

Dear Idaho State Charter Commission,

I submitted the letter below on September 28, 2011. I served as the Board Secretary from June 2, 2011 to September 28, 2011.

There were three main reasons that I chose to resign. Firstly, as a board member you are susceptible to a large amount of positive and negative comments and concerns regarding the school. I am highly involved at the school, and found a large amount of my time dealing with these comments and concerns from parents outside of the Board Meetings. Secondly, the relationship between Chairman McRae and Administrator Ivie became very stressful, and I often felt like a go-between. I would then address the concerns to my fellow Board Members during executive session. The executive sessions became long and frequent, and I was spending more time away from my family than I wished to. Lastly, in September I found out that I was pregnant, and knew that I could no longer maintain my Board position and Co-chair position on the Parent Volunteer Committee. For these reasons I opted to only Co-chair the Parent Volunteer Committee.

Sincerely,
Nichole Andrews

Hello Everyone,

After much thought and consideration, I have chose to resign from the HCCS Board of Directors. Thank you for allowing me this opportunity, I have thoroughly appreciated it.

With your approval, I would like to continue to head the Parent Volunteer Committee with Crystal Davidson. My thoughts would be to hold monthly meetings, and turn in minutes to the Board Secretary. Please let me know your feelings.

Sincerely,

--

Nichole Andrews
Heritage Community Charter School
Board, Secretary
208-573-6684

Tamara Baysinger

From: Lon McRae [lmcrae@heritagecommunitycharter.com]
Sent: Thursday, December 22, 2011 9:32 AM
To: Tamara Baysinger
Subject: Fwd: Fw: RE: HCCS Board Member Letters of Resignation

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

From: **Greg & Tamara Strikwerda** <greg1tam@peoplepc.com>
Date: Wed, Dec 21, 2011 at 12:53 PM
Subject: Fw: RE: HCCS Board Member Letters of Resignation
To: Lon McRae Founder of HCCS <LMcRae@heritagecommunitycharter.com>

-----Forwarded Message-----

>From: Emmanuel Navarro <emmanuel@treasurevalley.com>
>Sent: Dec 15, 2011 12:32 PM
>To: Greg & Tamara Strikwerda <greg1tam@peoplepc.com>
>Subject: RE: HCCS Board Member Letters of Resignation

>

>Hi Tamara,
>

>I don't have the original email I sent to Lon stating my resignation. Hopefully Lon has a copy. Also, I announced that I would be stepping down from the board during our November board meeting. I don't have the minutes but my resignation should also be there. My resignation was effective the day after our November board meeting.

>

>I left because of time restrictions. I couldn't commit to the time the school demanded and after a year of service I felt ready to step down from the board.

>

>If you need anything else please let me know.

>

>Regards,

>

>

>Emmanuel

>

>

>-----Original Message-----

>From: Greg & Tamara Strikwerda [mailto:greg1tam@peoplepc.com]
>Sent: Thursday, December 15, 2011 1:12 PM
>To: Nichole Andrews; Crystal Davidson; Jenny Mattravers; Brian Bishop; Emmanuel Navarro; Bridger Fly; Kevin Benjamin
>Subject: HCCS Board Member Letters of Resignation

>

>Dear Former HCCS Board Members,

>I respectfully request your help in addressing a recent request from the Idaho Public Charter School Commission sent by Tamara Baysinger regarding board turn over. As stated in her request:

>

>"Please address how, when, and why the board's membership has changed over the past year."

>

>Would you please forward to me your original resignation letter submitted to the HCCS board. Please include the original date the letter was sent, your effective resignation date and the reason for your resignation from the board. The deadline to Ms. Baysinger's request is Thursday December 22nd and I would appreciate receiving your responses by Monday December 19th, so that I may compile them by the deadline.

>

>We greatly appreciate your service to HCCS and your prompt response to this matter.

>

>Thank you,

>Tamara Strikwerda

>HCCS Board Director

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Tamara Baysinger

From: Lon McRae [lmcrae@heritagecommunitycharter.com]
Sent: Thursday, December 22, 2011 9:33 AM
To: Tamara Baysinger
Subject: Fwd: FW: board resignation

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

From: **Greg & Tamara Strikwerda** <greg1tam@peoplepc.com>
Date: Wed, Dec 21, 2011 at 12:53 PM
Subject: FW: board resignation
To: Lon McRae Founder of HCCS <LMcRae@heritagecommunitycharter.com>

-----Forwarded Message-----

From: Kevin & Amy Benjamin
Sent: Dec 16, 2011 6:46 AM
To: greg1tam@peoplepc.com
Subject: FW: board resignation

Tamara,

Here is my original resignation letter I sent to Lon on August 21st. I resigned because we moved out of the area (Emmett).

Thanks,

Kevin Benjamin

From: Kevin & Amy Benjamin [mailto:kevinamy@q.com]
Sent: Sunday, August 21, 2011 8:10 PM
To: Lon McRae (lmcrae@heritagecommunitycharter.com)
Subject: board resignation

Chairman Lon Mcrae,

I am resigning my position on the HCCS board effective immediately. I have enjoyed working with you and wish you great success.

Sincerely,

Kevin Benjamin

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December 18, 2011

To the Idaho Public Charter School Commission:

This letter is provided as a response to Ms. Tamara Baysinger's request to Heritage Community Charter School regarding board turnover. As requested, this letter addresses the how, when, and why I resigned from the HCCS board. I no longer possess the original email sent to the board to notify the members of my resignation and I could not locate a copy of my email in the HCCS board documents book.

On January 13, 2011, the HCCS board accepted my resignation and filled my vacant seat that evening with Mrs. Mattravers. I do not recall the exact date of my resignation letter, but it was several days prior to the board meeting. The reasons for my resignation are many.

First, I did not feel that I had the time to dedicate to board business any longer. I had just started my Master's degree program. My husband was also informed by his Navy Reserve unit that there was a very good possibility that he could be deployed in April. I had been spending almost every day performing some obligation, fulfilling a responsibility, or doing research related to the school. I was incredibly tired and could not see relief of this burden any time soon. In addition, my fourth grader was having difficulty at school and my husband and I decided to homeschool her for the remainder of the year. The board seats were filled with very competent, dedicated individuals, but committees still had not been formed. Mrs. McRae had assumed the responsibility of creating a committee tree and designating the committees that would be needed and who would be responsible for them. This process seemed to go on forever. The breakdown of the committees, the organization and responsibilities never seemed perfect enough for her. Mrs. McRae had a very difficult time relinquishing responsibility for many aspects of the school development, yet complained about board members not contributing. She was not a member of the board, but assumed many of the board responsibilities. I no longer possessed the energy to function in this environment.

Second, I knew that once I completed my Master's in Secondary Education that I would like to work at Heritage Community Charter School. I did not want to create the perception that I would be benefiting in any way from my position on the board and felt it would be best to distance myself from that role prior to eventually applying for a teaching position.

Finally, I felt it was time to begin making the transition from a founding board to a governing board. We had recently posted the administrator job announcement and were beginning to receive applications. I know many times it is difficult for founders to step away and let the administrator take over. I believed that time was a perfect time, with the beginning of a new year, to step back and allow the new administrator and staff put into place what had been written in the charter.

Respectfully,

Crystal Davidson

Tamara Baysinger

From: Lon McRae [lmcrae@heritagecommunitycharter.com]
Sent: Thursday, December 22, 2011 9:34 AM
To: Tamara Baysinger
Subject: Fwd: Fw: Re: HCCS Board Member Letters of Resignation

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

From: **Greg & Tamara Strikwerda** <greg1tam@peoplepc.com>
Date: Wed, Dec 21, 2011 at 12:52 PM
Subject: Fw: Re: HCCS Board Member Letters of Resignation
To: Lon McRae Founder of HCCS <LMcRae@heritagecommunitycharter.com>

-----Forwarded Message-----

From: Jenny Mattravers
Sent: Dec 16, 2011 9:00 AM
To: Greg & Tamara Strikwerda
Subject: Re: HCCS Board Member Letters of Resignation

Dear Board Member Strikwerda,

I looked in the Board Records book at the school this morning and my signed letter of resignation is there. I can make a copy and send it to you, fax it to you, or re-type the original and email it to you. Please let me know your preference.

Sincerely,
Jenny Mattravers
HCCS Instructional Coach
HCCS Founder
Former HCCS Board Member & Board Secretary

On Thu, Dec 15, 2011 at 11:26 PM, Jenny Mattravers <jmattravers@heritagecommunitycharter.com> wrote:

Dear Board Member Strikwerda,

In response to your request for information regarding my resignation from the Board of Directors for Heritage Community Charter School, I would like to provide the following details.

I submitted my letter of resignation to the Board on June 2, 2011, effective at the end of that meeting. It was accepted that night. As much as I loved serving on the Board for the six months I was there, I had recently completed several Board assignments (conducting all of the hiring procedures for the position of administrator and most of the certified staff, identifying key areas of professional development, helping select and purchase curriculum, etc.), and I knew that the Board was in the process of shifting from a founding board to a governing board. As a certified teacher with a background in instructional coaching, professional development and program implementation, I felt that I had more to offer the staff, students, and other stakeholders of HCCS as a teacher than as a member of the board. I desired to be in classrooms working side by side with the teachers and knew that involvement at that level would be

inappropriate as a member of the governing board. On Wednesday, June 1st 2011, I discussed my feelings with Chairman McRae and explained my desire to apply for a position at the school, emphasizing that if I was not offered a position I would be happy to continue my service to the school in a volunteer capacity. Chairman McRae supported my decision and encouraged me to resign from the Board and apply for one of the few remaining instructional positions. I proceeded with my Board resignation at the regularly scheduled Board meeting on June 2, 2011, completed the application and interview process with Jean Taylor, the HCCS Federal Programs Director, and was hired by the Board during the June 28th, 2011 Board meeting.

Regarding my original letter of resignation, I have recently started using a new computer and am having difficulty locating the electronic file from my old computer. I will continue to search diligently, and will also check the Board Binder at the school to see if the original signed copy is available.

Please let me know if I can provide further information.

Sincerely,
Jenny Mattravers
HCCS Instructional Coach
HCCS Founder
Former HCCS Board Member & Board Secretary

On Thu, Dec 15, 2011 at 2:59 PM, Greg & Tamara Strikwerda <greg1tam@peoplepc.com> wrote:

Hello Jenny,

If you are referring to my letter I gave you the other day as "the other information" it was for this same request. Sorry for sending it twice to you.

Thank you!

Tamara Strikwerda

HCCS Board Director

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

From: Jenny Mattravers
Sent: Dec 15, 2011 1:52 PM
To: Greg & Tamara Strikwerda
Subject: Re: HCCS Board Member Letters of Resignation

Hi Tamara,

I am happy to complete this request and will have it to you by the end of the day. I will forward my original resignation letter. Would you like the other information as a separate Word document, or embedded in an email?

Please let me know if you need anything further.

Thanks,
Jenny

On Thu, Dec 15, 2011 at 1:11 PM, Greg & Tamara Strikwerda <greg1tam@peoplepc.com> wrote:

Dear Former HCCS Board Members,

I respectfully request your help in addressing a recent request from the Idaho Public Charter School Commission sent by Tamara Baysinger regarding board turn over. As stated in her request:

"Please address how, when, and why the board's membership has changed over the past year."

Would you please forward to me your original resignation letter submitted to the HCCS board. Please include the original date the letter was sent, your effective resignation date and the reason for your resignation from the board. The deadline to Ms. Baysinger's request is Thursday December 22nd and I would appreciate receiving your responses by Monday December 19th, so that I may compile them by the deadline.

We greatly appreciate your service to HCCS and your prompt response to this matter.

Thank you,
Tamara Strikwerda
HCCS Board Director

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