

10/4/19 6:25:30 PM EDT

Just checking to make sure you guys got the INFocus — I sent it from my phone and it was a little clunky.

10/4/19 6:26:30 PM EDT

Sue Kelly (+12312189800)

I am heading to the football game right now but will check as soon as I can....always good to see it. Thanks for checking

10/8/19 9:25:24 AM EDT

Hi — can you give me a call when you have a minute.

10/8/19 3:38:18 PM EDT

Sue Kelly (+12312189800)

Hi Ann,  
Are you available for a quick update?

10/8/19 4:29:41 PM EDT

Was in a PM meeting but open now

10/9/19 1:39:46 PM EDT

I called Erica and asked her to respect my decision and let this happen. She said she would.

10/9/19 1:40:11 PM EDT

I also reiterated that what was discussed in closed session needed to remain confidential.

10/9/19 1:43:46 PM EDT

Sue Kelly (+12312189800)

Thank you

10/10/19 9:05:19 AM EDT

Sue Kelly (+12312189800)

I have a suggestion that you may feel good about and wanted to run it by you. Please give me a call when it is convenient

10/10/19 9:17:16 AM EDT

Sue Kelly (+12312189800)

I wanted to share with you that due to personal issues, with the Board's approval, I've requested some time off. I'd ask that you please respect my privacy at this time. During my absence I ask that you continue to represent TCAPS with the integrity and professionalism that you are known for. Please continue to work with the executive team and direct any questions that you may receive to the appropriate executive team member.

10/10/19 11:45:34 AM EDT

Sue Kelly (+12312189800)

We have received a long letter from EMM outlining her whole opinion like we discussed yesterday. Disclosing much of the closed session and the Record Eagle has submitted a FOIA for this.

10/10/19 4:22:41 PM EDT

His firm is tracking him down.

10/10/19 4:27:08 PM EDT

Sue Kelly (+12312189800)

Thanks.

10/10/19 4:40:41 PM EDT

I just spoke with Tom and he is in the office

10/10/19 4:41:02 PM EDT

Sue Kelly (+12312189800)

Thanks. I'll let Nancy know.

10/11/19 10:40:24 AM EDT

I want you to know that I am getting calls from the press and I am not responding to any of them. Seems the rumor mill is pretty ramped up. I am at the conference today as well

10/11/19 10:48:38 AM EDT

Sue Kelly (+12312189800)

Yeah....EMM has backed a strong coalition. Thankful that we have a board meeting scheduled for this afternoon to discuss options...hopefully attorneys will be able to wrap this up.

10/11/19 10:54:54 AM EDT

Me too Sue.

10/11/19 1:01:17 PM EDT

Sue Kelly (+12312189800)

Cindy shared that she talked with you regarding a mutual statement at the conclusion of the Board meeting. We will not say anything unless you agree to it too. What do you think of this as a first draft? "We entered into our work together in good faith with high aspirations. However, it's clear that due to philosophical differences we are mutually agreeing to separate. We ask that the community, staff and friends please respect this decision. It is made with the greatest consideration of TCAPS students and our future opportunities."

10/11/19 1:08:23 PM EDT

I will send it to my attorney I would like to have the last statement include my future as well. Something like that — not sure how to word it.

10/11/19 1:19:06 PM EDT

Sue Kelly (+12312189800)

Sure, the intent was meaning you specifically without saying "her". It can be interpreted either way but Mutually would be best.

10/11/19 1:31:33 PM EDT

Hi — I just spoke with Tom and we aren't comfortable making a statement at this time. When we have a signed agreement with board approval. After we reach a mutual agreement we can craft a message.

10/11/19 1:32:12 PM EDT

Sue Kelly (+12312189800)

Ok. Will he be available to discuss options this afternoon?

10/11/19 1:32:29 PM EDT

Yes — he said Nancy can call at anytime.

Read 10/11/19

10/11/19 1:32:48 PM EDT

Sue Kelly (+12312189800)

Ok. We'll stay on this. Thanks

iMessage  
10/10/19 9:18:13 AM EDT

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During my absence I ask that you continue to represent TCAPS with the integrity and professionalism that you are known for. Please continue to work with the executive team and direct any questions that you may receive to the appropriate executive team member.

Delivered

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## Update on FOIA requests

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email: "kellysu2@tcaps.net Sue Kelly"

Thursday, October 10, 2019 at 12:44:41 PM Eastern Daylight Time

To: email: "ellerydo@tcaps.net Doris Ellery" , email: "andersonma@tcapsstudent.net Matthew Anderson" , email: "FortonPa@tcaps.net Pamela Forton" , email: "leonhardje@tcaps.net Jeff Leonhardt" , email: "klegmanja@tcaps.net Jane Klegman" , email: "mohrer@tcaps.net Erica Moon Mohr"  
Cc: email: "cardonan@tcaps.net Ann Cardon"

Board Members,  
As update for you all.

We have received a number of FOIA requests from the Record Eagle today for information regarding Ann Cardon's job performance and related items. We are working with our attorney to determine what, if anything, will be legally allowable to release.

I would like to remind all that the discussion in closed session was at Ann's request and cannot be discussed outside the closed session. Please do not reply to this or any messages regarding this matter and refer all inquiries to me.

Sue Kelly, President  
Board of Education  
Traverse City Area Public Schools

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## Fwd: Facebook posts

email: [REDACTED]  
To: email: "cardonan@tcaps.net Ann Cardon"

Thursday, October 10, 2019 at 9:19:04 AM Eastern Daylight Time

Per phone call....two different postings that went up last night.  
Sue

Sent from my iPhone

Begin forwarded message:

**From:** Sue Kelly [REDACTED]

**Date:** October 10, 2019 at 3:51:33 AM EDT

**To:** Sue Kelly [REDACTED]

**Subject:** Facebook posts

♥ Thank you from the bottom of my heart for all the support. I appreciate it so much. Each and every message, every call, and every thought. My posts were not about me. My posts are about making a stand. I am not going to take the dysfunction anymore. We as a community need to stand up for our kids and stop the bullying that is happening at the board level. This cannot continue. The disrespect, condescending behavior is not productive and doesn't have a place here in our community.

We may not agree, and that is ok, but be professional, be respectful, be a leader, most of all be kind. What will be our legacy?

And this went up also,

"Did you know that I ran for the TCAPS school board because of these two? I ran for every single kid in this community. I ran because I believe OUR kids deserve the very best. I didn't run because I had a spare 10 hours a week that I didn't know what to do with. I didn't run because I had an "axe to grind". I didn't run because I have other political aspirations. I didn't run to help my full-time career. Period! I only want the best of the best and our kids deserve it. Calling all supporters... calling all supporters!!!!!"

And included a cute picture of her kids. I "liked " the posting:)

Sent from my iPhone

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## Re: Complaint

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email: "cardonan@tcaps.net Ann Cardon"  
To: email: "kellysu2@tcaps.net"

Wednesday, October 9, 2019 at 7:21:58 AM Eastern Daylight Time

Thanks — see you later today.

Ann M. Cardon

On Oct 9, 2019, at 7:20 AM, Sue Kelly <kellysu2@tcaps.net> wrote:

She has an electronic copy. I'll give her a call at 8:00 to give her a heads up.  
Sue

On Wed, Oct 9, 2019 at 7:19 AM Ann Cardon <cardonan@tcaps.net> wrote:  
Hi Sue,

I would like to give my attorney a copy of the complaint against me. Does Nancy have a copy? That way he could just contact her.

Thanks,

Ann

Ann M. Cardon

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Sue Kelly, President  
Board of Education  
Traverse City Area Public Schools

## Fwd: Message from "ADM-ASSTSUP-RICOH"

email: "cardonan@tcaps.net Ann Cardon"  
To: email: "kellysu2@tcaps.net Sue Kelly"

Monday, October 7, 2019 at 10:49:33 AM Eastern Daylight Time

Good morning,  
Jame revised her original proposal -- I am attaching it for your review.

See you later today,  
Ann

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

From: **Jame McCall** <[McCallJa@tcaps.net](mailto:McCallJa@tcaps.net)>  
Date: Mon, Oct 7, 2019 at 8:28 AM  
Subject: Fwd: Message from "ADM-ASSTSUP-RICOH"  
To: Ann Cardon <[cardonan@tcaps.net](mailto:cardonan@tcaps.net)>

Ann,

Attached you will find a copy of a revised proposal. I have also placed two hard copies on Stacey's counter for you. Please give one of the two to Sue K.

Respectfully,

Jame McCall  
Associate Superintendent of Student Services  
933-1778

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

From: <[mailrelay@tcaps.net](mailto:mailrelay@tcaps.net)>  
Date: Mon, Oct 7, 2019 at 8:20 AM  
Subject: Message from "ADM-ASSTSUP-RICOH"  
To: Jame <[mccallja@tcaps.net](mailto:mccallja@tcaps.net)>

This E-mail was sent from "ADM-ASSTSUP-RICOH" (MP 3555).

Scan Date: 10.07.2019 08:16:13 (-0400)

Queries to: [noreply@tcaps.net](mailto:noreply@tcaps.net)

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**Ann M. Cardon**

Superintendent, Traverse City Area Public Schools

412 Webster Street

Traverse City, MI 49696

Office: 231-933-1727



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**Attachments:**

20191007081613934.pdf 34k

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October 6, 2019

Employment Agreement/ Revised Proposal

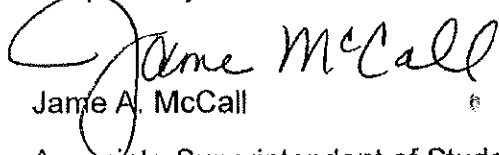
Revised Proposal: To continue in present position with current contract, with the following:

1. Blueprint Priorities: In order to fulfill responsibilities associated with the Blueprint, the Board will support a contract with Our Students Matter in the amount of \$30,000 for six (6) months service (contract to be completed) to Traverse City Area Public Schools in the next steps of the Blueprint installation, including, but not limited to:
  - a. Board Governance Learning support
  - b. Tutoring/Coaching Leaders- Both Central Office and Building
  - c. Central Office Redesign to support the Blueprint work
  - d. Fidelity Checks with feedback for improvements in levels attained this far
  
2. Workplace Standards: The Superintendent and Executive Team members, along with members of the administrative team will adhere to the Board Policies, standards of practice, governance team standards, the chain of command, and the Blueprint Communication Driver System.

The work environment will be collegial, collaborative and professional. At any time, if the working conditions do not follow the standards contained herein, the employee may terminate this agreement and her employment by giving not less than 30 days written notice to the Employer, and will be afforded her retirement options as outlined in her contract, with exception to the 60 day notice.

3. Vacation Time: The employee will continue to receive five (5) weeks of vacation time with the right to carry all unused vacation days into the following school year.

Respectfully submitted for consideration.



Jame A. McCall

Associate Superintendent of Student Services

Traverse City Area Public Schools

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## Fwd: READ: INFocus

email: "cardonan@tcaps.net Ann Cardon"

Friday, October 4, 2019 at 5:57:56 PM Eastern Daylight Time

To: email: "kellysu2@tcaps.net Sue Kelly", email: "ellerydo@tcaps.net Doris Ellery", email: "mohrer@tcaps.net Erica Moon Mohr", email: "klegmanja@tcaps.net Jane Klegman", email: "leonhardje@tcaps.net Jeff Leonhardt", email: "andersonma@tcapsstudent.net Matthew Anderson", email: "fortonpa@tcaps.net Pamela Forton"

Hi all — please find you INFocus!!

Have a great weekend,  
Ann

Ann M. Cardon

Begin forwarded message:

**From:** Heidi Maltby-Skodack <[skodackhe@tcaps.net](mailto:skodackhe@tcaps.net)>

**Date:** October 4, 2019 at 5:40:06 PM EDT

**To:** undisclosed-recipients;;

**Subject:** READ: INFocus

**Reply-To:** [skodackhe@tcaps.net](mailto:skodackhe@tcaps.net)

Enjoy the October 4th edition of the [INFocus](#).

Have a GREAT weekend!

Jame, Andy, Heidi and Tiffany

## Behind the Scenes at the Capital

email: "kellysu2@tcaps.net Sue Kelly"

Wednesday, October 2, 2019 at 10:43:18 PM Eastern Daylight Time

To: email: "ellerydo@tcaps.net Doris Ellery" , email: "andersonma@tcapsstudent.net Matthew Anderson" , email: "FortonPa@tcaps.net Pamela Forton" , email: "leonhardje@tcaps.net Jeff Leonhardt" , email: "mohrer@tcaps.net Erica Moon Mohr" , email: "klegmanja@tcaps.net Jane Klegman" , email: "cardonan@tcaps.net Ann Cardon"

Board,

Many thanks to Pam Forton & Jeff Leonhardt who attended the Lansing session, Behind the Scenes at the Capital. There was much discussion about the Legislature's proposal to the Governor regarding the State Budget and how the School Aid will be distributed. An excellent review was provided and I again repeat, the 2X Funding Model is a big win for TCAPS and most Northern Michigan Public Schools. I understand the Governor has used her line item veto to eliminate a stipend for small Rural Schools, which is a negative for us, albeit a small one. It's still not finalized but everyone says...."soon".

Senator Schmidt was very gracious and spent nearly an hour talking with Jeff, Pam and I regarding the work being done in Lansing. It is evident that he is very supportive of TCAPS and the schools that he represents. One item that he did tell us was how they have changed the terminology of Base Funding and Target Base; whereas it used to be called Minimum Funding and Base Funding.

You may remember the spreadsheets that we frequently studied describing Base Foundation to be \$8,409 and the lowest funded K-12 Districts were Minimum Base at \$7,871(that's us) while the highest funded K-12 District foundation was \$12,244. You may remember the gap between Base and Minimum funding was \$538. Senator Schmidt pointed out that a terminology change was made.

Now,(2019-20) we are the Base Foundation (last years number is \$7,871) and what was called the Base Foundation Allowance, now will be called Target Foundation, this is the higher number (\$8,409).

We have been campaigning for all schools to be funded at the same level. In the past, our conversation was "ALL SCHOOLS TO BE FUNDED AT THE BASE", now we need to change our language to say "ALL SCHOOLS SHOULD BE FUNDED AT THE TARGET FOUNDATION" or "ALL FOUNDATION ALLOWANCES SHOULD BE FUNDED AT THE SAME TARGETED BASE". Once this equitable funding model is achieved; **then** let's start a discussion regarding weighted formulas.

Senator Schmidt is strongly in favor of the 2X funding model and will continue to fight for the equity gap to be narrowed, but with Education Leaders trying to claim that 0=1, it's a steep uphill battle.

If this step towards equity in funding could be achieved, that would mean approximately 5 million dollars to TCAPS. This would mean support for lowest funded schools, who are being severely crippled state wide and could help with the teacher shortages in lower outlying districts. The competition for the best teachers is beginning to loom much like the funding. It would help with smaller class sizes, mental health support and social services. State Superintendent Dr. Michael Rice spoke to these specific topics. The #1 item that he brought up was School Funding Equity. Of course he is a strong supporter of SFRC. It is aspirational in nature, while our position is one more of nuts and bolts. I insist, "ALL SCHOOLS SHOULD BE FUNDED AT THE SAME TARGETED BASE" would be a great place to start. Dr. Rice went on to touch on subjects like Early Childhood Education, Early literacy improvements, CTE Expansion, Teacher Shortages, Accountability (parent dashboards), M-Step and Student Mental Health.

All in all, it was a well run presentation and we're looking forward to continuing the conversation amongst ourselves and leaders throughout the region and state. Thank you for standing in the gap for low funded

schools, students in poverty and districts that are challenged with huge geographic areas of responsibility. You are being noticed.

Sue Kelly, President  
Board of Education  
Traverse City Area Public Schools

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## Re: InFocus

email: "cardonan@tcaps.net Ann Cardon"

Friday, September 27, 2019 at 5:09:35 PM Eastern Daylight Time

To: email: "kellysu2@tcaps.net"

Cc: email: "ellerydo@tcaps.net Doris Ellery" , email: "mohrer@tcaps.net Erica Moon Mohr" , email: "klegmanja@tcaps.net Jane Klegman" , email: "leonhardje@tcaps.net Jeff Leonhardt" , email: "andersonma@tcapsstudent.net Matthew Anderson" , email: "fortonpa@tcaps.net Pamela Forton"

Hi all,

It is a bi-weekly communication — so it will be out next week. Have a good weekend all!

Ann

Ann M. Cardon

> On Sep 27, 2019, at 4:34 PM, Sue Kelly wrote:

>

> Hi Ann,

> Did you see this week's In Focus come out? I thought Jame usually posts on Friday?

> Sue

> --

> Sue Kelly, President

> Board of Education

> Traverse City Area Public Schools

# [schoolboard] READ/CONFIDENTIAL: Weekly Update for September 27, 2019

email: "cardonan@tcaps.net Ann Cardon"  
To: email: "schoolboard@tcaps.net School Board"  
Cc: email: "executiveteam@tcaps.net Executive Team"

Friday, September 27, 2019 at 3:57:28 PM Eastern Daylight Time

Hi all,

## The Listening Tour Continues.....

I had great meetings this week with many TCAPS Administrators and leaders as well as leaders in the community. I continue to get their feedback and look forward to sharing what I have found with you at the December Retreat.

## Blueprint....

What a great presentation and conversation around the Blueprint at Monday nights Board Meeting. Thank you to Jame for her leadership and for keeping us all informed. We are working with our facilitators from MI Excel and they are extremely helpful and responsive to our questions and requests for support.

## Stone Soup....

I had a blast at the Montessori on Thursday being part of Stone Soup Day. I hope you caught me on one of the media outlets reading to the kids and helping to make stone soup. I was really moved as I spoke with the kids after reading to them -- their honest and genuine understanding of the story and the importance of community, sharing and the sense of happiness that brings -- they were fabulous!

## NMC Tour....

On Thursday I also received a tour of all four NMC campuses from Tim Nelson. It was great to learn more about their programs and our partnership -- it is a remarkable resource in our community.

## Budget Update from MSBO...

*The Conference Committee Report for the School Aid Budget, HB 4242 (H-3) CR-1, was passed by both chambers of the legislature on September 19 and presented to the Governor Thursday. The Governor has less than a week to review and potentially veto areas of the budget she does not agree with in order to beat the October 1 deadline to sign the budget.*

Once the budget is signed we will present what all of this means to TCAPS in \$\$\$!

### **THE NUMBERS...**

*The total appropriation for the FY2019-20 school aid budget is \$15.2 billion which is an increase of nearly \$361 million from the FY2018-19 funding level. The bulk of the increase, \$304 million, will go toward **Foundation Allowance (Sections 22a, 22b)** increases from \$120 to \$240 per pupil distributed using the 2x formula which gives the lowest funded districts twice the increase of the highest funded. This will raise the minimum foundation to \$8,111 and the state maximum foundation to \$8,529 for FY 2019-20.*

*It's important to note that the additional funding provided by the **High School Per-Pupil Bonus (Section 22N)** of \$25 per pupil, has been eliminated in the budget for FY2019-20.*

*The **Categorical Offset Payments (Section 20f)**, which are funds that have been allocated the last few budget cycles to ensure all districts receive a minimal increase in funding are maintained in this budget.*

***Special Education – Additional Percentage Reimbursement (Section 51f)** will be increased by 2%. This equates to \$60.2 million in increased funding statewide. Districts that receive reimbursement based on their program costs will see a higher percentage allocation, although districts that don't have costs exceeding their Special Education hold harmless amount will not see an increase. The 2% increase is a move in the right direction and acknowledges that current funding of Special Education is below the need that exists in our school districts.*

***At-Risk (Section 31a)** funding is also increased by \$5 million for a total allocation of \$522 million statewide. A minimal increase that seems to acknowledge the need to increase funding for this area, which has more need than funding. The penalty language in the **At-Risk (Section 31a (16))** was removed in the final budget. This means the 50% penalty associated with this line item is gone. Without this change, districts would have been forced to redirect a substantial part of their at-risk funding to very specific programs that MDE and others have agreed would not achieve the intended goals. This would have impacted 97% of the districts in the state.*

### **Upcoming Reminders:**

October 2, 2019 - Norte Walk to School Day

October 2, 2019 at 7:30 am - Board Finance Operations Committee Meeting

October 3, 2019 at 8:15 am, 9:15 am and 2:15 pm - Central High School Honors Awards

October 4, 2019 at 11:00 am - Board Communication Committee Meeting

October 7, 2019 at 5:30 pm - Board Member Reception for Doris

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October 28, 2019 at 4:00 pm - Special Board Retreat (times subject to change)

October 28, 2019 at 6:00 pm - Board Meeting (times subject to change)

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**Ann M. Cardon**

Superintendent, Traverse City Area Public Schools

412 Webster Street

Traverse City, MI 49696

Office: 231-933-1727



# Re: [schoolboard] READ/CONFIDENTIAL: Weekly Update for September 27, 2019

email: "kellysu2@tcaps.net Sue Kelly"  
To: email: "cardonan@tcaps.net Ann Cardon"

Friday, September 27, 2019 at 4:40:45 PM Eastern Daylight Time

Hi Ann,

I really appreciate how you include a running schedule at the end of your update. Thank you for this (I need all the help I can get:) Have a great weekend.

Sue

On Fri, Sep 27, 2019 at 3:57 PM Ann Cardon <[cardonan@tcaps.net](mailto:cardonan@tcaps.net)> wrote:

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**Ann M. Cardon**

Superintendent, Traverse City Area Public Schools

412 Webster Street

Traverse City, MI 49696

Office: 231-933-1727



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Sue Kelly, President

Board of Education

Traverse City Area Public Schools

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## Nutrition committee

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email: "kellysu2@tcaps.net Sue Kelly"

Thursday, September 26, 2019 at 11:29:32 AM Eastern Daylight Time

To: email: "hozakst@tcaps.net Stacey Hozak"

Cc: email: "cardonan@tcaps.net Ann Cardon" , email: "klegmanja@tcaps.net Jane Klegman" , email: "ellerydo@tcaps.net Doris Ellery"

Hi Stacey,

Doris brought to my attention that she serves on the nutrition committee also. Jane has agreed to take on that committment, would you please let Erika Lahti know so she can coordinate as necessary?

Thanks so much.

Sue Kelly, President

Board of Education

Traverse City Area Public Schools

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# Invitation: MASB Delegate Assembly @ Fri Nov 8, 2019 5:30pm - 6:30pm (EST) (kellysu2@tcapsstudent.net)

email: "cardonan@tcapsstudent.net Ann Cardon"

Wednesday, September 25, 2019 at 1:27:03 PM Eastern Daylight Time

To: email: "kellysu2@tcapsstudent.net" , email: "fortonpa@tcaps.net" , email: "mohrer@tcaps.net" , email: "klegmanja@tcaps.net"

You have been invited to the following event.

## MASB Delegate Assembly

[more details »](#)

When Fri Nov 8, 2019 5:30pm – 6:30pm Eastern Time - New York

Where Grand Traverse Resort and Spa, 100 Grand Traverse Village Blvd, Acme, MI 49610, USA ([map](#))

Calendar [kellysu2@tcapsstudent.net](#)

Who

- [cardonan@tcapsstudent.net](#) - organizer
- [hozakst@tcapsstudent.net](#) - creator
- [kellysu2@tcapsstudent.net](#)
- [fortonpa@tcaps.net](#)
- [mohrer@tcaps.net](#)
- [klegmanja@tcaps.net](#)

Going ([kellysu2@tcapsstudent.net](#))? **Yes** - **Maybe** - **No** [more options »](#)

Invitation from [Google Calendar](#)

You are receiving this email at the account [kellysu2@tcapsstudent.net](#) because you are subscribed for invitations on calendar [kellysu2@tcapsstudent.net](#).

To stop receiving these emails, please log in to <https://www.google.com/calendar/> and change your notification settings for this calendar.

Forwarding this invitation could allow any recipient to send a response to the organizer and be added to the guest list, or invite others regardless of their own invitation status, or to modify your RSVP. [Learn More](#).

### Attachments:

**invite.ics** 1.9k

**invite.ics** 1.9k

# Invitation: Board Finance/Operations Committee Meeting - Conf Room C @ Wed Nov 6, 2019 7:30am - 9:30am (EST) (kellysu2@tcapsstudent.net)

email: "cardonan@tcapsstudent.net Ann Cardon"

Wednesday, September 25, 2019 at 8:05:58 AM Eastern Daylight Time

To: email: "kellysu2@tcapsstudent.net", email: "fortonpa@tcaps.net fortonpa@tcapsstudent.net", email: "thwingpa@tcaps.net Paul Thwing", email: "gorterju@tcaps.net Julie Gorter", email: "andersonma@tcaps.net andersonma@tcapsstudent.net", email: "lowsa@tcaps.net Sandy Low", email: "mccallja@tcaps.net Jame McCall", email: "thomasch@tcaps.net Christine Thomas-Hill"  
Cc: email: "burchty@tcaps.net burchty@tcapsstudent.net", email: "farahcy@tcaps.net farahcy@tcapsstudent.net"

You have been invited to the following event.

## Board Finance/Operations Committee Meeting - Conf Room C

[more details »](#)

When Wed Nov 6, 2019 7:30am – 9:30am Eastern Time - New York

Calendar [kellysu2@tcapsstudent.net](mailto:kellysu2@tcapsstudent.net)

Who

- [cardonan@tcapsstudent.net](mailto:cardonan@tcapsstudent.net) - organizer
- [hozakst@tcapsstudent.net](mailto:hozakst@tcapsstudent.net) - creator
- [fortonpa@tcaps.net](mailto:fortonpa@tcaps.net)
- Paul Thwing
- Wesley Souden
- [leonhardje@tcaps.net](mailto:leonhardje@tcaps.net)
- Julie Gorter
- [andersonma@tcaps.net](mailto:andersonma@tcaps.net)
- [kellysu2@tcapsstudent.net](mailto:kellysu2@tcapsstudent.net)
- Sandy Low
- Jame McCall
- Christine Thomas-Hill
- [burchty@tcaps.net](mailto:burchty@tcaps.net) - optional
- [farahcy@tcaps.net](mailto:farahcy@tcaps.net) - optional

Going ([kellysu2@tcapsstudent.net](mailto:kellysu2@tcapsstudent.net))? **Yes** - **Maybe** - **No** [more options »](#)

Invitation from [Google Calendar](#)

You are receiving this email at the account [kellysu2@tcapsstudent.net](mailto:kellysu2@tcapsstudent.net) because you are subscribed for invitations on calendar [kellysu2@tcapsstudent.net](mailto:kellysu2@tcapsstudent.net).

To stop receiving these emails, please log in to <https://www.google.com/calendar/> and change your notification settings for this calendar.

Forwarding this invitation could allow any recipient to send a response to the organizer and be added to the guest list, or invite others regardless of their own invitation status, or to modify your RSVP. [Learn More](#).

### Attachments:

**invite.ics** 3.4k

**invite.ics** 3.4k

# READ: Board Resignation Communication Plan, Facts and Briefs and Timeline

email: "cardonan@tcaps.net Ann Cardon" Tuesday, September 24, 2019 at 11:35:14 AM Eastern Daylight Time  
To: email: "schoolboard@tcaps.net School Board"  
Cc: email: "executiveteam@tcaps.net Executive Team"

*Board Members -*

*Below are Facts and Briefs, a timeline and the communication that is being sent out to announce Doris's resignation. Please let me know if you have any questions. Thank you.*

---

## Communication Plan

9/23/19 Formal announcement, BOE accepts resignation  
9/24/19 Communications Plan/FAQs to Superintendent (to share with BOE)  
9/24/19 Board President Letter to TCAPS Staff and Families  
9/24/19 Press Release

## Ellery Resignation Facts and Briefs 9/24/19

### Background

On September 23, 2019, Doris Ellery announced her resignation as Vice President of the TCAPS Board of Education. Her resignation is effective as of November 1, 2019. The TCAPS Board of Education anticipates filling the vacancy by October 28, 2019. Candidates are being sought now and will be required to submit a letter of interest and resume by 5:00 p.m. on Friday, October 4, 2019.

### Key Messages

- Vice President Ellery cited personal reasons for why she is choosing to step away from the Board at this time.
- Ms. Ellery has served as a member of the school board for nearly six years, from January 1, 2014 to present, and she has served in numerous roles, including most recently as the Vice President of the Board and chair of the Board Curriculum Committee and the Board HR/Policy Committee.
- The next steps are to solicit candidates interested in serving as an interim member of the Board of Education. The interim board member will serve until December 31, 2020 (the next school board election will be held in November 2020). Letters of interest can be submitted to:

Pam Forton, Secretary of the Board of Education  
c/o Stacey Hozak  
412 Webster Street  
Traverse City, MI 49686  
[hozakst@tcaps.net](mailto:hozakst@tcaps.net)

## Timeline

|                            |  |
|----------------------------|--|
| September 23, 2019         | Doris Ellery announced her resignation effective November 1, 2019  |
| September 24, 2019         | Board President Kelly sends letter to Staff and Families   |
| September 24, 2019         | Press Release Issued Re: Resignation & Notice of Vacancy   |
| October 4, 2019 5:00 p.m.  | Deadline for Submission of Letters of Interest and Resumes*  |
| October 11, 2019 5:00 p.m. | Deadline for Submission of Answers to Board Questions  |
| October 18, 2019           | Candidate Packets are emailed to Board HR/Policy Committee   |
| October 23, 2019           | Board HR/Policy Committee: <ul style="list-style-type: none"> <li>- Reviews All Candidates – narrowing field to finalists</li> <li>- Makes recommendation for interview by full board</li> </ul> |
| October 25, 2019           | Packets for Finalists are emailed to Full Board  |
| October 28, 2019           | Board of Education Meeting: <ul style="list-style-type: none"> <li>- Interviews of Finalists</li> <li>- Appointment of Board Member</li> </ul>   |

\*Upon submission of a letter of interest, candidates will be given questions that require a written response by 5:00 p.m. on October 11, 2019. Candidates are therefore encouraged to submit their letter of interest as soon as possible.

Finalists will be selected by the Board HR/Policy Committee at their regular meeting on October 23, 2019, at 4:00 p.m.

Finalists will be required to attend the board meeting on Monday, October 28, 2019, at 6:00 p.m. to be part of an open interviewing process.

The board will vote and a candidate will be appointed at the board meeting October 28, 2019. Appointed board member will take the Oath of Office at that meeting.

## Press Release

### FOR IMMEDIATE RELEASE:

September 24, 2019

## TCAPS Board of Education Vice President Doris Ellery Announces Resignation

*Applications for interim board seat accepted through October 4<sup>th</sup>*

**TRAVERSE CITY** – Doris Ellery, Vice President of the Traverse City Area Public Schools (TCAPS) Board of Education, has announced her resignation effective November 1, 2019.

“Serving on the TCAPS Board of Education for almost six years has been an incredibly rewarding experience,”

said Ellery. "While I will miss getting out into the schools to see the great work of the staff and observing curriculum in practice, I am very excited about the direction TCAPS is taking with the current Board and Superintendent. I am grateful for having had this opportunity to serve the community."

Ellery's resignation was announced during the Board of Education meeting on September 23, 2019. In order to fill the vacancy created by Ellery's resignation, the Board of Education will begin accepting applications for the interim board seat. The seat will be filled until the term expires on December 31, 2020. The vacancy is expected to be filled by October 28, 2019.

To be eligible, a candidate must be a registered voter in the TCAPS district, at least 18 years of age, a U.S. citizen, a resident of the state of Michigan for at least 30 days, and a resident of the school district on or before the 30<sup>th</sup> day prior to the date of the appointment. Property ownership is not a requirement.

Interested candidates should submit a written letter of interest including a short statement regarding the qualities and experience the candidate brings to the position and a resume. Letters should also provide contact information, including street address, telephone number and email address. Letters of interest and resumes must be submitted by 5:00 p.m. on October 4, 2019 and sent to:

Pamela Forton, Secretary, TCAPS Board of Education  
c/o Stacey Hozak  
412 Webster Street  
Traverse City, MI 49686

or submitted via email to:

[hozakst@tcaps.net](mailto:hozakst@tcaps.net)

More information is available at: [www.tcaps.net/board](http://www.tcaps.net/board)

####

### **Email to TCAPS Families**

September 24, 2019

Staff and Community,

The recent resignation of Mrs. Doris Ellery from the school board has created a vacancy. The seat will be filled on an interim basis until her term expires on December 31, 2020. The seat is expected to be filled by October 28, 2019. The board is taking applications for this position and encourages TCAPS community members to apply.

To be eligible, a candidate must be a registered voter in the TCAPS district, at least 18 years of age, a U.S. citizen, a resident of the State of Michigan for at least 30 days, and a resident of the school district on or before the 30<sup>th</sup> day prior to the date of the appointment. Property ownership is not a requirement.

Interested candidates should submit a written letter of interest including a short statement regarding the qualities and experience the candidate brings to the position and a resume. Letters should also provide contact information, including street address, telephone number and email address. Letters of interest and resumes must be submitted by 5:00 p.m. on October 4, 2019 and sent to:

Pamela Forton, Secretary, TCAPS Board of Education  
c/o Stacey Hozak  
412 Webster Street  
Traverse City, MI 49686  
[hozakst@tcaps.net](mailto:hozakst@tcaps.net)

More information about the TCAPS Board of Education: [www.tcaps.net/board](http://www.tcaps.net/board)

M. Sue Kelly, President  
TCAPS Board of Education

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**Ann M. Cardon**  
Superintendent, Traverse City Area Public Schools  
412 Webster Street  
Traverse City, MI 49696  
Office: 231-933-1727



# Fwd: Vacancy Questions

email: "kellysu2@tcaps.net Sue Kelly"

Tuesday, September 24, 2019 at 10:02:27 PM Eastern Daylight Time

To: email: "andersonma@tcapsstudent.net Matthew Anderson" , email: "FortonPa@tcaps.net Pamela Forton" , email: "leonhardje@tcaps.net Jeff Leonhardt" , email: "klegmanja@tcaps.net Jane Klegman" , email: "mohrer@tcaps.net Erica Moon Mohr" , email: "cardonan@tcaps.net Ann Cardon"

Hello All,

Attached are the questions we used last year for the process of appointing a new board member. They look fine to me but if you have suggestions on how to improve or enhance them please let me know ASAP. We have already received 3 messages from individuals wishing to apply. As soon as I can button down all the schedules of our Board Members we will identify a date to do the interviews. It appears there are two board members who cannot attend on the 28th so I will be reaching out to each of you to identify a date/time on when we can convene. Thanks so much.

Sue Kelly, President  
Board of Education  
Traverse City Area Public Schools

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

From: **Stacey Hozak** <hozakst@tcaps.net>

Date: Tue, Sep 24, 2019 at 11:39 AM

Subject: Vacancy Questions

To: Sue Kelly <kellysu2@tcaps.net>

Sue -

Attached are the questions we used last time for the board vacancy. Please let me know if you want any changes made.

## Stacey Hozak

Executive Assistant to Superintendent and  
Recording Secretary to Board of Education  
Traverse City Area Public Schools  
412 Webster Street  
Traverse City, MI 49686  
231-933-1725



### Attachments:

Candidate Questions.doc 368k



## Board Vacancy Candidate Questions

**NOTE:** Please submit answers to the following questions by 5:00 pm on October 11, 2019 to:

Superintendent's Office  
TCAPS  
412 Webster Street  
Traverse City, MI 49685

Or [hozakst@tcaps.net](mailto:hozakst@tcaps.net)

1. Why would you like to be a member of the TCAPS Board of Education?
2. Please provide details of any experience you may have with regard to:
  - A. Working with TCAPS and/or other community organizations.
  - B. Specific skills set, such as knowledge of finances/budgets (how schools are funded), planning experience, and oversight experience?
3. What is your understanding of the time commitment involved in this position?
4. Is there anything about you or your past history which would negatively impact your ability to serve on the TCAPS board or which could cause negative perception of you or the board?
5. What experience do you have with high level governance and/or management?
6. What do you believe to be TCAPS strengths and weaknesses? What evidence supports your beliefs?
7. Are there any areas of district operations for which you would have to disclose a conflict of interest?
8. Is there anything else you would like the Board of Education to know about you and your capacity as a potential board member?

**IMPORTANT REMINDERS:**

- Written responses to questions are due by 5:00 pm on Friday, October 11, 2019
- Length of Appointment: October 28, 2019 – December 31, 2020
- Roles and Responsibilities for Board Members as defined by Michigan Association of School Board:
  - Recruits, hires and evaluates the performance of the superintendent.
  - Establishes policy for the district and shares in policy development.
  - The district vision is translated into long and short-term goals. The board establishes the structure to accomplish the vision, and periodically evaluates the results.
  - Reviews and adopts the budget submitted by the superintendent and ensures that funding priorities are aligned with the district goals.
  - Approves recommended curriculum and texts based on standards, goals and policies of the district. Reviews and evaluates curriculum as it relates to student assessment results.
  - Adopts policies governing salaries and salary schedules, terms and conditions of employment, fringe benefits, professional development and employee evaluations.
  - Determines school facility needs and communicates proposed construction plans to the community.
  - Adopts policies governing school-community relations, advocates for the public school system and remains responsive to community ideas and needs.
  - Evaluates the performance of the board and provides feedback for personal leadership development.

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# New Board Member appmt schedule

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email: "kellysu2@tcaps.net Sue Kelly"

Monday, September 23, 2019 at 9:56:37 PM Eastern Daylight Time

To: email: "ellerydo@tcaps.net Doris Ellery" , email: "FortonPa@tcaps.net Pamela Forton" , email:

"andersonma@tcapsstudent.net Matthew Anderson" , email: "leonhardje@tcaps.net Jeff Leonhardt" , email:

"mohrer@tcaps.net Erica Moon Mohr" , email: "klegmanja@tcaps.net Jane Klegman" , email: "cardonan@tcaps.net Ann Cardon"

Hello All,

Great Board Meeting. Thanks for bringing your best. Questions, comments and support is unparalleled. Attached is a proposed timeline to look at replacing Trustee Ellery. So sorry to see her go but her legacy of calm, even balanced governance will be a role model we'll all be able to reflect on.

Sue Kelly, President  
Board of Education  
Traverse City Area Public Schools

---

**Attachments:**

**Board Member appmt.doc** 73k

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**TCAPS Board of Education Vacancy  
Appointment of Board Member  
October 28, 2019 - December 31, 2020**

**Timeline**

|                         |   |
|-------------------------|---|
| September 23, 2019      | Doris Ellery Resigned Effective October 1, 2019   |
| September 24, 2019      | Board President Kelly sends letter to Staff and Community   |
| September 24, 2019      | Press Release Issued Re: Resignation & Notice of Vacancy  |
| October 4, 2019 5:00pm  | Deadline for Submission of Letters of Interest and Resumes *  |
| October 11, 2019 5:00pm | Deadline for Submission of Answers to Board Questions   |
| October 18, 2019        | Candidate Packets are emailed to Board HR/Policy Committee  |
| October 23, 2019        | Board HR/Policy Committee:<br>- Reviews All Candidates - narrowing field to finalists<br>- Makes recommendation for interview by full board |
| October 25, 2019        | Packets for Finalists are emailed to Full Board   |
| October 28, 2019        | Board of Education Meeting:<br>- Interviews of Finalists<br>- Appointment of Board Member   |

\*Upon submission of a letter of interest, candidates will be given questions that require a written response by 5:00 pm on October 11, 2019. Candidates are therefore encouraged to submit their letter of interest as soon as possible.

## Re: [schoolboard] October 28

email: "kellysu2@tcaps.net Sue Kelly"

Monday, September 23, 2019 at 3:49:19 PM Eastern Daylight Time

To: email: "cardonan@tcaps.net Ann Cardon"

Cc: email: "schoolboard@tcaps.net School Board"

Hi Ann,

Thanks for coming through with this. As soon as this discussion is over we will then go right into our Board Meeting, is that correct. I really don't see this lasting more and 45 min max, so how will that work for timing, posting the meeting etc?

Sue

On Mon, Sep 23, 2019 at 3:45 PM Ann Cardon <[cardonan@tcaps.net](mailto:cardonan@tcaps.net)> wrote:

Hi all,

One of the things that Paul was trying to organize before he left was to set up an opportunity for a few members from SFRC to present to you -- and to answer your questions.

I have been working with Sue, leadership from MASA, and MASB to organize folks to do just that. We have people from SFRC as well as Don Wotruba from MASB coming on October 28 for a 4:00 meeting with the Board. Scheduling this has been a challenge -- but seeing as we already have a meeting that evening at 6:00 I am hoping it works for you.

You may feel the same way when all is said and done but I want to provide the opportunity for you to hear from them and ask any questions you may have.

See you in a little bit,

Ann

--

**Ann M. Cardon**

Superintendent, Traverse City Area Public Schools

412 Webster Street

Traverse City, MI 49696

Office: 231-933-1727



--  
Sue Kelly, President  
Board of Education

Traverse City Area Public Schools



## Re: IN Focus

email: "kellysu2@tcaps.net Sue Kelly"

Saturday, September 21, 2019 at 9:29:58 AM Eastern Daylight Time

To: email: "cardonan@tcaps.net Ann Cardon"

Cc: email: "ellerydo@tcaps.net Doris Ellery" , email: "mohrer@tcaps.net Erica Moon Mohr" , email: "klegmanja@tcaps.net Jane Klegman" , email: "leonhardje@tcaps.net Jeff Leonhardt" , email: "andersonma@tcapsstudent.net Matthew Anderson" , email: "fortonpa@tcaps.net Pamela Forton"

Thank you, you too!  
Sue

On Sat, Sep 21, 2019 at 9:24 AM Ann Cardon <[cardonan@tcaps.net](mailto:cardonan@tcaps.net)> wrote:

Hi all,

Funny you should ask — I was thinking the same thing because I haven't received one. I know we have been having some issues with our electronic distribution lists. I will look in to it on Monday.

Have a good weekend,

Ann

Ann M. Cardon

> On Sep 21, 2019, at 9:18 AM, Sue Kelly <[kellysu2@tcaps.net](mailto:kellysu2@tcaps.net)> wrote:

>

> Good Morning Ann,

> I haven't received an InFocus since Aug 24th (probably lost in the myriad of messages while out on vacation). Are they still going out weekly? I know it was spotty during the summer but now that we're back in session, I was wondering if you're still forwarding them, or can you ask Jame to include us in the contact base. The board is very interested in the BluePrint communications that we usually see in them.

>

> Thanks so much.

> Sue

> --

> Sue Kelly, President

> Board of Education

> Traverse City Area Public Schools

--

Sue Kelly, President

Board of Education

Traverse City Area Public Schools

## Re: [schoolboard] Fwd: ACT: CB Visit Facts and Briefs

email: "cardonan@tcaps.net Ann Cardon"  
To: email: "klegmanja@tcaps.net Jane Klegman"  
Cc: email: "kellysu2@tcaps.net Sue Kelly"

Friday, September 13, 2019 at 4:10:00 PM Eastern Daylight Time

Hi Jane,

I enjoyed our conversation as well -- I always find the life journey we all travel to be so interesting. With all respect -- we are keeping it to students only. I have been asked by other folks as well and we are trying to keep it students only and our guest speaker is trying to keep it as low key as possible too!

Have a great weekend,  
Ann

On Fri, Sep 13, 2019 at 4:00 PM Jane Klegman <klegmanja@tcaps.net> wrote:

Afternoon Ann,

I forgot to mention that I would like to attend this event. Do I need to let anyone else know?

I enjoyed our conversation yesterday.

Jane

Jane Klegman  
Trustee TCAPS  
Board of Education  
232-922-2383

412 Webster St. Traverse City, Michigan 49686

On Wed, Sep 11, 2019, 3:57 PM Ann Cardon <cardonan@tcaps.net> wrote:

Hi all,

Please see the detailed and important summary (below) of an event that will be taking place on September 16th -- many thanks to Christine for putting together these facts and talking points for you to have in your back pocket. Permission slips are going out today so I wouldn't be surprised if you hear something. Please feel free to call me if you have any questions...

Thanks,  
Ann

### Communication Plan

|         |  |
|---------|--|
| 9/11/19 | Complete Facts and Briefs, Provide to Superintendent (to share with BOE) |
| 9/11/19 | Parent Notification/Field Trip Form Email                                |
| 9/12/19 | Plan for Media Interviews (C. Guitar to serve as district spokesperson)  |

Board Members,

Given the national level profile of the guest speaker coming to West Senior High School on Monday, September 9, 2019, and the possibility that you may receive questions in the community about this event once parents are notified, the following information is being provided for your awareness and understanding.

### **Chasten Buttigieg Visit**

**9/16/19**

#### **Facts and Briefs**

- Each year, high school students enrolled in TCAPS Civics and AP Government classes have the opportunity to hear from multiple speakers representing various political parties, positions, and affiliations who bring real world experience into the classroom and help students draw connections to their learning.
- Speakers are invited who represent opposing political parties, differing views on an issue, or who provide unique insights into topics or elements of what students are learning about in their classes.
- These conversations are facilitated by the district's master teachers and have included local and state politicians, election and polling officials, campaign staffers, citizen organizers and volunteers, and a federal political appointee.
- Traverse City West Senior High School is fortunate to have the opportunity to welcome a former graduate as one of its guest speakers this year, Chasten Buttigieg, who has firsthand knowledge of life on the presidential campaign trail as the spouse of current 2020 presidential candidate, Pete Buttigieg. The opportunity to hear from this speaker was also opened up to students in Civics, AP Government and Journalism classes at Central High School.

**Guest Speaker:** Chasten Buttigieg

**Date:** Monday, September 16, 2019

**Attendees:** West Senior High School and Central High School Civics and AP Government classes, student reporters

**Time:** 3rd Hour, 10:11-11:09 a.m.

**Location:** West Senior High School Auditorium (selected to hold multiple class sections)

This event will be held during the school day and is not a public or media event. It is intended for students only.

#### **Curricular Connections**

Provided below are examples of curricular standards and practices that connect directly to the event, however, the anticipated content of the guest speaker's remarks are expected to relate to a large number of required state standards.

#### **Civics Content Expectations**

C – 6.4.4 Equip students with the skills and knowledge to explore multiple pathways for knowledgeable, civic engagement through simulations and/or real world opportunities for involvement. Examples may include but are not limited to: trials, school board meetings, congressional hearings, running for office, letters to the editor, political campaigns.

#### **AP Gov Disciplinary Practices**

1.C. Compare political principles, institutions, processes, policies, and behaviors. § Identify the relevant, specific categories for comparing similarities and differences. § Explain the reasons for the relevant similarities and differences. § Explain the relevance, implications, and/ or significance of the similarities and differences. Make sure students understand that they need to identify relevant and specific similarities and differences. They should compare like factors. Ask students to identify and then explain relevant, specific similarities and differences among liberal, conservative, and libertarian ideologies. Have them compare like categories, such as economic policy or social policy. (Topics 4.9–4.10)

### **AP Gov Essential Understandings/Knowledge**

PMI-5.B.1 The functions and impact of political parties on the electorate and government are represented by: § Mobilization and education of voters § Party platforms § Candidate recruitment § Campaign management, including fundraising and media strategy § The committee and party leadership systems in legislatures

### **Journalism**

It is a regular practice of students Journalism classes to attend local events and to interview subjects of the news, along with members of the school and Traverse City community. Chasten is a West Senior High School graduate, and has agreed to share his experiences being part of a major presidential campaign. He has also agreed to provide time for student interviews.

### **Audio Visual Arts**

Students in the AVA class will attend to film the event.

### **Frequently Asked Questions**

#### **Is additional security required?**

Mr. Buttigieg travels with a small, personal security detail and West Senior High School employs security staff. Given that it is not a public event, it is not anticipated that additional police presence will be required on the school grounds. Any member of the public seeking to enter the building during instructional hours to attend the guest speaker presentation will not be permitted to do so. Other classes will be taking place during this time and the building will be operating as usual during the school day. Those wishing to rally at or protest the event will be allowed to do so from the public space located on N. Long Lake Rd. C. Guitar will notify GT Sheriff's Department officials in advance of the event.

#### **Who has spoken to Civics/AP Gov classes before? (many have visited multiple years)**

Examples of Past Class Guests at CHS

Representative Jack Bergman, Bergman staffers on other occasions (Republican)

State Representative (now State Senator) Wayne Schmidt (Republican)

Representative Larry Inman (Republican)

Benjamin Marentette, City Clerk, Traverse City

Katy Zeits, Deputy City Clerk, Traverse City

Kim Lautner, Licensing & Election Specialist, Traverse City

Traverse City Commissioners Amy Shamroe & Michele Howard

Margaret Goeman, volunteer, Voters Not Politicians (non-partisan, referendum process, citizen engagement)

John Roth, Chair, Grand Traverse County Republicans (along with various GOP campaign staffers)

Chris Cracchiolo, Chair, Grand Traverse County Democrats (along with various Democratic campaign staffers)

Dan O'Neil, Democratic candidate for State House, with his campaign manager Ashlea Walter

Linda Pepper, Bryce Hundley, Democratic candidates for County Commission

Kathleen Sebelius, former U.S. Secretary of Health & Human Services (under Obama)

Examples of Past Class Guests at WSH

Paul Soma, Former TCAPS Superintendent, speaking on school funding equity and on School Bond and Millage Issues  
 Former U.S. Senator Bob Griffin (Republican)  
 U.S. Representative Jack Bergman & Staffers (Republican)  
 State Senator and former State Representative Wayne Schmidt (Republican)  
 State Representative Larry Inman (Republican)  
 Benjamin Marentette, City Clerk, City of Traverse City  
 Traverse City Commissioners (Gary Howe, Michelle Howard, Amy Shamroe, Roger Putman, Jeanine Easterday)  
 Margaret Goeman, volunteer, Voters Not Politicians (non-partisan, referendum process, citizen engagement)  
 John Roth, Chair, Grand Traverse County Republicans (along with various GOP campaign staffers)  
 Dan O'Neil, Democratic candidate for State House  
 Betsy Coffia, Grand Traverse County Commissioner and former candidate for the State House of Representatives (Democrat)  
 Former Congressman Dave Camp (Republican)  
 Former Congressman Dan Benishek (Republican)  
 State Senate Candidate Jim Page (Democrat)  
 Former State Senator Jason Allen (Republican)  
 Garfield Township Clerk Lanie McManus (Republican) - Voting Machine Demonstrations and Explanation  
 Long Lake Deputy Township Clerk Ronda Robinson - Coordinates other township clerks to come in once a year to run a non-partisan voter registration drive during all 3 lunches in the cafeteria  
 Many former students who have been staffers on various campaigns for Democrats and Republicans  
 Jerry Ruskowski, Jr., former student and staff member of U.S. Senator Debbie Stabenow (Democrat)  
 Jason Griffin, former student and lobbyist for Lafarge, Grandson of former Republican U.S. Senator Bob Griffin  
 Matt Morgan, Candidate for Congress (Democrat)  
 Jerry Cannon, Candidate for Congress (Democrat)

#### **Who else is scheduled to present this year?**

An invitation to speak has already been extended to the chair of the Grand Traverse County Republican Party and efforts have been made to contact comparable speakers (however, at the presidential/national candidate level, it may not be realistic or possible to expect they will visit TC). It is anticipated, however, that multiple guest speakers representing both main political parties (and others if available/interested) will visit classrooms throughout the school year.

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#### **What if students without permission attend?**

Classes will continue on their normal schedule. Students who attend without permission during the school day could receive unverified absences or tardies.

#### **What are the relevant Board Policies governing activities like this guest speaker?**

9700 - **RELATIONS WITH SPECIAL INTEREST GROUPS**  
2240 - **CONTROVERSIAL ISSUES**

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Christine Guitar

Executive Director of Communications

Traverse City Area Public  
Schools

*Great Community, Great  
Schools*

Telephone: 231-933-1795

Cell Phone: 231-735-5898

Email: [guitarch@tcaps.net](mailto:guitarch@tcaps.net)

Have news? Send information, photos, etc. to [pr@tcaps.net](mailto:pr@tcaps.net)

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**Ann M. Cardon**  
Superintendent, Traverse City Area Public Schools  
412 Webster Street

Traverse City, MI 49696  
Office: 231-933-1727



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## Behind the Scenes at the Capitol Sept 25

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email: "kellysu2@tcaps.net Sue Kelly"

Friday, September 13, 2019 at 8:12:35 AM Eastern Daylight Time

To: email: "klegmanja@tcaps.net Jane Klegman" , email: "andersonma@tcapsstudent.net Matthew Anderson" , email: "leonhardje@tcaps.net Jeff Leonhardt" , email: "FortonPa@tcaps.net Pamela Forton" , email: "mohrer@tcaps.net Erica Moon Mohr" , email: "cardonan@tcaps.net Ann Cardon"

Hello All,

As a school board member, you are the voice of your local school district. When you speak on local school issues, you speak for the voters who elected you. The schedule of the day includes an opportunity to meet and hear the new Superintendent Michael Rice speak.

The session starts at 8:00 am and runs to early afternoon. I am up for driving the same day or the afternoon before; please let me know if you're interested in attending, Stacey will register us and let me know your preference driving same day or spending the night before. Thanks,

Sue Kelly, President  
Board of Education  
Traverse City Area Public Schools

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# Re: MASB Annual Conference Registration

email: "kellysu2@tcaps.net Sue Kelly"

Friday, September 13, 2019 at 7:55:00 AM Eastern Daylight Time

To: email: "klegmanja@tcaps.net Jane Klegman" , email: "andersonma@tcapsstudent.net Matthew Anderson" , email: "mohrer@tcaps.net Erica Moon Mohr" , email: "leonhardje@tcaps.net Jeff Leonhardt" , email: "FortonPa@tcaps.net Pamela Forton" , email: "cardonan@tcaps.net Ann Cardon" , email: "hozakst@tcaps.net Stacey Hozak"

Hello All,

Attached is a registration form Stacey sent to me, basically to remind us that we need to register for the conference by Sept 20th to get the early bird rate. After reviewing the schedule, in addition to the classes you might want to individually attend, you may consider the Delegate Assembly. That's Friday evening 5:30-7:00. General Session Speaker Saturday 8:00-9:30 and/or the General Session Speaker 2:30 - 4:00 Saturday. Sunday offers General Session Speaker at 8:00-9:30 and again 2:30 - 4:00.

I plan on registering for just a couple classes, keeping in mind that much of the purpose of this conference is the opportunity to network both with each other, and with board members across the state. Once you have an idea about what your schedule looks like I'd sure appreciate knowing. It is always nice to be able to spread out across the schedule so our board can take advantage of multiple subjects rather than just focus on the same.

Thank you for your participation and everything you are doing to keep TCAPS moving forward.

Sue Kelly, President  
Board of Education  
Traverse City Area Public Schools

On Thu, Sep 12, 2019 at 9:40 AM Stacey Hozak <[hozakst@tcaps.net](mailto:hozakst@tcaps.net)> wrote:  
Hi Sue -

Attached is the registration for the MASB Conference in November.

## Stacey Hozak

Executive Assistant to Superintendent and  
Recording Secretary to Board of Education  
Traverse City Area Public Schools  
412 Webster Street  
Traverse City, MI 49686  
231-933-1725



### Attachments:

**ALC2019Registration (1).pdf** 240k

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## Re: resignation

email: "cardonan@tcaps.net Ann Cardon"      Wednesday, September 11, 2019 at 6:18:59 PM Eastern Daylight Time  
To: email: "ellerydo@tcaps.net"  
Cc: email: "kellysu2@tcaps.net Sue Kelly"

Hi ladies,  
Thanks for the update - I have a meeting with Sue in the morning and Stacey and I will work with MASB to iron out any details.

Stay dry,  
Ann

Ann M. Cardon

On Sep 11, 2019, at 5:54 PM, Doris Ellery <[ellerydo@tcaps.net](mailto:ellerydo@tcaps.net)> wrote:

Ann,  
Sue and I met this afternoon and she requested I extend my departure date by a few weeks. I explained I would be willing to do this, but if I have a conflict with my work schedule it would have to come first. My new official date will be November 1st. Sue will start a transition plan of the officers but I will remain in a "trustee" role. I assume a formal vote of the new officer would have to occur on October 7th for someone to take that role from me. My one other concern for this process is to allow time for the Board to select a new member prior to the MASB conference. I don't know the specifics of selecting a new member if I was technically still on the Board. If I need to make further adjustments to this date to allow a selection to occur that is fine. Thanks.

Doris

On Tue, Sep 10, 2019 at 8:48 AM Ann Cardon <[cardonan@tcaps.net](mailto:cardonan@tcaps.net)> wrote:  
Good morning ladies,  
I echo Sues' comment -- you will be greatly missed. Thanks for the formal notification.

Talk soon,  
Ann

On Tue, Sep 10, 2019 at 7:08 AM Sue Kelly <[kellysu2@tcaps.net](mailto:kellysu2@tcaps.net)> wrote:  
Thank you Doris,  
Your resignation will be leaving a big hole and a you will be greatly missed. Your assistance on the BOE has been greatly appreciated and invaluable. I just arrived home last night so will give you a call later today to set up a time that we can meet and work on a transition plan. Thanks so much.  
Sue

On Tue, Sep 10, 2019 at 6:45 AM Doris Ellery <[ellerydo@tcaps.net](mailto:ellerydo@tcaps.net)> wrote:

Good Morning Sue and Ann,

I thought I should make it official. I am formally submitting my resignation from the TCAPS school board with a plan for my last day to be October 7th. Same day as the 1st Board meeting in October. Thank you both for your support and understanding of my decision. I can write up a formal statement to announce at the September 23rd meeting, if needed. See you soon.

--  
Doris Ellery  
TCAPS Board Vice President

--  
Sue Kelly, President  
Board of Education  
Traverse City Area Public Schools

--  
**Ann M. Cardon**  
Superintendent, Traverse City Area Public Schools  
412 Webster Street  
Traverse City, MI 49696  
Office: 231-933-1727



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Doris Ellery  
TCAPS Board Vice President

## Nutrition committee

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**email: "kellysu2@tcaps.net Sue Kelly"**

**Thursday, September 26, 2019 at 11:29:32 AM Eastern Daylight Time**

To: email: "hozakst@tcaps.net Stacey Hozak"

Cc: email: "cardonan@tcaps.net Ann Cardon" , email: "klegmanja@tcaps.net Jane Klegman" , email: "ellerydo@tcaps.net Doris Ellery"

Hi Stacey,

Doris brought to my attention that she serves on the nutrition committee also. Jane has agreed to take on that commitment, would you please let Erika Lahti know so she can coordinate as necessary?

Thanks so much.

Sue Kelly, President

Board of Education

Traverse City Area Public Schools

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# [schoolboard] Fwd: ACT: CB Visit Facts and Briefs

email: "cardonan@tcaps.net Ann Cardon"      **Wednesday, September 11, 2019 at 3:56:48 PM Eastern Daylight Time**  
 To: email: "schoolboard@tcaps.net School Board" , email: "McCallJa@tcaps.net Jame McCall" , email: "guitarch@tcaps.net Christine Guitar"

Hi all,

Please see the detailed and important summary (below) of an event that will be taking place on September 16th -- many thanks to Christine for putting together these facts and talking points for you to have in your back pocket. Permission slips are going out today so I wouldn't be surprised if you hear something. Please feel free to call me if you have any questions...

Thanks,  
Ann

## Communication Plan

|         |  |
|---------|--|
| 9/11/19 | Complete Facts and Briefs, Provide to Superintendent (to share with BOE) |
| 9/11/19 | Parent Notification/Field Trip Form Email                                |
| 9/12/19 | Plan for Media Interviews (C. Guitar to serve as district spokesperson)  |

Board Members,

Given the national level profile of the guest speaker coming to West Senior High School on Monday, September 9, 2019, and the possibility that you may receive questions in the community about this event once parents are notified, the following information is being provided for your awareness and understanding.

### Chasten Buttigieg Visit

9/16/19

#### Facts and Briefs

- Each year, high school students enrolled in TCAPS Civics and AP Government classes have the opportunity to hear from multiple speakers representing various political parties, positions, and affiliations who bring real world experience into the classroom and help students draw connections to their learning.
- Speakers are invited who represent opposing political parties, differing views on an issue, or who provide unique insights into topics or elements of what students are learning about in their classes.
- These conversations are facilitated by the district's master teachers and have included local and state politicians, election and polling officials, campaign staffers, citizen organizers and volunteers, and a federal political appointee.
- Traverse City West Senior High School is fortunate to have the opportunity to welcome a former graduate as one of its guest speakers this year, Chasten Buttigieg, who has firsthand knowledge of life on the presidential campaign trail as the spouse of current 2020 presidential candidate, Pete Buttigieg. The

opportunity to hear from this speaker was also opened up to students in Civics, AP Government and Journalism classes at Central High School.

**Guest Speaker:** Chasten Buttigieg

**Date:** Monday, September 16, 2019

**Attendees:** West Senior High School and Central High School Civics and AP Government classes, student reporters

**Time:** 3rd Hour, 10:11-11:09 a.m.

**Location:** West Senior High School Auditorium (selected to hold multiple class sections)

This event will be held during the school day and is not a public or media event. It is intended for students only.

### **Curricular Connections**

Provided below are examples of curricular standards and practices that connect directly to the event, however, the anticipated content of the guest speaker's remarks are expected to relate to a large number of required state standards.

### **Civics Content Expectations**

C – 6.4.4 Equip students with the skills and knowledge to explore multiple pathways for knowledgeable, civic engagement through simulations and/or real world opportunities for involvement. Examples may include but are not limited to: trials, school board meetings, congressional hearings, running for office, letters to the editor, political campaigns.

### **AP Gov Disciplinary Practices**

1.C. Compare political principles, institutions, processes, policies, and behaviors. § Identify the relevant, specific categories for comparing similarities and differences. § Explain the reasons for the relevant similarities and differences. § Explain the relevance, implications, and/ or significance of the similarities and differences. Make sure students understand that they need to identify relevant and specific similarities and differences. They should compare like factors. Ask students to identify and then explain relevant, specific similarities and differences among liberal, conservative, and libertarian ideologies. Have them compare like categories, such as economic policy or social policy. (Topics 4.9–4.10)

### **AP Gov Essential Understandings/Knowledge**

PMI-5.B.1 The functions and impact of political parties on the electorate and government are represented by: § Mobilization and education of voters § Party platforms § Candidate recruitment § Campaign management, including fundraising and media strategy § The committee and party leadership systems in legislatures

### **Journalism**

It is a regular practice of students Journalism classes to attend local events and to interview subjects of the news, along with members of the school and Traverse City community. Chasten is a West Senior High School graduate, and has agreed to share his experiences being part of a major presidential campaign. He has also agreed to provide time for student interviews.

### **Audio Visual Arts**

Students in the AVA class will attend to film the event.

### **Frequently Asked Questions**

#### **Is additional security required?**

Mr. Buttigieg travels with a small, personal security detail and West Senior High School employs security staff. Given that it is not a public event, it is not anticipated that additional police presence will be required on the school grounds. Any member of the public seeking to enter the building during instructional hours to attend the guest speaker presentation will not be permitted to do so. Other classes will be taking place during this time

and the building will be operating as usual during the school day. Those wishing to rally at or protest the event will be allowed to do so from the public space located on N. Long Lake Rd. C. Guitar will notify GT Sheriff's Department officials in advance of the event.

### **Who has spoken to Civics/AP Gov classes before? (many have visited multiple years)**

#### Examples of Past Class Guests at CHS

Representative Jack Bergman, Bergman staffers on other occasions (Republican)  
 State Representative (now State Senator) Wayne Schmidt (Republican)  
 Representative Larry Inman (Republican)  
 Benjamin Marentette, City Clerk, Traverse City  
 Katy Zeits, Deputy City Clerk, Traverse City  
 Kim Lautner, Licensing & Election Specialist, Traverse City  
 Traverse City Commissioners Amy Shamroe & Michele Howard  
 Margaret Goeman, volunteer, Voters Not Politicians (non-partisan, referendum process, citizen engagement)  
 John Roth, Chair, Grand Traverse County Republicans (along with various GOP campaign staffers)  
 Chris Cracchiolo, Chair, Grand Traverse County Democrats (along with various Democratic campaign staffers)  
 Dan O'Neil, Democratic candidate for State House, with his campaign manager Ashlea Walter  
 Linda Pepper, Bryce Hundley, Democratic candidates for County Commission  
 Kathleen Sebelius, former U.S. Secretary of Health & Human Services (under Obama)

#### Examples of Past Class Guests at WSH

Paul Soma, Former TCAPS Superintendent, speaking on school funding equity and on School Bond and Millage Issues  
 Former U.S. Senator Bob Griffin (Republican)  
 U.S. Representative Jack Bergman & Staffers (Republican)  
 State Senator and former State Representative Wayne Schmidt (Republican)  
 State Representative Larry Inman (Republican)  
 Benjamin Marentette, City Clerk, City of Traverse City  
 Traverse City Commissioners (Gary Howe, Michelle Howard, Amy Shamroe, Roger Putman, Jeanine Easterday)  
 Margaret Goeman, volunteer, Voters Not Politicians (non-partisan, referendum process, citizen engagement)  
 John Roth, Chair, Grand Traverse County Republicans (along with various GOP campaign staffers)  
 Dan O'Neil, Democratic candidate for State House  
 Betsy Coffia, Grand Traverse County Commissioner and former candidate for the State House of Representatives (Democrat)  
 Former Congressman Dave Camp (Republican)  
 Former Congressman Dan Benishek (Republican)  
 State Senate Candidate Jim Page (Democrat)  
 Former State Senator Jason Allen (Republican)  
 Garfield Township Clerk Lanie McManus (Republican) - Voting Machine Demonstrations and Explanation  
 Long Lake Deputy Township Clerk Ronda Robinson - Coordinates other township clerks to come in once a year to run a non-partisan voter registration drive during all 3 lunches in the cafeteria  
 Many former students who have been staffers on various campaigns for Democrats and Republicans  
 Jerry Ruskowski, Jr., former student and staff member of U.S. Senator Debbie Stabenow (Democrat)  
 Jason Griffin, former student and lobbyist for Lafarge, Grandson of former Republican U.S. Senator Bob Griffin  
 Matt Morgan, Candidate for Congress (Democrat)  
 Jerry Cannon, Candidate for Congress (Democrat)

### **Who else is scheduled to present this year?**

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Christine Guitar

Executive Director of Communications

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