

The Board will go into Closed Session for the purpose of conducting a personnel evaluation, as allowed by the Open Meetings Act, P.A. 267 of 1976, Section 8(1). Closed session requested by employee.

DISCUSSIONS IN CLOSED SESSION ARE ETHICALLY AND LEGALLY BOUND TO BE CONFIDENTIAL AND NOT TO GO OUTSIDE OF THIS ROOM. ARE WE ALL UNDERSTANDING OF THAT?

I have one Primary Goal as far as this BOE leadership position of President that I have assumed, to support the Blueprint Installation at scale, to educate each student in this District by supporting teaching and learning.

During the last few weeks I have observed mismanagement and manipulation behind the processes and am obligated to bring my observations to the BOE. I believe this Board has understood that OK is not enough. There is more to be done. More from staff and administrators. More from the state. More and better service to provide to all 10,000 students and their families that we serve here at TCAPS. I sincerely believe the standards that we teach our students; are the same standards that we ourselves must not only adhere to but we must hold each other to these same standards. We are the very role model of our society's future. What will your legacy be?

I have also made a commitment to you as a Board that what I know, you will also. What I see, I will say. The path and direction we set as a Board, is the path and direction that I will support. I am a frank individual and believe that it is in the best interest of all to be up front by laying all cards on the table, so the best decision can be made by the group. With that said, the last two weeks here at Central Office have been very unsettling for many and you need to be aware of situations that I have engaged in and situations I have been put into.

9/10 – returned from vacation

9/12 Thurs – met with Supt Cardon. During the course of the meeting I mentioned that I wanted to speak to Wes Soden regarding 2 things. 1) Obtain a copy of the utility extension contract from when West HS was built to look at how we were able to receive \$5,000 - \$6,000 periodically, when neighboring properties were sold 2) Obtain a spreadsheet WS had regarding school funding so I could do alpha sorts preparing discussion points for advocacy talks. I also requested that Supt Cardon let me know how I can obtain ELL numbers to compare across the state, regarding financial allocations that are a part of the BOE advocacy discussion. (1<sup>st</sup> request)

9/20 Fri – 5:30am I was watching channel 7&4 local news when there was a bulletin that local superintendents will be speaking on the budget proposal going to the Governors desk. I sat down with my pen and paper and as anticipated, Superintendent Ann Cardon with TCAPS was being interviewed. When asked what was her reaction to the budget proposal Supt Cardon's reply was, "We very happy to see the budget moving along so schools can meet their financial obligations; although we would have preferred to see more of the weighted formula used."

I had a DN meeting at Central that morning and needed to provide Stacey some information for the next Board meeting agenda so was in the office when Supt Cardon arrived at around 10:30am. I was surprised to see her as it was my understanding that she was going to be at the MASA meetings at the GT Resort all day. She was going to Westwoods to attend their fall picnic and had stopped in for a



moment, I took the opportunity to say that I had seen the interview and was clearly not pleased that she publically stated, against Board Resolution that is posted on our TCAPS web-site signed by all Board Members. She said, "oh well, you never know what they're going to run" and we left it at that. What I consider a flagrant and intentional insult is when on Sept 23 she repeated that quote at the Board Meeting during Superintendent's legislative update. Rather than confront our Superintendent in a public forum I simply asked her, "just exactly who is we?" Supt Cardon stated, "the superintendents across the state".

9/24 – the next morning I had a one on one meeting with Supt Cardon. We talked about a couple small questions and then she asked me, "Now, do you have anything for me?" I replied, "as a matter of fact I do. We are not paying you \$200,000 per year to support the Superintendents across the state we are paying you to support TCAPS and the students here in our district."

Supt Cardon said, "You know when I interviewed I told you I was a supporter of the SFRC." And I replied, "Yes and you knew when you took this job that we have a Resolution in Support of Equitable Funding posted on our website. You knew our position and if we can't get past this difference of opinions we will have to agree to separate." Our conversation finished both committing to working together on this subject.

Further development of our talk included Supt Cardon saying she thought monthly meetings with each Board member individually seemed excessive, and simply became a complaint session. I disagreed and said they were important to build relationships (exactly what she said was one of her strengths as a leader) and to build trust. I believe Supt Cardon needed to know what her Board members were thinking and they needed an opportunity to ask her questions and learn her opinion on business of the district. I also told her that I didn't think bi-weekly meetings that she had scheduled with me as BOE President were adequate and that we should meet weekly. She immediately agreed. It is unfortunate that she cannot work out a time that is helpful to me since I work full time but we have settled on a half an hour at 8:00am. I was hopeful that this would be adequate. I restated my request to learn how to get ELL information that is statewide base. (2<sup>nd</sup> request)

It was at this meeting she told me Assoc Supt McCall was considering retiring in November. She stated that this was confidential and I was being informed as Board President. I did share that information with a couple board members in order to share information that effects BOE strategic plan and direction for TCAPS. Assoc Supt McCall has been the designated leader for nearly 3 years during of which much of our focus and attention was diverted to issues at an administrative level rather than the support and development of the teachers doing the work of the district. This divergence of energy was a huge loss of momentum to support students. Although TCAPS continued to move along in a positive direction with student achievement there is no doubt the communitys angst and administrations attention was so divided. We maintained and did grow achievement but it will always be a wonder to me what we might have done for just one child if the focus was on the District's health and welfare rather than adults working in our district. After much consideration and knowing that we must take action in order to stay on track for our goals as a District I decided to go right to the source. Ask Assoc Supt McCall if there was anything the Board could do to convince her to stay through the end of the year.



9/26 – BOE received an e-mail from Supt Cardon that Assoc Supt Thomas Hill would be meeting with the staff at the Montessori School and telling them the bad news that we will not be completing construction for their occupancy by school year 2021-22.

9/27 – I woke up in the morning thinking that the BOE should be present at this meeting and scooted off to be there in support of Assoc Thomas Hill's presentation. Our staff need to know our commitment to the very important work. Assoc Supt Thomas Hill's presentation was flawless as usual and I appreciate the opportunity to support this decision as a positive in supporting the path and direction our staff and community have stated. (I do not believe bad news should ever be delegated when it is possible for the leaders of an organization to be present. I talked to Supt Cardon on the phone that morning prior to the meeting to let her know I would be there and was surprised to hear that she would not. She did let Assoc Supt Thomas Hill know and I was very proud of the staff's reception, questions and support. I do believe me being present spoke of how invested we as a Board are and the staff appreciated the connection too.)

9:00 am -I went to Central office and insisted to Supt Cardon that I meet with Assoc Supt McCall personally. It became vividly clear to me that we were possibly losing our primary BP leader and it would not be right, not to try everything possible to retain Assoc Supt McCall. I stated that I could not tell the Board about the loss of Assoc Supt McCall and not try everything in my power to retain her. Supt Cardon said, no; no, she thought she could handle it adequately. She asked that I give her two weeks to work it out before I speak to Assoc Supt McCall. (She knew Assoc Supt McCall was required by contract to have her letter of retirement in 60 days prior. Those two weeks would have taken us past a point of no return.) I insisted that we meet on Monday and said I would be happy to meet her individually, although having Supt Cardon present would reinforce our commitment to work it out together. She agreed and set up a meeting for 3:00 pm on Monday the 30<sup>th</sup>.

Supt Cardon did state that she was very confident that she could lead the BluePrint District wide. I said, "I did not think so at this time. I thought she needed more time to complete the Diving Deeper series as she had only completed through Module 5 of Diving Deeper 1 in the four months since she told us she would." She immediately said, "Well your Board hasn't done the work either. I checked the records and only Doris Ellery, Pam Forton and you have completed DD1. Jeff and Jane said they had and that's not true." My response was, "they are not the discussion here. This is about who can lead the BluePrint forward and I am very concerned about our task." (My concern here is Supt Cardon's lack of taking responsibility. When challenged about what she was or was not doing she immediately began to attack individuals not present.)

11:00am – Supt Cardon called me. Her voice was intense and specific and she challenged me that I talked to Wes Souden about the SFRC. I reminded her that I had asked her about that on the 12<sup>th</sup> and she had confirmed it then. In fact I did not talk about the SFRC, I simply got a spreadsheet file that was not PDF and he showed me how to sort files. (It is my opinion the Board President has every right to speak to staff about Governance issues. It is a courtesy to let the Superintendent know what is being covered so the Supt is fully informed) I believe Supt Cardon was intentionally confrontational because she has a SFRC program scheduled, and is not assisting or helping in any way to further my research or understanding of the topic in advance.

9/30 11:00 am - You called me to confirm the meeting w/Assoc Supt McCall at 3:00pm that afternoon. She also said, "Sue, do not tell Jame how long you have known this information", I said



"OK" and proceeded to let her know Sec Forton will be attending the meeting with me. I felt it was important for Supt Cardon and Assoc Supt McCall to know this is a critical issue for the BOE and having another officer of the BOE attend was important to all concerned.

3:00 PM – JM, AC, PF & I MET. I asked Assoc Supt McCall if she knew why we were in this conference and she said, "Because Ann told you on Thursday (26<sup>th</sup>) that I was going to retire, that you couldn't sleep at all that night and came in here requesting to speak with me." (Lie #1 Supt Cardon had told me the week prior and by not correcting Assoc Supt McCall it brought me into the lie also) I told Assoc Supt McCall that Supt Cardon told me in confidence but I am committed to communicating topics if highly important Board business to Board Members as needed. I needed another officer to attend this meeting and VP Ellery had tendered a pending resignation. I owned telling Sec Forton and why in front of Assoc Supt McCall and Supt Cardon.

Sec Forton & I presented a strong case for how integral to the BP we believe Assoc Supt McCall to be. We repeatedly stated that we wanted her to reconsider and stay through the end of the school year to give Supt Cardon time to get her feet under her. Time to complete the BP, do additional training and get her arms around the task. We asked Assoc Supt McCall to tell us what we can do to convince her to remain. Assoc Supt McCall said she needed time to think it over.

I was very clear that I would like to review her points together. I was very clear that we would meet at this table, the four of us and go over her request.

About an hour after the meeting I receive a phone call from Supt Cardon stating that "Jame and I talked, she will be giving me her proposal. I will negotiate it with her because that's the protocol or how it should be handled."

I was surprised and frankly taken aback. I had clearly stated in the meeting that we were to meet, the four of us to review her answer to the Board's question about what it would take to convince her to remain to the end of the school year. Supt Cardon said, "No, that's not appropriate".

I said, "Ann, whatever Jame presents, the BOE is willing to consider within reason. The BP is our Strategic Plan and we are totally vested in its success. We are 100% in support of it's being installed at scale ASAP and we need Jame's expertise to continue the work that has begun."

After this discussion Supt Cardon contacted Sec Forton and told Sec Forton that "She and Sue had discussed this and decided that Jame will provide the information the BOE requested to Ann."

(Lie #2 we did not discuss, Supt Cardon informed me and I was not able to contradict her at that point)

10/1 5:00pm. I called Supt Cardon and said waiting 5 days on a topic this critical is not acceptable. I told her I was going to be at the office at 8:00am the next day and wanted to meet with Assoc Supt McCall and Supt Cardon immediately after the DN." Supt Cardon said that she "needed to meet with Jame first and that she was negotiating with her." I reminded her that "no, she was not negotiating with Jame, I had asked Jame what the Board would have to do to convince her to remain through the end of the school year." I reminded Supt Cardon that I had asked and stated in our meeting on Monday that we were going to review it together, McCall, Cardon, Forton and I.



Supt Cardon needed to check her schedule and get back to me. She called me back shortly and confirmed noon the next day. I confirmed with Sec Forton.

When Sec Forton and I showed up at noon, Dr Cindy Berck and Supt Cardon were in the office. Supt Cardon had already met with Assoc Supt McCall. They had Assoc Supt McCall's proposal and gave Sec Forton and me copies. They didn't want Assoc Supt McCall to attend the meeting. I was very uncomfortable in the office, talking about Assoc Supt McCall's response to the Board's request. We reviewed the proposal which for the most part was fair and even a little exciting. There is a part that is an absolute no starter but everybody's gotta start somewhere. Supt Cardon and Dr. Berck were adamant that paragraph 2 not be a part of discussion with Assoc Supt McCall. They insisted that was chain of command that wasn't to be breached by the Board of Education. Apparently there was talk in the meeting, prior to Sec Forton and me arriving to do with telephone records. Supt Cardon said there were statements on issues that she was not aware of and needed to process before meeting with Assoc Supt McCall. She appeared very upset about comments Assoc Supt McCall had made. She was upset that Assoc Supt McCall had not brought forward these issues before. I asked her what phone records she was referring to and Supt Cardon said she had pulled Assoc Supt McCall's phone records. I asked her why she had pulled the records and Supt Cardon said it was pursuant to an investigation at Calhoun ISD had on going about Grant Chandler. (Lie #3 Grant Chandler's investigation was discharged on August 13<sup>th</sup>) (Supt Cardon stated in BOE closed session that she had met with Nick Ceglearek and Calhoun ISD members at the GT Resort the 3<sup>rd</sup> week in September. They were talking about Assoc Supt phone records and asked her to investigate)

They were wanting to find out if Assoc Supt McCall had been in touch with Grant Chandler. The investigation of Assoc Supt McCall's records confirmed she had. I asked if Assoc Supt McCall had known about the search and Supt Cardon said no. Sec Forton and I insisted that Assoc. Supt McCall be invited into the conference. She was. We simply reviewed the proposal. It was very forthright and clear. Neither Sec Forton or I could understand why Ann was so upset. "

Upon reviewing item #1 only, pursuant to request from Supt Cardon and reinforced by Dr. Berck that appropriate chain of command needed to be followed when there were employee/employer complaints, we agreed to end the meeting with all parties using the weekend to consider their appropriate path. There was discussion that if Assoc Supt was to meet personally with Supt Cardon she can request an attorney present and Dr Berck stated that if Assoc Supt McCall was going to have an attorney the Board attorney Nancy Mullet should be in attendance on Supt Cardon's behalf. Also, Dr Berck should be in the meeting.

I stated when all five of us were together that true relationships need to be honest and forthright. If we as a Board have learned nothing else lies can take down the largest organization. Sincere talking and working together is a basic element of the BluePrint and it's whole premise. The organization must be Collaborative, Collegial and Professional. How can we possibly be Anchored in a culture of collective responsibility when administrative professionals cannot feel safe enough to talk without attorneys in the room?

Let me be clear here. Assoc Supt McCall at no time has filed a grievance. She at no time has said to Supt Cardon she is unhappy. She stated that she is considering retirement. The BOE has asked her to tell us what it would take to convince her to remain throughout the school year to give Supt Cardon time to get her feet under her. These are the items that she proposed TO THE BOARD. Our closed



session here tonight is not about Assoc Supt McCall. Her possible resignation caused me to ask the question.....

At the end of the meeting I asked Supt Cardon if there was an update on the Title IX complaint at West HS. Dr Berck was able to review where they were at that point, which was still being researched but appearing to be unsubstantiated. Also, I asked if Supt Cardon responded to MASB regarding a student presentation for the Nov 7-11<sup>th</sup> conference at the GT Resort. She confirmed that she was working with Stacey to make appropriate arrangements (This inquiry came in on Wednesday Oct. 2<sup>nd</sup> and she replied 5 days later on the 7<sup>th</sup> at 3:11pm, after I discussed with her putting the closed session on BOE agenda) and I asked if she had found out the ELL numbers information that I was looking for. (3<sup>rd</sup> request) She said she would get it to me.

I ask myself, can I partner with a Superintendent that:

- 1) Openly contradicts Board directives on public TV; and after it was brought to her attention my displeasure openly states the same opinion in a public board meeting with the whole board in attendance.
- 2) Puts me in a position of lying to back up a lie she herself made.
  - a. 1x a mistake
  - b. 2x a concern
  - c. 3x a pattern

People lie to protect themselves, what is being covered up?

- 3) She has flagrant disregard for Board directives when they do not align with her opinions.
  - a. Board advocacy position
  - b. My requests to meet jointly with Assoc Supt McCall regarding Board questions
  - c. ELL requests and SFRC information
- 4) She has low level of respect and consideration for not only Board members but teachers and other bargaining groups. She has been working in the District since July. Has she met with any of our key people?
- 5) She is not informing me of critical meetings that a BOE should be present at (ie:Montessori) I might even state that her management style does not demand that of herself either.
- 6) She is not keeping us fully informed on community and district issues. Garfield Twp meeting with Joe Esper and Jason Carmien with the neighbors. Garfield Twp would like not to amend their regulations.
- 7) Racial issues that arose end of school year 2019. Superintendent Soma met twice with Marshall Collins and (Dumine) to look forward to a training/pre-emptive planning. What has take place since then? I know it was a topic of discussion at the hand off and you confirmed that you had skill and experience with this type of situation. What has been done? There was another incident on Thursday, Sept 26<sup>th</sup>.

Board members, this is not just about if I'm able to partner with this Superintendent, are you? What are we willing to accept from ourselves? What are we willing to accept for our kids? Do we have a double standard between what we teach and what we do?