

May 13, 2021

Dear Board President Gattenby,

Attached is the alleged violations that I am requesting you have investigated concerning the conduct of Director Gattenby. I have given this to you through the district. I will deliver the alleged violations to you at the next board meeting so it is in the official records. I realize this will require an outside investigator as you cannot investigate yourself. I request you respond to me prior to the last board meeting in June. Please contact me for documentation should you not have it.

Alleged Violation I.

Director Gattenby failed to stop the "executive session" that I referenced during the recent board meeting. If the tape still existed, you would remember my comments as to the appropriateness of the session. As you conducted the meeting, you are aware of what transpired.

Specific Complaints.

a) The executive session was originally scheduled on the agenda to discuss the conduct of a district employee. After that was complete, you asked the superintendent to depart the session. The rest of the board remained. At that time, you mentioned in a terse tone, your displeasure with a written comment I had made to you regarding a PDC complaint. I will not repeat your exact words but at that point, the session should have been terminated since what you were discussing was a personal issue related to a PDC complaint against me that you were part of and the complaint was a matter of public record. Executive sessions are prohibited for discussing items that are public information. The session then denigrated into a discussion regarding me.

At the board meeting, since the meeting was about me, and no documentation was given to me resulting from the meeting nor was the public informed as to the outcome of the meeting, the meeting was both improper and also in violation of the open public meetings act. The fact that you referenced the PDC complaint was improper as it had nothing to do with the board and most were unaware of it unless you told them which would then be another violation of the open public meetings act. The words you used were not common words of a layman. I found your words and tone to be disrespectful and had the taint of legalese. They certainly were not your typical words nor demeanor, which led me to believe you had obtained some legal advice and council. This issue was months old and bringing it up at this time appears to be part of a plan to collect "evidence" that started many months ago. You clearly were upset, perhaps angry as well as displeased but your tone and demeanor were not acceptable for the position you hold. Nor was your bringing up your personal grievances in the venue of an executive session. Any abuse or misuse of executive sessions are more than mere board and district governance and policy violations. Abuse of executive sessions are serious matters that also involve violations of the open public meetings act.

I found Director Berg's comment disturbing at the board meeting. He stated that he was clear on the intent of the session. How is it that the person most affected (me) was unaware of the intent of your discussion when apparently, other directors were aware of the purpose. This again points to possible collusion between directors and yourself. I question a leadership style that is intent on punitive personal agendas versus one of remediation and conciliation.

As you are keenly aware, any district employee may request that any specific action taken by the board be conducted in public so that it can be in an open public setting and thus incorporated into the board's official public records. Since the conversation "we had" at the board meeting was accusatory on your part, added to the fact that you later stated during the board meeting that: "this was my written warning to you" and also from the board, then I have every right to have had that conversation moved into a public venue. I stated as much when I alluded to this during that meeting. Unlike others on our board, I did not disclose any information about that conversation other than that you presented yourself in a disrespectful and improper manner. In consideration of what transpired, it was and still is my right to have the

items discussed presented publicly. This opportunity and right should have been disclosed to me at that the time of the conversation and in writing. Since you failed to do this, this was yet another item that was handled improperly. It was not conducted in accordance with district policies or board governance rules and policies.

Alleged Violation II.

As I have previously stated in my multiple allegations of violations regarding Directors' Berg and Sebren, you seem fine with allowing them to make comments to me giving zero deference to our board policies without bothering to stop or even correct them. And now you wish to censure me for some yet unknown charges? Undoubtedly you will also attempt to include my past comments to others on the board during our board meetings.

Your behavior has become inconsistent and contrary to proper board governance policies and procedures. When I hear comments such as "this is how past boards did it" and additional comments such as "you are new and don't know much", and they remain 'unchecked', don't you think anyone else listening would deem these comments to be disrespectful? Comments such as the above were made yet the persons uttering them have no personal knowledge of my previous teaching background and life experiences. When other comments such as "you don't know that" and then they are followed up with "that's just my opinion" such passive aggressive behavior does not relive the speaker of their responsibility to speak and treat others with respect. We should be fact based, not opinion based for making decisions.

As far as board leadership, I find that you are continuing to permit more and more of this sort of offensive and disrespectful behavior from other board members yet you immediately stop me. We all may have some disagreements from time to time, they are after all, normal and are usually a healthy and respectful part in our intercommunications. And during some discussions, some become more heated than others. That is also healthy and to be expected, so long as they are respectful and do not denigrate other board members.

Conclusion.

I am delivering these allegations of violations during a public meeting. This makes this letter and these comments public documents. Since I delivered these allegations during a public meeting, you must now report your findings and actions via an open and public board meeting in the future. Director Gattenby's actions, especially regarding the use of an executive session to discuss personal and publicly known information is a not only a disappointment to me, but also a violation of the open public meetings act and school board governance policies.

You may contact me for other information. I expect you to follow district policy contained in GP-12, and inform me what actions that have been taken and documented regarding Director Gattenby's actions and behavior.

Cordially,

J Daily