occurred before or after my discussion with Mrs. Lichter), I was having a semi-friendly chat with Mr. Hull at a cross country meet in Marco Island. I say it was semi-friendly because Mr. Hull had already realized that I was starting to dig into the schools financial activity, and there was already some tension between us as a result. I mentioned to him that I was thinking about the possibility of additional training from Dr. Carpenter, and he became visibly agitated at the suggestion. He immediately replied with something like: "No, no. We don't want that. We don't need that. We just want to keep it simple. Keep it simple." I was shocked. I couldn't believe that the principal of MCA had just told the sitting Treasurer that he didn't want the MCA board to receive any additional training from Dr. Carpenter. At the MCA board meeting on 10/4/2016, I brought up the possibility of obtaining additional training for the board from Dr. Carpenter. Predictably, Mrs. Lichter and Ms. Miller immediately objected very strenuously and completely shut down the possibility of any further conversation. I have an email dated 10/6 that proves that the board blocked my continued training with Dr. Carpenter. I also have an email that proves I reported Mr. Hull's desire to prevent my continued training to Mrs. Lichter. Again, it was clear that Mr. Hull had contacted both Mrs. Lichter and Ms. Miller and instructed them to stop any further board member training. The amount of influence and control that Mr. Hull has over the board of directors is staggering. Complaint #3 ----- The third complaint is against Mrs. Lichter. She is fully aware of the manner in which Mr. Hull blocked my access to some employee expense reports and did nothing about it. I had requested copies of all expense reports for a period of two months for review. One of these expense reports was for a check that was made payable to Mr. Hull (the amount was small, but because it was payable to Mr. Hull I thought it warranted a little extra scrutiny). Mrs. Turner sent me copies of these reports as scanned images by email. This was obviously an attempt to give the appearance of complying with my requests while in reality continuing to stonewall me in my efforts to perform my duties as treasurer. The copies of the reports obscured many important details, receipts covered up names of the person filing the report, receipts were stacked one on top of the other so those in the back were hidden, etc. I sent all of these copies along with a detailed description of what was wrong with each one to Mrs. Lichter in email on 10/7/2016 - the day after I resigned. I have proof that she received and read this email because she replied to it and stated that she was going to discuss this with Mr. Hull and Mrs. Turner. I have copies of these emails if anyone cares to see them. To the best of my knowledge, she never held Mr. Hull accountable for any of this. She allowed him to deliberately prevent the Treasurer from inspecting expense reports - including his own. This leads me to believe that Mr. Hull is able to write checks to himself and others and not even the Treasurer is allowed to scrutinize these transactions if Mr. Hull decides he doesn't want the scrutiny. This happens on Mrs. Lichter's watch and with her knowledge and consent. I also have an email dated 10/6/2016 (the date I resigned from the board) from someone who is very close to the events I described in the above complaints which provides additional credibility to the truth of my claims. I wish to keep the identity of this person confidential unless there is sufficient reason to do otherwise. I would be happy to share the identity and provide proof of the existence of this email if requested. Complaint #4 ----- I believe there are a significant number of Sunshine Law violations at MCA. My complaints are aimed at Mrs. Lichter, Ms. Miller, and Mr. Hull; although Mr. Longenecker, the current Treasurer, may be involved as well. I do not know Mr. Longenecker at all, but I believe he is a close personal friend of Mr. Hull. When I first joined the board, I was told that board members could not discuss MCA business outside of public board meetings. However, I was also told by both Mr. Hull and Mrs. Lichter that I could discuss anything I wanted with Mr. Hull. It was made clear to me by one of them (I don't recall which one) that EVERY board member was allowed to discuss all business matters with Mr. Hull. Since he was not a board member, there was no violation of Sunshine Law in discussing the school's business with him. It has become pretty clear to me that Mr. Hull is the conduit by which board members communicate with each other regarding school business in private and outside of public board meetings. All three board members are close personal friends with Mr. Hull. As is clear from the prior complaints, Mrs. Lichter and Ms. Miller clearly take their direction from Mr. Hull. They both discuss issues with Mr. Hull and then come to board meetings knowing how the other will vote and with many matters already resolved so there is no need to discuss much of the school business in view of the public. With Mr. Hull as the conduit, there is no need for them to communicate directly with each other. The close personal relationship of Mr. Hull with all of the the board members makes this very easy. This concern is further substantiated by the fact that when I joined the board Mr. Hull told me that he would prefer that board members submit their officer reports in writing to each other prior to the meeting in order to avoid the necessity of officers making oral reports during the meeting. He told me that he wanted to keep as much information from being shared with the public as possible in order prevent the public from being able to question the school's management practices and board member activities. Mrs. Lichter went along with this and changed the format of the meetings. Again, I don't know why the principal has this much control over the board, but he does. This change in practice and the timing of it is easy to verify. Anyone who looks at the meeting minutes from past MCA meetings on the school's website should be able to easily verify that prior to 9/6/2016, all board members presented their reports orally and the reports were included in the meeting minutes - in full view of the public. Beginning on 9/6/2016, board members and the principal began submitting their reports in writing prior to the meeting (or making no report at all), and these reports are not discussed in the meeting. These reports are not included in the meeting minutes and not made visible to the public. Another point that may escape notice about the board meeting minutes, which also suggests that much communication between board members occurs outside of board meetings, is that prior to instituting the practice of using private written reports instead of publicly visible oral reports in board meetings, board meetings had substantially more items on their agenda and substantially more details in the meeting minutes. Up until my election, there had been 5 board members, and 3 of these members (Mr. Donalds, Mr. Lane, Mr. Matthias) had an adversarial relationship with Mr. Hull. They held him accountable for his actions and Mr. Hull could not control the board the way he appears to be able to control the board today. After Mr. Donalds and I resigned and Mr. Longenecker was elected to replace me as Treasurer, Mr. Hull gained full control of the board and the amount of information publicly available regarding board meetings has steadily declined. Indeed, many meetings have no reports from any officers. How is it possible for a school to function when officers make no reports to each other unless there is substantial communication outside of the board meetings? I attended the board meeting on 5/29/2018 and it lasted 18 minutes. There were no officer reports.

Approximately 5 of these minutes were used by a parent (Mrs. L. Z.) who was voicing a complaint about the way [REDACTED] had been verbally and emotionally abused and maltreated by Mr. Hull in retaliation for the fact that [REDACTED] was dating Mr. Hull's [REDACTED] against Mr. Hull's wishes. If you subtract those 5 minutes from the total meeting length, the entire meeting lasted only 13 minutes. Again, I don't see how it is possible for a board to conduct all of its business in 13 minutes with no reports and very little discussion of anything unless there is substantial communication occurring outside of these meetings. ----- An additional point of concern is that according to the meeting minutes on 12/14/2016 the board passed a motion to approve the 2017 board meeting calendar with monthly reports submitted by the principal, treasurer and president that will be attached to the meeting minutes. In many cases no reports at all are being filed, and I cannot find a single instance in which these reports are attached to the meeting minutes. Here is the exact language from the meeting minutes on 12/14/2016: Motion to Approve 2017 Board Meeting Calendar With Continued Monthly Reports from President, Treasurer And Principal submitted by the Second Tuesday of Each Month: (Secretary will attach reports to the following meeting minutes.) ----- So it appears that the MCA board is not abiding by its own rules. Please note the timeline and the number of reports filed by officers since 11/1/2017 (I obtained this information simply by reviewing the meeting minutes published on MCA's website): Timeline: 11/1/2016 - Mr. Longenecker elected to the board. President and principal make very brief reports with very little information. 12/14/2016 - No reports from any officers 1/10/2017 - (date is wrong on minutes - it actually states that the date of the meeting was August 2016) - No report from treasurer or secretary. Written reports submitted by principal and president. No reports attached to meeting minutes. 1/12/2017 - Mr. Longenecker absent. No reports from any officers or principal. 1/25/2017 - No reports from any officers or principal. 3/24/2017 - No reports by president or secretary. Treasurer and principal reports submitted in writing, but not attached to meeting minutes. 5/31/2017 - (date is wrong on minutes - it actually states that the date of the meeting was 3/24/2016) No reports by president or secretary. Treasurer and principal reports submitted in writing, but not attached to meeting minutes. 6/29/2017 - No reports from any officers or principal. 8/25/2017 - No reports from any officers. Report submitted in writing from principal, but not attached to meeting minutes. 10/6/2017 - No reports from any officers. Report submitted in writing from principal, but not attached to meeting minutes. 10/19/2017 - No reports from any officers or principal. 11/8/2017 - No reports from any officers or principal. 1/26/2018 - Very brief reports were given by president and principal and included in the meeting minutes. No report from the treasurer, but there was a note indicating that he would have a report the following month (the next meeting wasn't until 4/20/2018 - 3 months later). No report from the secretary. As of 6/4/2018 (the date this is being written), no additional meeting minutes are available on the website after the 1/26/2018 meeting. I can also attest to the fact that Mr. Hull and Mrs. Lichter both wanted to eliminate as many board meetings as possible. It seemed that the more meetings they had the more information the public would have access to, and they wanted to keep that to a minimum. Since December 2016, there have been no meetings in the following months: Feb 2017 April 2017 July 2017 Sept 2017 Dec 2017 Feb 2018 Mar 2018 After reviewing the information above and seeing that there are very few officers reports and very little actual information being shared at public board meetings, I think it is reasonable to ask "How is it possible for the school to operate unless there are substantial amounts of information being shared among board members outside of public board meetings?" Closing Points - Additional Supporting Information ----- The information included in this section is included primarily for the sake of completeness and because I do not know which information is relevant and which is not. I believe it to be useful in helping someone understand the dynamics of the board's relationship with Mr. Hull and Mr. Marshall. Point 1 ----- In the board meeting on 10/4/2016, I filed a written report to the board stating that I was unable to complete my monthly report because of Mr. Hull's refusal to provide adequate information in response to questions I had asked. When this topic came up in the board meeting, I asked Mr. Hull why he had not responded to my requests for information. His exact response was: "When is it going to stop?". He then proceeded to accuse me of micromanaging and asking way too many questions. Again, he called my requests for information "munitia" in order to make it look like I was asking a lot of useless pointless questions that served no purpose. The board never did anything to hold him accountable for this behavior. Point 2 ----- One area of concern that I discovered early on was the schools practice of purchasing Amazon gift cards and in turn using those cards to purchase school supplies. I was concerned about the potential for fraud because gift cards are much more difficult to trace than a credit or debit card. I was told that the school could not obtain a credit card, so they had to make all of their purchases with a debit card. In fact this was something I had heard at board meetings for years before I actually joined the board, so this was not news to me. The problem with using a debit card to make purchases is that the daily limit is very low, so there is a substantial burden placed on the business manager when it comes to purchasing. Instead of purchasing several thousand dollars of supplies in one transaction, Mrs. Turner was required to make several smaller purchases over the course of several days in order to avoid going over the daily debit card limit. To work around this, they found a way to purchase thousands of dollars in Amazon gift cards in one transaction, and these cards were then used to purchase the required school supplies. I called Mrs. Turner and told her that I wanted to explore other options instead of using gift cards. I explained to her my concerns and asked her if they had a way to ensure that there was no misuse or theft of these cards. I asked if they had a system in place that would allow them to know if a card ever went missing or was used by someone else. I don't recall the details of the ensuing conversations, but it was clear to me that the process of reconciling the gift cards and ensuring they were all used for official school business was very complex and error prone. My worries that there was significant risk of misuse as a result of this practice were never addressed. I told her this so that she and Mr. Marshall would have some time to brainstorm and come to the next board meeting prepared to discuss alternative ways of purchasing supplies that didn't involve gift cards, or at least prepared to discuss a strategy for mitigating the risk of theft with these cards. I asked Mr. Hull if he knew why the school couldn't obtain a credit card, and his response was that it was due to lack of collateral. This seemed strange to me because most credit cards are unsecured, and the school was beginning its third year in operation so I saw no reason why the school should have trouble obtaining a credit card. I called Valley National Bank (this is the bank used by MCA) and inquired about the possibility of obtaining a credit card. If I recall correctly, I was told by the Valley National Bank representative that they do not offer a secured credit card. She then told me that because MCA carries significant balances with them, it should be very easy for us to obtain a credit card. I was never able to follow up on this because I decided to resign. One particular point of concern surrounding this practice of purchasing gift cards was that Mr. Hull complained that Mrs. Turner had spent over three hours answering questions I had asked about the school financial records, and that the reporting burden I had placed on her was unreasonable. When I looked at the work that she had done, most of her time

had been spent justifying or attempting to explain how the gift card purchases worked. It seemed like an inordinate amount of work to undertake when I had made it clear that I just wanted to talk about alternative practices. It seemed like the kind of behaviour one would expect from someone who is trying to hide something. Because I resigned, I was never able to pursue any of this further, but I was left wondering why there was so much effort involved in justifying a practice that I think everyone would agree leaves the school open to theft. It just didn't sit right with me. Point 3 ----- I called an attorney who has a very close knowledge of the school operations to consult with before filing these complaints. After I relayed most of the information above, my attorney responded by saying (paraphrased) "You don't know the half of it. Everything you told me is just the beginning. It doesn't even scratch the surface. There is so much more going on in that school that you have no idea about. My office has received hundreds of calls about MCA." Most of this attorney's knowledge about the school is firsthand and not obtained through reports from disgruntled parents or staff. Point 4 ----- When I was elected I was warned to be careful of Mr. Marshall by a very credible source with in depth knowledge of the school's operations. I will not name this person publicly for fear of retaliation, but I will share this person's identity with authorities should the need arise. I was told the following about Mr. Marshall (paraphrased to the best of my recollection): "You've got to watch Mr. Marshall. He tries to slip things past the board unnoticed. He manipulates the budget. He will make a series of small transfers from one account to another in order to avoid making a large transfer that would require board approval. The aggregate result of his transfers can sometimes add up to a large amount. If you aren't paying attention he'll fool you. He also attempted to install security cameras in the bathrooms, but he needed board approval for the purchase of the equipment. He tried to slip that past the board without telling them what the equipment was for. When pressed, he attempted to dodge the question and obtain board approval without disclosing the purpose of the equipment." Fortunately, some board members weren't fooled and found out the real purpose of the equipment and put a stop to the effort. Point 5 ----- Mr. Hull controls the makeup of the board. During the months leading up to my election, Mr. Hull told me on several occasions that he wanted a 3 person board. He thought five members was too many. In retrospect, 3 members are easier to control and manipulate than 5. After he lobbied to get me elected to the board, I resigned and unsurprisingly his close friend Mr. Longenecker was elected to replace me. Mr. Longenecker lives in Sarasota Florida - a two hour drive north of Naples where MCA is located. Mr. Longenecker attends most board meetings by phone, and almost never makes any reports to the board. In fact, since his election on 11/1/2016 he has only made 3 reports to the board as of 6/4/2018 according to the meeting minutes posted on MCA's website. On 6/4/2018, the most recent minutes available on MCA's website is for the 1/26/2018 meeting. There were also meetings on 4/20/2018, 4/26/2018 and 5/29/2018, but those meeting minutes have not been published yet. I attended the meeting on 5/29/2018 and saw firsthand that there were no officer reports. I suspect that Mr. Longenecker was placed on the board at Mr. Hull's request, and Mr. Longenecker isn't doing the job of a Treasurer because he is Mr. Hull's personal friend and Mr. Hull doesn't want anyone looking into the financial operations of the school. In fact, prior to Mr. Longenecker's election to the board, Mr. Hull's wife confided to my wife that Mr. Hull loved having Mr. Longenecker as a friend because Mr. Longenecker is also the principal of a private school in Sarasota, so he is very sympathetic to Mr. Hull. The treatment Mr. Hull gave to me during my brief time on the board along with Mr. Hull's statement that board members just need to show up and vote should be sufficient to substantiate my claims. Mr. Hull certainly appears to have chosen a Treasurer who does nothing except attend meetings and vote. I think it would also be worth asking why Mr. Longenecker is on the board at all. He is an absentee board member. Is it not possible to find another board member closer to the school in Naples? Why do they need to go to Sarasota to find their third member? Point 6 ----- In further support of a conspiracy between Mr. Hull and Mrs. Lichter to elect me to the board, I will relate a strange conversation that I had with Mr. Marshall. In the spring of 2016, after Mrs. Lichter had failed to get me elected to the board in January but before she succeeded in August, the school drama club put on a performance of the play "Little Women". [REDACTED] was performing in the play, so I was there to watch. I bumped into Mr. Marshall while waiting in line to be admitted to the play. The conversation between us went like this (paraphrased): Mr. Marshall: We're looking forward to having you serve on the board. Me: I'm afraid that won't happen. You have four board members, and two of them will never vote for me. Mr. Marshall: "Well - We're working on it. We're going to do something about that." I do not know what Mr. Marshall was referring to, but it is clear that he was part of an effort to get me elected to the board. Point # 7 ----- The claims and statements in this complaint have been for the most part limited to my experiences specifically related to my dealings with the board of directors and Mr. Hull. I can also tell you that there are hundreds of parents, teachers, staff and students with complaints against Mr. Hull related to verbal, psychological and emotional abuse, professional misconduct, threatening and intimidating behavior, dishonesty and manipulation. Their voice is not being heard by the board. Because I don't have direct experience with most of this, I have chosen to keep this complaint focused on the practices of the board. However, I can relate a specific example in which Mr. Hull personally used threats and intimidation against my wife to achieve his goal of driving her into submission. In January 2018, we withdrew [REDACTED] who was a [REDACTED] at MCA. The primary reason we withdrew [REDACTED] was because we thought Mr. Hull was taking the school in the wrong direction, and we were continually hearing reports from our children about Mr. Hull yelling at students, bringing the [REDACTED] class to tears on a regular basis, calling teachers incompetent in front of the class, threatening teachers with their jobs, etc. It was clear that Mr. Hull's behavior was taking a severe toll on [REDACTED], so we withdrew [REDACTED] from the school (I still had [REDACTED] children enrolled at the school after withdrawing my [REDACTED]). We attempted to raise our concerns delicately with Mr. Hull, and his response was to send an email to all of my children's teachers informing them that my wife and I were not happy with the job the teachers were doing. This was problematic because our complaint was not against the teachers, and we feared that this report from Mr. Hull would upset and hurt many teachers whom we had no complaints against. My wife went to meet with Mr. Hull privately to discuss this matter. During this meeting, she mentioned two things to him: 1. [REDACTED] was also not happy at the school. 2. She attempted to discuss with Mr. Hull some concerns she had regarding one of the books - Crime and Punishment - that [REDACTED]'s class was reading when [REDACTED] withdrew. Mr. Hull showed us clearly that he does not value the truth and he is willing to use dishonesty, manipulation and intimidation in order to achieve domination by what he did next. First, he simply denied that [REDACTED] is unhappy. He informed my wife that [REDACTED] is happy at the school and that the real problem was her perception. He offered to take my wife out to the playground to observe [REDACTED] playing in order to prove that [REDACTED] is happy. He essentially was saying that he knows the level of [REDACTED]'s happiness better than my wife and I do. It was clear that he did not care about the truth - he simply wanted to contradict my wife. Second, he flatly denied that [REDACTED]'s class was reading Crime and Punishment. He stated that it was impossible for [REDACTED] to be reading it because the class didn't

start reading it until after [REDACTED] left. This was completely untrue, and Mr. Hull knew it. No amount of discussion would convince him that [REDACTED] was unhappy or that [REDACTED] had begun reading Crime and Punishment before [REDACTED] left. When my wife realized that further conversation was useless, she simply asked Mr. Hull to retract the email he had sent to teachers blaming them for our dissatisfaction. Mr. Hull refused. He stated (paraphrased): "I can't retract that email because you're still unhappy with the school." It was clear to my wife that Mr. Hull was using this email as leverage to drive her into submission. He wanted her to agree that [REDACTED] was happy and that [REDACTED] was not reading Crime and Punishment when [REDACTED] withdrew. Eventually she told Mr. Hull (again paraphrased): "Ok you're right. [REDACTED] is happy and [REDACTED] was not reading Crime and Punishment. I'm sorry that I complained." After that, Mr. Hull agreed to retract the email and their meeting ended. Mr. Hull won the argument, and that was all that mattered to him. He was willing to use lies, intimidation, threats and manipulation to accomplish this. I have heard similar stories from many parents, students and teachers. Their voice is not being heard. It is my hope that this report will shed some light on the problems with the board and administration at MCA and get the attention of someone who can do something about it.

***Complaint Confirmation**

Do you affirm that the information contained in this complaint is true and correct to the best of your knowledge? ☒ Yes ☐ No

MASON CLASSICAL ACADEMY



3073 South Horseshoe Drive
Naples, Florida 34104
(239) 227-2838 | WWW.MASONACADEMY.COM

Treasurer's Report – 10/4/2016

<u>Account</u>	<u>Balance as of 8/31/2016</u>
1111005 · VN Donations 7481	\$187,152.43
1111006 · VN FEFP 7648	\$231,551.67
1111007 · VN Payroll 7176	\$177,836.29
1111008 · VN Operations 7259	\$225,818.30
1111009 · VN Audit Account 7119	\$8,500.00
1111010 · VN Reserve 7776	\$240,987.09
1111011 · VN Debit Card 7937	\$3,809.20

I have been prevented from completing my examination of the financial and bank statements for August 2016 due to management's failure to provide pertinent information I have requested. I will complete my investigation upon receipt of this information.

Regards,

Joseph Baird
Treasurer
October 4, 2016

- A. C [REDACTED] W [REDACTED]
- B. D [REDACTED] A [REDACTED]
- C. D [REDACTED] A [REDACTED]
- D. E [REDACTED] D [REDACTED]
- E. J [REDACTED] B [REDACTED]
- F. N [REDACTED] L [REDACTED]
- G. R [REDACTED] C [REDACTED]
- H. Y [REDACTED] M [REDACTED]

Finance Committee Purpose

The purpose of the Finance Committee is to assist the Board of Directors in an advisory capacity with the oversight of the school's financial management. The main functions of this oversight are to ensure that the school's assets and money are being:

1. used only for the purposes for which they are intended
2. properly accounted for
3. safeguarded from unnecessary risk

The primary means by which this financial oversight will happen is through the implementation of policies and rigorous monitoring. The Committee will evaluate current management policies, internal controls, insurance policies, legal regulations, etc. in order to provide recommendations for improvement to the Board of Directors. The Committee has no decision making authority whatsoever, and the committee's membership will be evaluated annually by the Board of Directors.

For Discussion:

How do we want to refer to this committee - "Finance Oversight Committee" or just "Finance Committee"? "Finance Oversight Committee" emphasizes that the role of this committee is "oversight", not "management", but it is a mouthful and cumbersome to type. "Finance Committee" is much easier to say and type, but it loses the emphasis on oversight. I think we can refer to it as the "Finance Committee" as long as we have a clearly defined purpose for this committee as described above.

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Regards,

Joseph Baird
Treasurer
October 4, 2016



Joe Baird <jbaird123@gmail.com>

RE: Public Records Request - meeting minutes from 2016

1 message

Chuck Marshall <cmarshall@masonacademy.com>

To: Joe Baird <jbaird123@gmail.com>

Cc: Susan Turner <sturner@masonacademy.com>

Fri, Aug 17, 2018 at 1:14 PM

Mr. Baird,

Our Technology team has searched the MCA Google drive for files you may have saved and they have found none. Please see the search results below.

This can only happen if you saved files to the Google Drive Folder on your computer and did not have it setup to sync properly with the online google drive. You can learn about syncing issues at this [link](#).

🔍 owner:jbaird@masonacademy.com



Search results

None of your files or folders matched this search.

Try another search, or click the arrow in the search box to find a file by t
[Learn more](#)

Chuck Marshall

[Mason Classical Academy](#)

11/4/2018

Gmail - RE: Public Records Request - meeting minutes from 2016

Pursuant to School Board policy and Mason Classical Academy administrative procedures, this e-mail is the property of Mason Classical Academy and to be used for official business only. In addition, messages sent through this system are subject to the Public Records Law of the State of Florida and also to review by the school. There should be no expectation of privacy.

From: Joe Baird <jbaird123@gmail.com>
Sent: Tuesday, August 14, 2018 8:22 AM
To: Chuck Marshall <cmarshall@masonacademy.com>
Cc: Susan Turner <sturner@masonacademy.com>
Subject: Re: Public Records Request - meeting minutes from 2016

Mr. Marshall,

I may have missed something, but I don't see any of the supporting documents from the 10/4/2016 meeting in what you have provided. I am specifically looking for:

- The principal's report from 10/4/2016 (according to the meeting minutes, this was submitted in writing)
- The treasurer's report from 10/4/2016 (according to the meeting minutes, this was submitted in writing)
- The resumes of candidates who applied for consideration to the Financial Oversight Committee
- The email I sent to the other board members prior to the 10/4/2016 meeting directing them to review these resumes so they could come prepared to discuss and vote at the 10/4/2016 meeting.

If you could provide me with that information I would appreciate it.

Thanks,

Joe

On Tue, Aug 14, 2018 at 3:27 AM, Chuck Marshall <cmarshall@masonacademy.com> wrote:

Mr. Baird,

The attached documents are provided in response to your Public Records Request.

Chuck Marshall

[Mason Classical Academy](#)

Pursuant to School Board policy and Mason Classical Academy administrative procedures, this e-mail is the property of Mason Classical Academy and to be used for official business only. In addition, messages sent through this system are subject to the Public Records Law of the State of Florida and also to review by the school. There should be no expectation of privacy.

From: Joe Baird <jbaird123@gmail.com>
Sent: Monday, August 13, 2018 4:59 PM
To: Chuck Marshall <cmarshall@masonacademy.com>
Subject: Public Records Request - meeting minutes from 2016

11/4/2018

Gmail - RE: Public Records Request - meeting minutes from 2016

Please provide electronic copies of all supporting materials that were discussed or distributed to or from officers at the following MCA board meetings:

9/6/2016

10/4/2016

Thank you,

Joe Baird



Click here to [Reply](#) or [Forward](#)

Pursuant to School Board policy and Mason Classical Academy administrative procedures, this e-mail is the property of Mason Classical Academy and to be used for official business only. In addition, messages sent through this system are subject to the Public Records Law of the State of Florida and also to review by the school. There should be no expectation of privacy.

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Joe Baird <jbaird123@gmail.com>

Missing documents / Failure to deliver public records upon request

1 message

Joe Baird <jbaird123@gmail.com>

Wed, Oct 24, 2018 at 8:02 PM

To: Laura Miller <lmiller@masonacademy.com>, Kelly Lichter <klichter@masonacademy.com>, jlongenecker@masonacademy.com

Bcc: [REDACTED]

Dear MCA Board of Directors:

I would like to bring a rather serious matter to your attention. I made a public records request for all documents disseminated among board members for the 10/4/2016 MCA Board meeting at which I was treasurer. Those documents contain information related to school business, and they were shared among board members, so they are all public record. I requested 2 items specifically:

1. The Treasurer's report which I filed, and according to the meeting minutes was submitted in writing.
2. The resumes and list of candidates that I presented to the board for consideration for appointment to the Financial Oversight Committee.

According to the email response I received from Chuck Marshall, these documents do not exist. There is ample proof that they did exist at one time, and that they were shared among board members. If those documents are not released to the public, I believe you may be subject to a Sunshine Law violation - possibly worse. If those documents contain incriminating evidence and information that corroborates the complaints I made to the Inspector General, then the situation becomes more serious. That may be viewed as tampering with public records as part of a cover up attempt.

I would like to request that you conduct a thorough and far reaching internal investigation into the activity of your Google Drive to discover what happened to those documents. As you may be aware, Google Drive contains an audit history that shows all user activity - including the addition, deletion, and modification of documents and folders. It should be possible to discover what happened to those documents through this review. Would you please investigate this matter to discover what happened? If you are unable to locate those files, I really hope you can at least explain to me what happened and why they were not delivered to me as part of my public records request.

Please let me know how you intend to handle this situation.

Thanks,

Joe

MASON CLASSICAL ACADEMY



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Minutes - Board of Directors Meeting: Tuesday, October 4, 2016 @ 5:30 PM

Board and Staff Present

Absent

Late

Kelly Lichter – President
Byron Donalds – Vice-President
Joe Baird – Treasurer
Laura Miller – Secretary
David Hull – Principal
Chuck Marshall – Compliance Officer

Opening Items

Agendum Item

Action

Who

Call to Order

5:42 PM

Kelly Lichter

A quorum being present, the meeting was called to order.

Motion to Adopt Agenda

Moved: Byron Donalds
Second: Joe Baird
Vote: Unanimous

Motion to Adopt Consent Agenda

- o 8/27/16 Board of Directors Meeting Minutes
- 9/16/16 Board of Directors Meeting Minutes
- SE 48.0 – Civility Policy

Moved: Byron Donalds
Second: Laura Miller
Vote: Unanimous

Reports of Officers and Standing Committees

President

-Kelly Lichter-

Treasurer

-Joe Baird- Presented as submitted in writing. Issues with regard to contacting staff were discussed and resolved.

Principal:

-Principal David Hull- Presented as submitted in writing. 829 students enrolled.

Community Comments

Mrs. J [REDACTED] asked about officers reports.

Unfinished Business

None.

New Business

Intent to Review Charter:

-Kelly Lichter-

Motion to Approve Submittal of Application for Renewal of Charter:

Moved: Laura Miller
Second: Byron Donalds
Vote: Unanimous

Loan Document Signing Authority:

-Kelly Lichter-

Motion to Approve Laura Miller, Secretary, being vested as having loan signing authority:

Moved: Byron Donalds
Second: Joe Baird
Vote: Unanimous

Finance Oversight Committee

Members:

-Kelly Lichter-

Motion to Approve Creation of "Financial Oversight Committee"

Moved: Joe Baird
Second: Byron Donalds
Vote: Unanimous

Schedule Special Board Meeting for Charter Renewal and Bond

Approval:

-Chuck Marshall-

Motion to Approve Engaging Lewis Law Firm to Review Lease

Moved: Laura Miller
Second: Joe Baird
Vote: Unanimous

Policy Updates

None.

Board Comments

The Board members had a brief discussion regarding reports and oversight,

Meeting Adjourned
7:18 PM

Secretary

Date