

10/10/19

Sue, Jane, Pam and Jeff,

Having taken a few days to process what happened this week, I am completely and utterly disgusted with your behavior and truly concerned about the fallout to happen. What took place, in my opinion, was an assault on Ann and was absolutely uncalled for. I will not participate or tolerate this type of behavior. More importantly, I will not watch this district suffer because of your bad decisions. The kids and this community deserve better than the behaviors that you displayed this week.

About a month ago Sue started this campaign against Ann, which has come to a head this week. I sat back and hoped that my gut was wrong as I watched it unfold. Knowing Ann's position on the SFRC, Sue looked for opportunities to bully and attack Ann in discourse. After our BOE meeting on August 26th, Sue called every BOE member and discussed Ann presentation regarding the budget. Sue let every BOE member know her disgust with Ann. The next day Ann was quoted in the Record Eagle and the budget came up. Once again Sue took the opportunity to call every BOE member and build a bullying campaign against her. This continued for the next month. This week was the final straw. We were notified of a meeting to discuss Ann only one hour before we were to attend Doris Ellery's retirement reception. No one had any idea what was about to take place. The 6 page letter that Sue put together was completely disgraceful and unprofessional. Why did you not review this letter with the entire BOE? Didn't you think it was important enough to get all of our input? Or were you just working behind the scenes with the BOE members that agree with you? The approach, the delivery, the tone, were absolutely atrocious. Calling her a liar 3 times. Maligning her character. Questioning her work ethic. Disgracing her 26 years of experience. Stating "facts" that seemed far from the truth, in my opinion. During Ann's 60 days of employment as Superintendent, there have been NO issues that could not have been resolved without a simple phone call in which Sue or anyone else could have asked questions and gotten answers. Instead, Sue has been working behind the scenes to build a campaign against Ann using whatever little issues she can blow out of proportion. The BOE and Sue should have addressed any issues in a professional, productive, constructive manner, not the lynching session that Sue spearheaded. The BOE should have been working collaboratively with our new Superintendent in order to ensure her success as well as all of TCAPS, especially as she was beginning in her new position. Instead, we have failed her and all of TCAPS.

Sue, why would you hold a meeting regarding Ann when you knew that Matt would not be there? Was it because you knew that he disagreed with your position on Ann?

I also find it disturbing that Sue and Pam took it upon themselves to meet with Jame McCall and discuss her contract. I find that insulting to Ann who is Jame's direct report. No BOE member should ever be a part of these discussions and it is totally out of line. Again Sue, it has become apparent you were deliberately trying to undermine Ann.

Next Jane started with the attack. She said 2 times that she thought Ann was not right for our district. She said that Ann had lied and needed to be let go. She compared Ann's behavior to

something that took place 3 years ago with a principal and said that we don't tolerate liars. As she has often been, Jane was calculating, attacking, accusatory, inappropriate, unprofessional and coached. It was obvious that Jane was prepped by someone who knew exactly what was going to take place. There was no constructive criticism toward Ann, it was an outright attack.

From there Jeff began. He stated that he too had issues with Ann. He said that he couldn't believe that Ann wanted to meet with the BOE every other month, not every month. That this was a red flag and he was very concerned. While I support discussing growth opportunities with Ann, I ask you Jeff why you didn't take the opportunity in your one-on-one meeting with her to explain your concerns? I ask you why you didn't pick up the phone and talk with Ann about your concerns? Why you didn't help Ann to be successful? Instead you just joined in with the belligerence and bullying. When I stood up for Ann and expressed my absolute disgust with the letter, you turned your attack to me. You attacked my point of view and argued that I was wrong in my thoughts and concerns.

And then Pam. Pam brought up the fact that she couldn't believe that Ann hadn't met with the Union. She attacked in a condescending, inappropriate, derogatory manner. There was no opportunity for growth for Ann, just a shaming by Pam. I ask you Pam, why didn't you pick up the phone as soon as you heard rumblings from the Union that they were not happy that Ann hasn't met with them? Why didn't you give Ann a heads up that there were some unhappy people? Why didn't you help her to be successful. You just joined the bullying attack. Once again when I voiced my concern and disgust over what was taking place, you condescendingly turned your attack to me. Which is nothing new, just so inappropriate and unprofessional. I have continued to try to reach out to resolve these issues with you, and make sure that we are putting kids first and are working toward the same goal. But when your response to me is "I don't trust you, I don't respect you, I really don't even like you, and I try not to look at you".... I am pretty sure you have no interest in working together with me to do what's right by TCAPS.

I have worked for many corporations and organizations in my lifetime. At every juncture in my life I have always had opportunities to become better. My superiors would sit me down in a professional, positive environment and review my strengths, weaknesses, opportunities, and threats (SWOT). My superiors always wanted me to be successful. They stood behind me and supported me. They may not have always agreed with me, but they professionally presented their viewpoint and we worked through our differences. In the end it made us both stronger, that is what team players do. What took place this week had nothing to do with helping Ann succeed; it was clearly intended to tear her apart in a power play, bullying session. I am embarrassed for each one of you. You should be ashamed of what you have done to our district. The fallout from this series of events will take at least 10 years to correct itself. I ask you, was it worth it? Who do you think will now lead our district? I thought we were finally on the right track. Instead the four of you single handedly derailed the greatest thing that TCAPS had going.

I am asking that Sue Kelly and Jane Klegman resign from the BOE. Your actions toward Ann have been outrageous. You continue to speak and act in an unprofessional and counterproductive manner. Our kids and our community deserve better. If we are to move forward, the two of you need to step down. Your presence on this BOE taints the entire TCAPS

district, which we are sworn to serve. We need to consider the future of our district and we will never attract a new Superintendent until there is change on this board. The dysfunction is well known, and this community knows what took place this week. Your actions continue to shame our entire district. I am asking that you both step down so that TCAPS can move past this disgrace.

Sincerely,
Erica