

Subject: Fwd: FW: AA Soccer honors
Date: Wednesday, May 18, 2016 at 2:31:09 PM Mountain Daylight Time
From: Aidan Myhre
To: Elizabeth Kaleva

Bea,

This is the only email I have with any reference to "Brisko".

Aidan Myhre
aidanmyhre@gmail.com
(406) 594-0509

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

From: Mark Baker <markbaker@abslegal.net>
Date: Thu, Nov 12, 2015 at 8:04 PM
Subject: FW: AA Soccer honors
To: sarahbennettsullivan@gmail.com
Cc: Jennifer Baker <jbaker12@me.com>, Aidan Myhre <aidanmyhre@gmail.com>

Sarah,

I understand from my wife, Jennifer, that you are compiling a record of concerns expressed by the parents and players of the Capital High women's soccer team regarding first year head coach Nan Brisko. Jennifer and I would be happy to visit with you at your convenience to discuss the recently concluded season.

While I certainly had the opportunity to observe the team from the sidelines throughout the season and listen to the commentary of other parents as well as my own daughter, my primary interaction with Coach Brisko is reflected in the email correspondence below that I was asked to forward to you. This exchange was the result of friends and family congratulating Jaci on making All Conference Honorable Mention as reflected in numerous news stories throughout the state. The one exception to those stories was the article that appeared in the Helena Independent Record, that failed to list [REDACTED] or the other three players from Capital that were mentioned in the other stories. As a result, I communicated with the IR reporter to point out that he neglected to mention the honors these young women received and you can see that exchange below where he clearly states that he was directed by the coach to omit those players' names. When I pressed him further, he was unable to provide any additional information.

It was at that time that I sought clarification from Coach Brisko. The response that I received back from her, which is below, is that (1) the list sent to the other media outlets was a mistake (how, why and who made this mistake I don't know but clearly she says it wasn't her), (2) that she didn't direct the reporter to not publish their names, and (3) that she was upset that I contacted the reporter instead of contacting her. To her credit, she did apologize for any hurt feelings this may have caused my daughter, [REDACTED]. I, frankly, found her response lacking which is why I asked for the opportunity to meet with her personally.

Coach Brisko's response to our meeting request is also enlightening. While I am pleased that she is willing to meet and we do intend to meet with her, I was a bit surprised at how defensive she seems to be. I have never asked her for the criteria for all conference honorable mention, although I am now interested to know what the criteria is since I have no idea what it might be. I have also never asked that she change her criteria. In fact, I was surprised that [REDACTED] was listed as having received post-season honors at all. But I was also surprised at the other all conference and all state selections from Capital High. So now I am interested in knowing what the criteria are for those honors as well. On this issue alone, I would hope that the criteria are uniform across the district so that the Helena High players are

treated similarly to the Capital High players. Frankly, it seems if we are talking about All Conference or All State honors, the criteria would be similar across the conference or across the state. How else would you adequately compare the players? But this is a bigger issue than what is before us right now.

Hopefully we will meet with Coach Brisko in the near future. I am hopeful that the other players/parents involved in this singular issue can participate. As for the other concerns expressed throughout the season by an overwhelming number of parents and players, we would be happy to visit with you about our perspective on that as well. Just let us know a convenient time for you. I will be out of town Sunday and Monday, and again on Wednesday and Thursday. As you can imagine, a number of players and parents are fearful of retribution and that their daughters will suffer in future seasons as a result of expressing their concerns. Jennifer and I have visited with [REDACTED] about this possibility and she understands this could happen. However, she believes having these concerns raised now is the right thing to do regardless of how it impacts her future as Capital High women's soccer player. And, as parents, its important to us that we set an example for our daughter to do the right thing, which may not always be the most expedient thing.

Finally, you should be aware that in her original reply below, Coach Brisko does mention the school board getting involved with Jim Opitz on this matter. That is most likely a reference to my conversation with Aidan Myhre. I've copied Aidan on this email so she knows what has transpired since that time.

Thank you for your interest in this matter. Jennifer, [REDACTED] and I appreciate it very much.

Mark

*Mark Baker
ABS LEGAL
Attorneys-at-Law
One South Montana Avenue, Lower Level
PO Box 866
Helena, MT 59624-0866
406.449.3118 – Office
406.459.2160 – Mobile
markbaker@abslegal.net*

From: nan brisko <nanbrisko@yahoo.com>
Reply-To: nan brisko <nanbrisko@yahoo.com>
Date: Thursday, November 12, 2015 at 4:45 PM
To: Mark Baker <markbaker@abslegal.net>
Cc: Lindsey Gilstrap <lindsey.gilstrap@hotmail.com>
Subject: Re: AA Soccer honors

Mark,

I am more than willing to discuss the situation more fully and provide some accurate information about what transpired throughout this process. However I would like to be clear that the coaching staff's criteria regarding the All Conference Honorable Mention awards will not be changed.

I am available to meet anytime tomorrow after 1:00 or anytime on Monday after 11:00. If neither of those days and times work I can make arrangements to meet Saturday afternoon.

Nan Brisko

From: Mark Baker <markbaker@abslegal.net>
To: nan brisko <nanbrisko@yahoo.com>
Cc: Jennifer Baker <jbaker12@me.com>
Sent: Thursday, November 12, 2015 1:26 PM
Subject: Re: AA Soccer honors

Coach Brisko,

Thank you for your prompt response. I appreciate it. I think it would be helpful if we had the opportunity to meet to discuss more fully.

Please let us know what works best for your schedule. I would anticipate the other players/families involved may also be interested in participating.

*Mark Baker
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markbaker@abslegal.net*

From: nan brisko <nanbrisko@yahoo.com>
Reply-To: nan brisko <nanbrisko@yahoo.com>
Date: Tuesday, November 10, 2015 at 5:25 PM
To: Mark Baker <markbaker@abslegal.net>
Subject: Re: AA Soccer honors

Mark,

Unfortunately the information that KGBB printed was incorrect and they received those

names due to a mistake. This mistake had nothing to do with me and I learned of the mistake only after being contacted by Jim Opitz because the school board had become involved. There was never at any time any All Conference Honorable Mentions selected from Capital this year. I am sorry for the misinformation that you and [REDACTED] received. In my communication with Curt I told him the same thing, that there were no All Conference Honorable Mentions selected from Capital. I never told Curt to not publish awarded All Conference Honorable Mentions.

I would have greatly appreciated you contacting me initially regarding this matter rather than approaching the newspaper. I feel that this could have been resolved in a more positive manner had you contacted me earlier. I am sorry for any hurt feelings this mistake may have caused [REDACTED]. If you have any other questions please feel free to call me at [REDACTED].

Sincerely,

Nan Brisko

From: Mark Baker <markbaker@abslegal.net>
To: nanbrisko@yahoo.com
Sent: Tuesday, November 10, 2015 1:02 PM
Subject: FW: AA Soccer honors

Coach Brisko,

I was very disappointed when the Helena Independent Record published the High School Women's Soccer conference and state honors and omitted the four Capital players that made All Conference Honorable Mention, especially given every other school listed their honorable mention selections. In fact, the way I found out about [REDACTED]'s selection was through the KFBB website.

As you can see from the communication below, I was even more disappointed to find out that the omission in the Helena IR was at your direction. Before this gets elevated any further, I wanted to get an explanation directly from you as to why you would do that to these young women. I cannot fathom a reason that would justify that action but perhaps you can enlighten me.

I look forward to your reply.

Mark Baker
ABS LEGAL
Attorneys-at-Law
One South Montana Avenue, Lower Level
PO Box 866
Helena, MT 59624-0866
406.449.3118 – Office
406.459.2160 – Mobile
markbaker@abslegal.net

From: Curt Synness <curt52s@bresnan.net>
Date: Thursday, November 5, 2015 at 3:40 PM
To: Mark Baker <markbaker@abslegal.net>
Subject: Re: AA Soccer honors

She didn't say why, and I didn't ask.

On 11/5/2015 1:38 PM, Mark Baker wrote:

Wow, that seems very unfair. Do you know why?

Mark Baker
markbaker@abslegal.net
[406.459.2160](tel:406.459.2160)

On Nov 5, 2015, at 11:51 AM, Curt Synness <curt52s@bresnan.net> wrote:

Mark -
Coach Brisko told me not to list those.
- Curt

On 11/5/2015 7:46 AM, Mark Baker wrote:

Curt,

It looks like 4 Capital Women's soccer players were omitted from your All Conference Honorable Mention selections: [REDACTED] [REDACTED], [REDACTED] and [REDACTED]

The KFBB site does list them.

Mark Baker

Mark Baker
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PO Box 866
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markbaker@abslegal.net

Subject: Soccer

Date: Wednesday, January 27, 2016 at 7:25:53 AM Mountain Standard Time

From: "Kultgen, Kent"

To: Myhre, Aidan (External), Sarah Sullivan (sarahbennettsullivan@gmail.com)

Aidan, Sarah

I met with Greg, Jim and Brett yesterday to discuss the soccer situation. Here is the outcome:

- We understand that all the parents have met with Brett and making them do so again does not follow our past practices and procedures.
- Brett is going to call each parent and talk with them about his decision to recommend offering a contract.
- If a parent wants to appeal their next step is Jim Opitz.

Concerns:

- Meeting with parents individually or with a group. [REDACTED]
 - Follow past procedures and practices
 - Meet individually to protect privacy
 - She compared this to meeting about a teacher, we would never bring in a group to meet about the teacher.

We are going to do our best to get this settled at the lowest level. I truly believe if we could just meet with the parents individually this issue would be settled.

Thanks

Kent

Subject: Soccer
Date: Wednesday, February 3, 2016 at 1:30:19 PM Mountain Standard Time
From: "Kultgen, Kent"
To: Myhre, Aidan (External)
Attachments: Soccer CHS Brisko Gilstrap Feb 2016.pdf, Soccer CHS Brisko Nyland Feb 2016.pdf, Soccer CHS Brisko Melton Feb 2016.pdf

Aidan

I talked to Jim about this situation and he said there has not been any intent to hire and he agrees that we just let this settle until later this spring.

Attached you will find three letters that were sent in support of the coach.

We can talk more tomorrow when we meet.

Kent

Subject: RE: Soccer

Date: Tuesday, February 9, 2016 at 1:47:23 PM Mountain Standard Time

From: "Kultgen, Kent"

To: Aidan Myhre

Aidan

Yes. This directive was given and I confirmed a meeting is set tomorrow for the following information to be given.

My exact words were is "her contract is not automatically renewed and is under consideration".

Kent

From: Aidan Myhre [mailto:aidanmyhre@gmail.com]

Sent: Tuesday, February 9, 2016 2:41 PM

To: Kultgen, Kent <kkultgen@helenaschools.org>

Subject: Re: Soccer

No, I am on the road all day Friday and out all next week.

Can you set up a time for us to visit with her the week of Feb 29?

In the meantime, can you confirm that the coach has not been told her contract will likely be renewed?

Aidan Myhre

aidanmyhre@gmail.com

(406) 594-0509

On Tue, Feb 9, 2016 at 2:29 PM, Kultgen, Kent <kkultgen@helenaschools.org> wrote:

Aidan

Bea will be here on Friday. Do you have time around 1:45ish to meet?

Kent

From: Aidan Myhre [mailto:aidanmyhre@gmail.com]

Sent: Tuesday, February 9, 2016 1:30 PM

To: Kultgen, Kent <kkultgen@helenaschools.org>

Subject: Soccer

Kent,

Let's make sure we discuss soccer follow up on Thursday. Have you visited with Bea?

Also, has Jim notified the coach that the contract for renewal is "under consideration"? There was thought earlier that she had been notified that the contract would be renewed. I would not want the coach to be assuming.

Thanks.

Good meeting today!

Aidan Myhre

aidanmyhre@gmail.com

| (406) 594-0509

Subject: Soccer Letter
Date: Thursday, February 11, 2016 at 2:48:56 PM Mountain Standard Time
From: "Kultgen, Kent"
To: Myhre, Aidan (External)
Attachments: DOC020516-02052016132430.pdf

Aidan
Another soccer letter.
Kent

Subject: Capital High Soccer

Date: Tuesday, February 16, 2016 at 5:57:48 PM Mountain Standard Time

From: Sarah Sullivan

To: boardoftrustees@helena.k12.mt.us

Kent,

In regard to the soccer letters, how many other letters are there and how many of those were in support of the Soccer Coach?

I'm just trying to get the full picture.

Thank you Kent,

Sarah

Subject: Re: CHS Women's Soccer
Date: Wednesday, February 17, 2016 at 8:37:51 AM Mountain Standard Time
From: Mark Baker
To: Kultgen, Kent, Myhre, Aidan (External)

Thank you.

*Mark Baker
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PO Box 866
Helena, MT 59624-0866
406.449.3118 – Office
406.459.2160 – Mobile
markbaker@abslegal.net*

From: "Kultgen, Kent" <kkultgen@helenaschools.org>
Date: Wednesday, February 17, 2016 at 7:19 AM
To: Mark Baker <markbaker@abslegal.net>, "Myhre, Aidan (External)" <aidanmyhre@gmail.com>
Subject: RE: CHS Women's Soccer

Mark and Jennifer
I will start the process to investigate your complaint.

Kent Kultgen

From: Mark Baker [<mailto:markbaker@abslegal.net>]
Sent: Tuesday, February 16, 2016 2:17 PM
To: Kultgen, Kent <kkultgen@helenaschools.org>; Myhre, Aidan (External) <aidanmyhre@gmail.com>
Subject: CHS Women's Soccer

Dear Superintendent Kultgen and Chairwoman Myhre,

Per Superintendent Kultgen's voice mail today, please consider our letter regarding the Capital High Women's Soccer program along with the accompanying letters that were submitted from parents and players as a formal complaint and request that it be investigated.

Sincerely,

*Mark and Jennifer Baker
1561 Colorado Gulch
Helena, MT 59601
406.457.1568
markbaker@abslegal.net*

Subject: Friday Info

Date: Friday, February 19, 2016 at 3:43:55 PM Mountain Standard Time

From: "Kultgen, Kent"

To: Myhre, Aidan (External), Lovshin, Libbi (External), elizabeth goldes (libbygoldes@gmail.com), Terry Beaver (beaverpt@bresnan.net), Prezeau, Cherche (External), Sarah Sullivan (sarahbennettsullivan@gmail.com), Baur, Betsy (External), 5375tina@gmail.com, Karen Goldsberry (karengoldsberry1@gmail.com)

Trustees:

Walla Walla Interview: Please know that my interview is set for Tuesday, March 1st. I will travel over on February 29th and return the morning of March 2nd. Thank you for your patience during this time.

CHS Soccer: You all should have received a packet of letters concerning the CHS girls' soccer coach. [REDACTED]

[REDACTED] Since that time Mark Baker has requested his letter be considered a formal complaint and that the matter be investigated.

The investigation has already begun as a lawyer from Bea's firm, Beth O'Halloran is investigating. Ms. O'Halloran is located in Helena so travel and distance is not a problem.

Data: You received the packet for the upcoming Board workshop at Four Georgians. The data presented is consistent to what we have been offering at other schools. I know that it has been requested to have more specific data, such as grade level rather than just school data. I have discussed this request with the Central Office team and more specifically Jilyn Oliveira our data administrator. The consensus was the fear of making this data public documents. At 4Gs it probably would not matter as there are multiple teachers at each level, but in our smaller schools with one or two teachers it would be easy to identify. Also in smaller schools individual students could be identified.

The intent of the specific data is for school and teacher use so they can adjust strategies and so the District can help with resources. The intent of the bigger picture is to ensure the system is correctly working and if we need to change or adjust at the District level.

Upcoming Meetings:

- Board Executive Committee Meeting – Tuesday, February 23rd at 11:00 a.m. at the May Butler Center
- Board Work Session – Tuesday, February 23rd at 4:00 p.m. at Four Georgians Elementary
- Staff Facility Listening Session – Wednesday, February 24th at 3:20 p.m. at Warrant Elementary
- Staff Facility Listening Session – Thursday, February 25th at 3:20 p.m. at PAL

Subject: Capital High Girls Soccer

Date: Friday, February 19, 2016 at 4:52:00 PM Mountain Standard Time

From: [REDACTED]

To: bzanto@helenaschools.org, kkultgen@helenaschools.org, jopitz@helenaschools.org, aidanmyhre@gmail.com

Hi,

My name is [REDACTED] and I was on the Varsity Lady Bruins soccer team this year, that Nan Brisko coached. I am writing because there are many people on my team, that are trying to get a coach; that not only made me a better player, but treated everyone on the team with respect, fired. She did have us work hard, and pushed us to limits we never knew we could reach, but overall it was a benefit to us. She gave as much playing time to players she saw fit to by their dedication and always played those who showed up to practice with fire and motivation for others. Nan tried her best to make it a place where we would go to learn new skills, work hard, and just have fun playing the game of soccer we all love while also having success. Nan may have her flaws, but so does every human being on this earth. She did nothing to abuse us, harm us, or insult us in any way. Yes, there were times when she was disappointed in us, but that just comes with the game. She tried her best to please everyone, and unsurprisingly there were still those who had something to complain about. We will never have a perfect game, and we need criticism in order to become the best version of ourselves. There was never any intent to harm or ruin a young girls spirit that was playing on our team; she only did what she thought would make us overall better teammates and people. Nan was a complete change from how high school soccer used to be, and I believe it was a positive one. I have never wanted to win more for a coach, or learned more about going to limits you never thought could happen and find success there. She did everything she could to make us better as a team, and also make us into soccer players. Loss, tiredness, hours of commitment, failure, exhaustion and let downs all come with the game of soccer. Nan loves the sport, and loves us girls. I have never seen her do anything, to anyone on the team that deserves complaining about because it was unusually cruel or unjust. We are all here to play soccer, and we need a coach who can make us better players and take us to the next level. In fact, after the let down of the 2014 season, she coached us back to the state competition and we could not have gotten there without her. She is a fair and just coach, and knows exactly what is best for us. I couldn't think of a better person to keep as the Lady Bruins soccer coach.

Thank you,
[REDACTED]

Subject: CHS Girls Soccer Program

Date: Tuesday, February 23, 2016 at 7:30:58 AM Mountain Standard Time

From: Lisa Peterson

To: jopitz@helenaschools.org, kkultgen@helenaschools.org, aidanmyhre@gmail.com,
bzanto@helena.k12.mt.us

Dear Dr. Kultgen, Helena School Board Members, Mr. Opitz, and Mr. Zanto,

I am writing this letter in support of Nan Brisko as the head girls soccer coach at Capital High School. My daughter is a freshman, who played on the JV team this year. She had an outstanding experience under Coach Nan's supervision and leadership.

As a family, we have been involved in the CHS soccer program for the past 7 years. My oldest daughter played as a JV player, and my son played as a Froshmore, JV and Varsity player. As a parent, I have kept a close eye on the girls program through this time frame. In just one year, I feel that Nan has successfully created a positive culture within the program, and has placed an emphasis on improving the soccer skills, team work, physical fitness and decision making abilities of the student athletes. I watched as 17 players on this year's Varsity team all contributed and all were given meaningful playing time in every game, all season long. This is not usually the case in competitive high school sports, and has not been the case in the CHS soccer program in previous years. In this way, I feel the coaching staff, under Coach Nan's supervision, went above and beyond to create a meaningful experience for all student athletes in the program.

As a parent of high school athletes (my older kids participated in soccer, tennis and track) I have found many occasions that I did not agree with their various coaches. These situations have ranged from the positions my kids played, the strategy the coaches employed, the playing time they were afforded, the partners they played with, the events they participated in, etc. In the end, these all have to be the coach's decision. As parents, we may not agree from the sideline, but it is the ultimately the coach's responsibility to make the tough calls. I have found Coach Nan to be fair in making these decisions.

As a parent, I communicated with Nan regarding team dinners, t-shirt orders, the banquet and other items. I found that she had definite opinions about what she wanted for her teams, but was very approachable, willing to weigh the options, and then make a decision. She gave clear guidance concerning her expectations throughout the entire season.

The most poignant memories that I will carry with me from this year came during the final two games of the regular season in Kalispell. The Friday night game against Flathead, was an important game for the Varsity team as far as playoff seeding was concerned. The girls played their hearts out and won. As they made their way across the field to high-five their parents, they were met by a boisterous bunch of JV girls at midfield where hugs and cheers were exchanged. The next day, the JV girls had an outstanding showing against Glacier. It was one of those games where everything just came together at the end of the season. This time, it was the Varsity girls that stormed the field to congratulate their younger counterparts. In all the years I have been watching soccer, I have never seen the Varsity and JV teams with such close ties. To me, this is a strong indication of the kind of program Nan is building – a positive, inclusive program, with a very bright future.

This year in soccer was a positive experience for my daughter. She gained the skills and experiences that I would hope for as a parent of a high school athlete – team work, dedication, leadership, physical activity and comradery. Coach Nan expected a lot from all of the girls in the program, and I feel as if they rose to the occasion. She is a tough coach and when she demanded more from them, they found it within themselves to do more. I find Coach Nan to be of the highest character and integrity, and I hope that she will continue to serve as the head coach for many years to come.

Sincerely,
Lisa M. Peterson

Subject: Soccer Letters

Date: Thursday, February 25, 2016 at 11:58:45 AM Mountain Standard Time

From: Sarah Sullivan

To: Kultgen - Kent

CC: Aidan Myhre

Hi Kent,

If we are certain that the soccer issue is coming to the Board, could we please have all the letters that have been sent?

Thank you!

I hope you are feeling better today!

Sarah

Subject: RE: CHS Soccer Coach Nan Brisko
Date: Friday, March 4, 2016 at 7:11:20 AM Mountain Standard Time
From: "Kultgen, Kent"
To: Mark Walker, Opitz, Jim, Zanto, Brett, Myhre, Aidan (External)

Mark
Thank you for your thoughts and input.

Kent Kultgen

From: Mark Walker [mailto:mark.t.walker.67@gmail.com]
Sent: Wednesday, March 2, 2016 12:08 PM
To: Opitz, Jim <jopitz@helenaschools.org>; Zanto, Brett <bzanto@helenaschools.org>; Myhre, Aidan (External) <aidanmyhre@gmail.com>; Kultgen, Kent <kkultgen@helenaschools.org>
Subject: CHS Soccer Coach Nan Brisko

Greetings -

Please see the attached letter for my comments on the current situation regarding Coach Brisko's position at Capital High.

Thanks for your time -

Mark Walker
459-7229

Subject: Soccer

Date: Thursday, April 7, 2016 at 1:40:07 PM Mountain Daylight Time

From: Sarah Sullivan

To: Kent Kultgen

Hi Kent,

I'm just wondering when we might expect a report on the soccer investigation from Beth?

Thanks Kent! Sarah

Sent from my iPhone

Subject: Friday Info
Date: Friday, April 8, 2016 at 3:44:45 PM Mountain Daylight Time
From: "Kultgen, Kent"
To: Aidan Myhre, Lovshin, Libbi (External), elizabeth goldes (libbygoldes@gmail.com), Terry Beaver (beaverpt@bresnan.net), Cherche Prezeau, Sarah Sullivan (sarahbennettsullivan@gmail.com), Baur, Betsy (External), 5375tina@gmail.com, Karen Goldsberry (karengoldsberry1@gmail.com)

Attachments: Board Retreat April 20 Information and Homework.doc

April 8, 2016

Trustees:

Please place the following dates on your calendar:

- May 7th – Access to Success/Helena College Commencement – 11:00 a.m. – Helena College
- Friday, June 3rd – PAL Graduation – 1:30 p.m. - HMS
- Saturday, June 4th – HHS Graduation – 10:30 a.m. – Carroll College
- Saturday, June 4th – CHS Graduation – 2:00 p.m. – Carroll College

Upcoming Meetings:

- Tuesday, April 12th – Board Executive Committee Meeting – 11:00 a.m. – May Butler Center
- Tuesday, April 12th – Board of Trustees Meeting – 5:30 p.m. – Ray Bjork Learning Center
- Friday, April 15th – Board Facility Committee Meeting – 8:30 a.m. – Central (Lincoln Campus)
- Wednesday, April 20th – Board of Trustees Retreat – 8:30 a.m. – Ray Bjork Learning Center

Retreat: Attached to this email is the information Ginny provided that summarized our last meeting and provided "homework" for the upcoming meeting. I sent this to you a while back, but thought worthwhile to send again.

Non-Tenured Meetings: This week has been very hectic as Greg, Bill Rasor and I have been meeting individually with each principal about their non-tenured teachers. As you know these meetings happen twice per year as we discuss our new teachers. There are approximately 125 non-tenures, which means those teachers who have been with us less than four years.

Soccer Coach: Our lawyer, Bea Kaleva was hired to investigate a formal complaint against one of our soccer coaches. The investigation is complete and I am waiting to hear from Bea on her final report. When it is complete, you will receive all the information as the decision to hire the coach will be at the Board level.

Workers' Compensation RFP: The District put out an RFP on our Workers' Comp contract. We have not done this in recent memory and our current provider Montana Schools Group Insurance Authority (MSGIA) has provided our coverage. A third party was hired to conduct the RFP and all bids were received. We received one bid from Montana State Fund and MSGIA did not provide a bid. The bid we received provided substantial savings, however we want to make sure the bid provides all the services we are accustomed to. We are in a quandary why MSGIA did not bid and I have talked to their director Shawn Bubb. This past week I started working with Terry Cosgrove (local lawyer) on getting his opinion on the RFP. I am meeting with him

on Monday to get his thoughts.

I will be out of the office next Wednesday – Friday. As always available by phone, text and email.

Kent Kultgen, Ed.D.
Superintendent
Helena Public Schools
kkultgen@helenaschools.org
406.324.2001

Subject: Soccer Investigation Findings
Date: Monday, April 18, 2016 at 6:55:22 PM Mountain Daylight Time
From: "Kultgen, Kent"
To: Aidan Myhre, Libbi Lovshin (libbi@lovshin.com) (libbi@lovshin.com), elizabeth goldes (libbygoldes@gmail.com), Terry Beaver (beaverpt@bresnan.net), Cherche Prezeau, Baur, Betsy (External), Sarah Sullivan (sarahbennettsullivan@gmail.com), 5375tina@gmail.com, Karen Goldsberry (karengoldsberry1@gmail.com)
Attachments: GenericLtr.4.16.doc, SoccerBdLtr4.16.doc

Trustees

Attached are the letters provided by our lawyer Bea, that completes the investigation of the CHS girls' soccer coach. Please know the one letter is written directly to you and the other is to the parents who filed the complaint. The letters to the parents were sent today (Monday).

[REDACTED] The letter sent to the parents and to you states the findings. It is now up to the Board to determine whether or not to employ the coach for next year, this action will be put on a future agenda.

If you have any questions please do not hesitate to contact me.

I'll see you at Wednesday's Board retreat at 8:30 am.

Kent

Subject: RE: Soccer
Date: Thursday, April 21, 2016 at 2:45:57 PM Mountain Daylight Time
From: "Kultgen, Kent"
To: Sarah Sullivan

Sarah

The complete packet will be sent today (Thursday). If you want to stop by and pick it up, it is ready.

Kent

-----Original Message-----

From: Sarah Sullivan [<mailto:sarahbennettsullivan@gmail.com>]
Sent: Tuesday, April 19, 2016 8:59 PM
To: Kultgen, Kent <kkultgen@helenaschools.org>
Cc: Board of Trustees <boardoftrustees@helenaschools.org>
Subject: Soccer

Hi Kent,

When will we be receiving all the letters that were written to the district concerning the soccer coach?

Sent from my iPhone

Subject: Helena IR story re: Soccer coach

Date: Tuesday, April 26, 2016 at 9:50:13 PM Mountain Daylight Time

From: Aidan Myhre

To: Board of Trustees, Kultgen - Kent, Sarah Sullivan

The following appeared on the IR Website tonight. Kent, please refrain from speaking to the media again about this issue.

The Helena School Board of Trustees meets for a special meeting 4:30 p.m. Wednesday, April 27, at Ray Bjork Learning Center, 1600 8th Ave., to consider the Capital High School's Girl's Soccer coaching position held by Nan Brisko.

"The topic is huge," said Superintendent Kent Kultgen. Some parents who didn't like what was happening filed a formal complaint.

The district hired a third party to do an investigation, he said, "which came back saying their complaints were unsubstantiated. So now it's going before the board."

Part of the board meeting may be closed to the public, according to the agenda.

Aidan Myhre
aidanmyhre@gmail.com
(406) 594-0509

Subject: A Message for the Board of Trustees from HelenaSchools.org: In support of Nan Brisko

Date: Wednesday, April 27, 2016 at 3:45:03 PM Mountain Daylight Time

From: Stacy Collette

To: boardoftrustees@helena.k12.mt.us

From: Stacy Collette <stacyacollette@gmail.com>

Subject: In support of Nan Brisko

Message Body:

This email is in support of Nan Brisko. In the last six years, my daughter [REDACTED] has played for Nan and been coached by Nan. As an active parent, I have watched Nan coach, watched her interact with a variety of players with a variety of personalities and parents on and off the field.

In every instance, Nan has been professional, supportive and focused toward education and learning. Even in difficult conversations, Nan has always been clear with her focus toward player advancement and education. Even in difficult conversations, Nan is focused on the game and the student learning appropriate technique, team work and maximizing the player's talents on and off the field.

Both of my children have played soccer in Helena and I have had an opportunity to work with a variety of coaches and Nan has been a joy to work with. She can give constructive feedback in a positive manner, coach and reinforce and she is committed to the players and the team in a self-less manner.

It would be my hope that we encourage and recruit more coaches like Nan and that this issue in front of the Board today be resolved so she can continue coaching our girls at Capital High.

Thank you.

Subject: Investigation

Date: Friday, April 29, 2016 at 11:29:04 AM Mountain Daylight Time

From: Sarah Sullivan

To: Kent Kultgen

CC: boardoftrustees@helena.k12.mt.us

Kent,

What was the cost to the district for the soccer investigation?

Sent from my iPhone

Subject: Records Request

Date: Friday, April 29, 2016 at 1:20:07 PM Mountain Daylight Time

From: "Kultgen, Kent"

To: Aidan Myhre, Libbi Lovshin (libbi@lovshin.com) (libbi@lovshin.com), elizabeth goldes (libbygoldes@gmail.com), Terry Beaver (beaverpt@bresnan.net), Cherche Prezeau, Sarah Sullivan (sarahbennettsullivan@gmail.com), Baur, Betsy (External), 5375tina@gmail.com, Karen Goldsberry (karengoldsberry1@gmail.com)

Trustees:

We have received a public record request for any and all communications between trustees regarding Nan Brisko. This would include emails between trustees, as well as any paper documents. Please review your email records and print out any and all communications that refer to Brisko, and deliver them to the District office. If you could do this in the next week that would be great.

If you have any paper documents that are communications about Brisko, please deliver those at the same time.

If you have none, please let me know.

Thanks

Kent

Kent Kultgen, Ed.D.
Superintendent
Helena Public Schools
kkultgen@helenaschools.org
406.324.2001

Subject: Soccer Information Released
Date: Thursday, May 5, 2016 at 2:14:38 PM Mountain Daylight Time
From: "Kultgen, Kent"
To: Aidan Myhre, Libbi Lovshin (libbi@lovshin.com) (libbi@lovshin.com), elizabeth goldes (libbygoldes@gmail.com), Terry Beaver (beaverpt@bresnan.net), Cherche Prezeau, Sarah Sullivan (sarahbennettsullivan@gmail.com), Baur, Betsy (External), 5375tina@gmail.com, Karen Goldsberry (karengoldsberry1@gmail.com)
Attachments: Legal Background for Release of Information May 2016.docx, Soccer Complaint Letter May 2016.pdf, Soccer Investigation Redacted Summary May 2016.pdf

Trustees

Attached is the information requested by the IR and has just been released by Bea.

Additionally I had a parent request the investigation summary and the complaint letter along with the following questions. All of this information has been sent to the parent.

1. When was the final report released from the attorney in Missoula to Capital High School?
 - a. The District received the investigative report on April 11, 2016
2. When did the Helena School board receive this report?
 - a. The Board received a summary of the report on April 18, 2016
3. How much did the investigation cost in total?
 - a. \$12,650
4. When was the "special" meeting called by the school board and who called the meeting?
 - a. The meeting was called on April 20, 2016 and was suggested by the Board Chair.
5. Can the decision be appealed?
 - a. No
6. How do I file a formal complaint?
 - a. Policy 1085 which is attached outlines the process to file a complaint.
7. Reinstate the coaches this week?
 - a. I do not have the authority to reinstate coaches. By state law only the Board has this authority.

Kent Kultgen, Ed.D.
Superintendent
Helena Public Schools
kkultgen@helenaschools.org
406.324.2001

Subject: Fwd: Concerns Regarding School Board's Decision on 4/27/2016
Date: Friday, May 6, 2016 at 4:08:18 PM Mountain Daylight Time
From: Libby Goldes
To: Kultgen - Kent
Attachments: 1027-Board-Member-Conflict-of-Interest.pdf, Policy 1065 - Special Meetings.pdf, Baker Myhre Binder-1.pdf, Heather Tupper-Sarah Sullivan Binder.pdf

Kent,

I received this letter from Lindsey Gilstrap. I would like to respond to let her know that I received it. However, regarding the requests she makes in the final paragraph, I would like to visit with you as to how best to respond. Please call me when it is convenient.

Thank you,

Libby Goldes
439-0454

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

From: Lindsey Gilstrap <Lindsey.Gilstrap@hotmail.com>
Date: Fri, May 6, 2016 at 10:53 AM
Subject: Concerns Regarding School Board's Decision on 4/27/2016
To: "libbygoldes@gmail.com" <libbygoldes@gmail.com>

Good Morning Libby,

First and foremost, congratulations on your re-election to the Board of Trustees. Betsy Baur kindly provided me with your email address after I expressed concerns pertaining to the outcome of the board meeting on April 27, 2016. My main concerns are in regards to the moral and ethical implications of processes that led to the opening of the Capital High School Girls Soccer Head Coach position, the precedent this decision established for district employees, and the message that this outcome sends to our student athletes.

Given that the majority of complaints were brought to the attention of the district (not the coaching staff) during the post-season, the coaching staff was not given the opportunity to address and mitigate many of these concerns during the season, or otherwise. As a result of the board's decision, the coaching staff will not be afforded the opportunity to partake in addressing many of these concerns. The message this sends to our student athletes about how to handle adversity and proper conflict resolution is extremely concerning.

Secondly, the board has the responsibility to be impartial, fair and professional and in this situation, certain trustees failed in this regard. Numerous individuals directly involved with the Capital High

School soccer program and concerned members of the public with no direct involvement have contacted me regarding the perceived "conflict of interest" (policy 1027, see attached) between specific members of the board and parents that filed the formal complaint and ultimately supported the motion to open the CHS Girls Soccer Head Coach position. Many people feel these board members should have recused themselves from voting due to the personal relationships that exist between these parties. I understand that Helena is a small community and as such, the potential for "conflicts of interest" increases. That being said, the ramifications of a perceived "conflict of interest" due to 1) the controversial nature of this situation, 2) the manner in which the events of the meeting unfolded and ultimately, were orchestrated, and 3) the subsequent decision by the board to open the position, should be of significant concern regardless of community size. To better illustrate this point, my husband, myself and a number of others were witness to Chair Myhre having a lengthy private conversation with lead vocal parent Mark Baker [REDACTED] immediately preceding the board meeting. The perception of this interaction prior to a highly controversial board meeting was definitely not favorable to the professionalism and impartiality of the board. Moreover, the conversing between Chair Myhre and Trustee Lovshin during the 2-minute period the board took to reflect upon the information prior to voting, further demonstrates the lack of professionalism by certain trustees, especially given their subsequent votes in support of the motion and given that the school district attorney had to quickly approach Chair Myhre and Trustee Lovshin and inform them this action was not allowed. Attached you will find documentation that highlights these relationships and supports the notion that policy 1027 was violated.

The precedent this decision sets district wide should have all Helena School District employees concerned about the protections the district can provide regarding employment. The apparent disregard exhibited for 1) the findings of the investigation absolving Coach Brisko and asserting that the accusations were unsubstantiated, and 2) the district administration recommendations to renew Coach Brisko's contract, supports the conjecture that politics played a significant role in the board's decision. Board members openly acknowledged that this situation was a failure of the entire system, and I am in complete agreement with the aforementioned conclusion. However, this statement begs the question, "Why was Coach Brisko forced to be the martyr?". In lieu of providing guidance and mentorship to district coaching staff, the resolution was to effectively "fire" Coach Brisko by opening up the position. Not only does this action send a powerful message to district employees, parents and student athletes, but this type of resolution is a slippery slope. The board's decision publicly communicates their lack of faith in the Helena School District Administration, is a vote of no confidence with regards to [REDACTED], opens a pathway for all parents who have issues with a coach to bypass the district and approach the board to obtain the resolution they desire, and signifies that money, power and connections hold more weight than factual information. Moreover, the Capital High School girls soccer program just lost three very experienced female coaches as a result of the board's actions. The Helena community may be small, but Helena soccer coaching community is infinitesimal.

With regards to the varsity players that supported the motion to open the position, only three of these players have any future investment in this program. Four returning varsity players opposed the motion and the remaining varsity players were not present (some of which were out of state on a school trip and therefore had no opportunity to show their support). Another concern stems from the fact that the JV players were not represented by either the investigation or at the board meeting. They were

effectively removed from this process, yet they are the future of the program and now find themselves without a coaching staff through no fault of their own. The impacts extend even further to the incoming 8th graders who have expressed concerns to me personally about the future of the program given the board's decision. These concerns are significant in nature, as some of these individuals are considering transferring to Helena High School for the sole purpose of their soccer program. The lack of foresight by the board members that supported the motion is evidenced by the far-reaching impacts that have resulted from this decision.

My purpose for reaching out to you today is three-fold: 1) to request that two trustees call a special meeting to reconsider the motion to open the Capital High School Girls Soccer Head Coach position under policy 1065 (see attached), 2) to incite policy change to ensure the integrity of the democratic processes that govern the board, and 3) to advocate for the implementation of better conflict resolution practices at the administration level. Thank you for your time and consideration, and I truly look forward to the opportunity to speak with you further about my concerns.

Sincerely,

Lindsey Gilstrap

Former CHS Girls Soccer Varsity Assistant Coach

406-431-3011

Subject: Friday Info

Date: Friday, May 6, 2016 at 3:13:35 PM Mountain Daylight Time

From: "Kultgen, Kent"

To: Aidan Myhre, Libbi Lovshin (libbi@lovshin.com) (libbi@lovshin.com), elizabeth goldes (libbygoldes@gmail.com), Cherche Prezeau, Terry Beaver (beaverpt@bresnan.net), Sarah Sullivan (sarahbennettsullivan@gmail.com), Baur, Betsy (External), 5375tina@gmail.com, Karen Goldsberry (karengoldsberry1@gmail.com)

May 6, 2016

Trustees:

Board Meeting: At the upcoming Board meeting we were set to have a presentation about YAM, the new suicide prevention program from Dr. Byerly. His schedule prohibits him from attending our 5:30 meeting so he will be at our Executive meeting to discuss YAM and answer any questions. He will also be back this summer to hold community meetings.

Soccer: Please know that Nan Brisko has waived her rights to privacy and the summary of the investigation along with the formal complaint letter has been released. I believe I emailed those documents to you earlier in the week. If you did not get them, please let me know. I know that Marga from the IR is writing a story and I expect it out soon.

Central Office Positions: I have invited Janelle Mickelson (new Business Manager) and Kalli Kind (new Director of Student Services) to Tuesday's meeting. I will introduce them and I am sure they will say a few words. I am very satisfied with the process of hiring these important positions and know we have two dedicated, hardworking individuals that will help guide our district as we move forward.

New Trustees: Congratulations to Libby as she enters her fourth term on the Board! I had a good meeting with Tyler Emmert and Sanjay Talwani as I briefed them on protocol and what to expect this coming Tuesday. I told them to lean on their fellow Trustees as they learn the ropes.

HEF Bookkeeping: In the past Kim has done the books for the HEF. This practice has always been questioned by our auditors as it is not typical for a district to perform this service for the foundation. With Janelle coming aboard and the steep learning curve she will have, I decided this would be a good time to ask the HEF to find another bookkeeper. I talked to Lisa Cordingley and although she would rather stay with our business office, she has agreed to find someone else.

Celebration of Excellence: This annual celebration is this Monday at 6:00 pm at the Great Northern Hotel. This showcase by HEF really recognizes our top achieving students and the teachers who have made an impact on their lives. This is a great evening and a way to really celebrate what is important, the achievement of our students and the relationships with their teachers. I hope you can make this event.

Upcoming Meetings:

Tuesday, May 10th – Board Executive Committee Meeting – 11:00 a.m. – May Butler Center

Tuesday, May 10th – Board of Trustees Meeting – 5:30 p.m. – Ray Bjork Learning Center

Wednesday, May 11th – Board of Trustees Special Meeting – Noon – May Butler Center

Friday, May 13th – Community Advisory Committee Meeting – 8:00 a.m. – May Butler Center

Kent Kultgen, Ed.D.

Superintendent

Helena Public Schools

kkultgen@helenaschools.org

406.324.2001

Subject: RE: CHS Girls Soccer Program
Date: Monday, May 9, 2016 at 10:49:17 AM Mountain Daylight Time
From: "Kultgen, Kent"
To: Myhre, Aidan (External)

Aidan
Here is what I am going to send later this morning.
Kent

Lisa
Thank you for reaching out, below are the answers to your questions.

1. According to policy #1085 if a complaint is received then an investigation occurs. The Board Chair and superintendent made the decision to hire the third party investigator.
2. \$12,650
3. The summary investigation report demonstrates the there was a lack of ability to build and maintain a relationship with the majority of the team

Thanks
Kent

From: Lisa Peterson [mailto:lisa@tempesttech.com]
Sent: Friday, May 6, 2016 11:08 PM
To: Board of Trustees <boardoftrustees@helenaschools.org>; Kultgen, Kent <kkultgen@helenaschools.org>
Cc: Opitz, Jim <jopitz@helenaschools.org>
Subject: CHS Girls Soccer Program

Dear Chairwoman Myhre and Dr. Kultgen,

I have a few questions for you regarding the decision to open the position of girls soccer coach at CHS.

1. Who approved the hiring of a third party investigator to examine the CHS girls soccer program?
2. How much money was spent on the investigation?
3. Why were the results of the third party investigation not used to make a final decision regarding the coach? It seems to me that this would be the purpose of hiring a third party investigator.

Thank you in advance for your help in answering these questions. I am very disappointed in the results of the special school board meeting that was called to address this matter. I feel that the purpose of the third party investigation was to uncover the facts so a rational decision could be made based on factual information. If the investigation uncovered no wrong-doing on the part of the coach, it seems like the issue should have ended at that point, and a special board meeting was unnecessary.

The precedent that this decision sets for other sports programs in the district is unsettling.

Sincerely,
Lisa Peterson

Subject: Soccer Follow-up


Date: Tuesday, May 10, 2016 at 10:14:35 AM Mountain Daylight Time

From: Sarah Sullivan

To: boardoftrustees@helena.k12.mt.us, sanjaytalwani2020@gmail.com,
schoolboard16tyleremmert@gmail.com

Trustees,

The position the Board recently found itself in with the CHS Soccer Coach was unfortunate. Based on the information provided in the investigation, the Board can feel confident that it made the right decision. The coach in question was clearly a poor fit for this team and, given the climate of negativity that she helped create, we can surmise that she would have had great difficulty growing this program to its full potential.



As we continue to work as a Board toward developing community trust and staff empowerment and in light of the fact that statements were made during the special board meeting on April 27th that we would not be doing "business as usual" I would like to recommend the following action to address this issue and assuage the feelings of agitation and apprehension that are surely transmitting through the coaching staff.

I recommend that a carefully crafted letter be sent to all varsity and junior varsity coaching staff which acknowledges the regrettable way in which this situation was handled and recognizes that one positive outcome was that it revealed many gaps in our current coaching policies and procedures. The letter would invite those who are interested to participate in a committee that will review our current policies and make recommendation for change.

I believe this type of targeted outreach will go a long way in repairing bad feelings and legitimate apprehensions about accepting coaching positions as well as bring needed change to our policies in this department.

I feel strongly that the Board needs to act swiftly and proactively to ensure that we do not find ourselves in the this predicament again. It only serves to generate ill will between the Board the community and the coaches and, most importantly, creates difficulty for our student athletes who deserve so much better.

I would like to have a discussion regarding this issue and would love to hear other ideas as well.

Sarah

Subject: April 27th Board Meeting Minutes

Date: Saturday, May 14, 2016 at 10:04:16 AM Mountain Daylight Time

From: Sarah Sullivan

To: Neff, Diane

CC: Kultgen - Kent

Hi Diane,

Former Assistant Soccer Coach, Lindsay Gilstrap, has requested the minutes from our April 27th special board meeting. I don't see that they are yet online and I don't know that we have approved them. Could you let me know the status of those minutes?

Also, she inquired about viewing video tape from that meeting. Is that something that is available to the public?

Thank you Diane!

Sarah

Subject: Friday Info
Date: Sunday, May 15, 2016 at 8:06:54 AM Mountain Daylight Time
From: "Kultgen, Kent"
To: Aidan Myhre, Sarah Sullivan (sarahbennettsullivan@gmail.com), Cherche Prezeau, Terry Beaver (beaverpt@bresnan.net), elizabeth goldes (libbygoldes@gmail.com), Emmert, Tyler (External), Talwani, Sanjay (External), Kristina Huffsmith, Karen Goldsberry (karengoldsberry1@gmail.com)

Attachments: Jennifer DeVoe.docx

Trustees

Grad Speakers: Capital High's speaker is Dr. Matt Kuntz. Matt has been very active in our district as we address our mental health and suicide prevention issues. Matt directs NAMI Montana.

Helena High's is Dr. Jennifer DeVoe. Dr. DeVoe is a graduate of HHS. Attached to this email is her biography.

Hawthorne Kindergarten: The number of enrolled students for kindergarten at Hawthorne has reached 31, thus prompting the approval of another kindergarten class. As you know this current year the numbers dropped and only one class of kindergarten was offered. Although the numbers for next year are small (31) it still warranted a second class. Dr. Jacobson is in the process of hiring the new teacher.

Soccer: The initial deadline for applying for the CHS girls' soccer position closed this past week and we received four applications. Nan Brisko did apply, as did one of her assistants, a coach from Butte and a local community member. The applicants are being screened this week with interviews to follow.

I am out of the office until Wednesday morning, but am available by email, phone or text.

Kent Kultgen, Ed.D.

Superintendent

Helena Public Schools

kkultgen@helenaschools.org

406.324.2001

Subject: Your Turn
Date: Wednesday, May 18, 2016 at 11:26:58 AM Mountain Daylight Time
From: Sarah Sullivan
To: boardoftrustees@helenaschools.org
Attachments: a different perspective.pdf

Trustees,

I feel the I.R. has presented a very biased view of the soccer situation and, as a result, I am receiving lots of questions about it. In response, I have submitted a Your Turn article to the IR in my name only. It is not intended to represent a board view but my view alone of why I voted the way that I did.



I just wanted to give you all notice that this may be printed.

Sarah

Subject: Email Request

Date: Wednesday, May 18, 2016 at 1:18:15 PM Mountain Daylight Time

From: "Kultgen, Kent"

To: Aidan Myhre, Sarah Sullivan (sarahbennettsullivan@gmail.com), elizabeth goldes (libbygoldes@gmail.com), Terry Beaver (beaverpt@bresnan.net), Cherche Prezeau, Talwani, Sanjay (External), Emmert, Tyler (External), Kristina Huffsmith, Karen Goldsberry (karengoldsberry1@gmail.com)

Trustees

We have a request from Nan Brisko's lawyer for all emails regarding the soccer coach. I know I have asked once before, but could you please check your personal emails one more time to see if any are present? Any emails sent from my computer or from the "Board of Trustees" are already collected, I just need to know if you have any on your personal email.

Please either send me the emails or respond that you do not have any.

Thanks

Kent

Kent Kultgen, Ed.D.

Superintendent

Helena Public Schools

kkultgen@helenaschools.org

406.324.2001

Subject: Soccer Coach

Date: Wednesday, May 18, 2016 at 5:09:54 PM Mountain Daylight Time

From: "Kultgen, Kent"

To: Myhre, Aidan (External)

Aidan

The interviews for the CHS Girls' Soccer coach are being scheduled for Friday, May 27th. The members of the interview team have not been picked, nor has the interview questions. These details will be finalized after a conversation with Bea.

Kent

Kent Kultgen, Ed.D.

Superintendent

Helena Public Schools

kkultgen@helenaschools.org

406.324.2001