



STATE OF MICHIGAN
DEPARTMENT OF STATE POLICE
LANSING

GRETCHEN WHITMER
GOVERNOR

COL. JOSEPH M. GASPER
DIRECTOR

2/4/2020

BRENDAN QUALY
TRAVERSE CITY RECORD-EAGLE
120 WEST FRONT STREET

TRAVERSE CITY, MICHIGAN 49864

Subject: CR-31195569

PAID

Dear BRENDAN QUALY:

The Michigan State Police (MSP) has received your request for public records under the Michigan Freedom of Information Act (FOIA), MCL 15.231 *et seq.*

Your request is granted in part and denied in part. Portions of your request are exempt from disclosure based on provisions set forth in the FOIA. Please see the comments on the next page. Under the FOIA, Section 10, you have the right to appeal to the head of this public body or to a judicial review of the denial. Please pay the amount of \$30.45. Once payment is received the documents will be provided to you to you. Under the FOIA, Section 10a, you have the right to appeal the fee to the head of this public body.

For requests that were granted or granted in part and for which a balance is owed:

If your request was submitted via the Records Request Portal, you can make payment in the portal by selecting "Request Details" for the request number (CR) indicated in the subject line above. All other requestors can make payment using the online payment center (<http://mistatepolicepmts.state.mi.us/crsearch>). You will need to provide the request number (CR) listed above. Please note there is a \$2.00 processing fee for online payments.

If you prefer, you can mail a check or money order made payable to the State of Michigan to Michigan State Police, Cashiers Unit, P.O. Box 30266, Lansing, MI 48909. To ensure proper credit, please enclose a copy of this letter with your payment.

The MSP's FOIA procedures and guidelines and written public summary can be accessed by visiting www.michigan.gov/msp.

Sincerely,

Records Resource Section



STATE OF MICHIGAN
DEPARTMENT OF STATE POLICE
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DIRECTOR

Denial of Records:

Denial is based on the following provision(s) of the Freedom of Information Act, MCL 15.243, Sec. 13(1). Exemptions that apply are displayed below.

(a) Information of a personal nature where the public disclosure of the information would constitute a clearly unwarranted invasion of an individual's privacy:

- address(es)
- date(s) of birth
- telephone number(s)
- name(s)
- physical characteristics
- driver license number(s)

(b) Investigating records compiled for law enforcement purposes, but only to the extent that disclosure would do any of the following:

- Constitute an unwarranted invasion of personal privacy.

(d) Records or information specifically described and exempted from disclosure by statute:

- Other statute
- MCL 15.267 Open Meetings Act

(z) Information that if disclosed could result in an individual becoming a victim of a cyber incident or disclosing cybersecurity plans or practices.

**MICHIGAN DEPARTMENT OF
STATE POLICE**

ORIGINAL INCIDENT REPORT

ORIGINAL DATE: Wed, Dec 04, 2019	INCIDENT NO: 071-0005893-19		
TIME RECEIVED: 1000	FILE CLASS: 89003		
WORK UNIT: MSP CADILLAC POST	COUNTY: GRAND TRAVERSE		
COMPLAINANT: [REDACTED]	TELEPHONE NO:		
ADDRESS: STREET AND NO:	CITY:	STATE:	ZIP CODE:
INCIDENT STATUS: OPEN			

OPEN MEETING COMPLAINT**SUMMARY:**

A few weeks ago, I was contacted by D/Sgt. Fink regarding an open meeting complaint involving TCAPS that he was going to turn over to me. He advised that I needed to contact [REDACTED] who is the lawyer for TCAPS, regarding one of the school board members giving out confidential information during one of the board meetings in the fall of 2019. At this time, this case is still being investigated and once it is complete, it will be sent to the Grand Traverse County prosecutor's office for their review for possible charges of an Open Meeting violation.

VENUE:

GRAND TRAVERSE COUNTY
TCAPS
GARFIELD TWP, MI
AT OR NEAR: TCAPS SCHOOLS

DATE & TIME:

ON OR AFTER: MON, OCT 07, 2019 AT 1700

COMPLAINANT:

NAM: [REDACTED]	RAC: [REDACTED]	ETH: [REDACTED]
BIR: [REDACTED]	SEX: [REDACTED]	DL: [REDACTED]
NBR: [REDACTED]	DOB: [REDACTED]	SSN: [REDACTED]
DIR: [REDACTED]	HGT: [REDACTED]	SI: [REDACTED]
STR: [REDACTED]	WGT: [REDACTED]	FBI: [REDACTED]
SFX: [REDACTED]	HAI: [REDACTED]	MNU: [REDACTED]
CTY: [REDACTED]	EYE: [REDACTED]	PR: [REDACTED]
TXH: [REDACTED]		
TXW: [REDACTED]		
SMT: [REDACTED]		

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PRINTED: 1/29/2020 15:10

**MICHIGAN DEPARTMENT OF
STATE POLICE**

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ORIGINAL DATE:

Wed, Dec 04, 2019

INCIDENT NO:

071-0005893-19

TIME RECEIVED:

1000

FILE CLASS:

89003

CONTACT WITH [REDACTED]

I made phone contact with [REDACTED] after receiving this complaint and we scheduled a time on 12/04/19 to meet at the post. On 12/04/19, I met with her at the post and began to go over what the allegations were.

She stated that [REDACTED] who is the president of the TCAPS school board, had spoken with the superintendent [REDACTED] about concerns that she wanted to bring forth to the board. They advised that there was going to be a meeting on October 7 and [REDACTED] asked whether or not they wanted to make it public or if they wanted to go into a closed-door session. It was advised that [REDACTED] wanted to go into a closed-door session to have the issues brought up and talked about. [REDACTED] informed me that this was all done before they even went to the meeting on the night of October 7, and everyone knew that it was on the agenda.

I was informed that after the meeting was done, they had gone into closed session and discussed the concerns. I was advised that the concerns were that [REDACTED]

[REDACTED] I asked

[REDACTED] what she meant by this, and [REDACTED]

After learning about some of the concerns, but not all as they are part of the meeting minutes which are still sealed and can only be obtained by court order, [REDACTED] advised that a day or two after the meeting, one of the trustees [REDACTED] had drafted a letter and sent it to the board members about her concerns of what was said in the closed door session. This letter was dated October 10, 2019 and addressed to the TCAPS board members along with some of the executive board members.

[REDACTED] said prior to that, on October 8 and 9, [REDACTED] had voice concerns about the closed-door session and wanted to know where the minutes were as she wanted to go through them. She stated that when she looked at the meeting minutes, she believed that some were either missing or they had been altered, and due to this [REDACTED] stated that she got a copy of the minutes from [REDACTED] as she had sent a copy to them prior to the meeting. [REDACTED] stated that she and [REDACTED] had gone line by line through all the minutes and notes and noticed that nothing had been altered or changed.

After going line by line through the minutes, and after the letter had been sent out with her concerns that were brought up at the closed-door session, including that of bullying the superintendent, they called for another meeting on October 11, a Friday. This was to be an open meeting where everything could be discussed. [REDACTED] stated that during this meeting, after introductions had been done, [REDACTED] stated that she had something to say. [REDACTED] then began reading from the letter that she had sent to the other members. During the course of this, other board members along with one of the attorneys at the meeting kept telling [REDACTED] to stop reading from it because she was violating the Open Meeting Act. [REDACTED] stated that [REDACTED] said something along the lines of "I don't care," and that everyone needed to hear what had happened. [REDACTED] stated this created an uproar and people started yelling as members of the community wanted to know what was said, as this has been a long drawn out battle before the TCAPS board regarding [REDACTED] employment, with [REDACTED] resigning her superintendent position after not having been there a full year. This has been in the news for several months.

After finding out that [REDACTED] had read the letter out loud, I was advised that this was the violation of the Open Meeting Act, as she had released confidential information from a closed session to an open session. I was

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then provided with several documents along with postings from Facebook, the Grand Traverse Business Ticker, and the Traverse City Record Eagle. [REDACTED] advised that the letter had been released to all of these organizations also.

I asked if anyone had talked to [REDACTED] about this, and I was advised that the superintendent [REDACTED] had told [REDACTED] numerous times even prior to her reading the letter that she had already considered resigning and that she was not going to come back, and told [REDACTED] to just stay out of it, that she did not want to get everyone involved in it and wanted to keep things personal. [REDACTED] advised that after the closed door session, it was possible that [REDACTED] was planning to leave her superintendent role, and this angered [REDACTED] because she felt that due to the closed door session, the board members were ganging up on [REDACTED] and trying to push her out of the community. [REDACTED] stated it is believed this is why [REDACTED] took it upon herself to release this confidential information.

While speaking with [REDACTED] she informed me that in addition to the media outlets that the letter had been released to, it was also posted to [REDACTED] personal Facebook page. [REDACTED] did not provide a screenshot of this; however, it was along the lines of things that had been discussed before or other issues that are going on with the board.

[REDACTED] stated that [REDACTED] had admitted that she had delivered her letter to the Record Eagle.

I asked if [REDACTED] would contact the board president, [REDACTED] so I could meet with her and discuss the issues and get a timeline, as well as speak with each of the board members who were present, and once those interviews are completed, this report would be sent to the prosecutor for their review for possible charges. [REDACTED] contacted [REDACTED] and gave her my contact information to schedule a time to meet.

[REDACTED] thanked me for looking into this matter, and provided me with several documents for my review, which will be entered as external documents. The interview with [REDACTED] was concluded.

WITNESS:

NAM: [REDACTED]		RAC: [REDACTED]	ETH: [REDACTED]
BIR: [REDACTED]		SEX: [REDACTED]	DL: [REDACTED]
NBR: [REDACTED]	DIR: [REDACTED]	DOB: [REDACTED]	SSN: [REDACTED]
STR: [REDACTED]		HGT: [REDACTED]	SI: [REDACTED]
SFX: [REDACTED]		WGT: [REDACTED]	FBI: [REDACTED]
CTY: [REDACTED]	ST: [REDACTED]	HAI: [REDACTED]	MNU: [REDACTED]
TXH: [REDACTED]	ZIP: [REDACTED]	EYE: [REDACTED]	PR: [REDACTED]
TXW: [REDACTED]			
SMT: [REDACTED]			

PHONE CONTACT WITH [REDACTED]

On 12/05/19, [REDACTED] contacted me on my work cell phone, and we scheduled a time on 12/07/19 to meet to review the issues from the open meeting.

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**MICHIGAN DEPARTMENT OF
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ORIGINAL INCIDENT REPORT

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Wed, Dec 04, 2019

INCIDENT NO:
071-0005893-19

TIME RECEIVED:
1000

FILE CLASS:
89003

CONTACT [REDACTED]

On 12/07/19 I met with [REDACTED] at her residence, where I conducted this interview. [REDACTED] advised that on October 7, she went to the office of the superintendent to talk about some issues and conduct that she had seen with the superintendent and parents. She advised that there were issues that she had been dealing with for a while, and that after so long, she wanted to bring these to [REDACTED] attention to see if something could be done about them. She advised that she wanted the board to know, and she asked whether this would be done at the open or the closed session, and she stated that [REDACTED] wanted it at a closed session.

[REDACTED] stated that she would see [REDACTED] roughly once a week at the school and inform her of the issues that were going on. I asked what were some of the issues she had with [REDACTED] [REDACTED] advised that some of the issues included that [REDACTED]

[REDACTED] Due to confidentiality rights from the Open Meetings Act [REDACTED] was unable to tell me the other issues that she has concerns about but stated that they were all along the same lines.

[REDACTED] stated once they went into closed session October 7 at the end of the meeting, it was a very professional meeting and nothing went wrong and all issues were addressed. However, she stated that Trustee [REDACTED] [REDACTED] was very upset and emotional during the meeting. She stated that afterward, the minutes were done by a fill-in secretary, as their secretary was not going to be back until the following day. She was told to hold on to the minutes and give them to the secretary the next day to be typed and added to the report.

[REDACTED] advised that on October 8 she went to [REDACTED] office to talk about the meeting. [REDACTED] stated [REDACTED] told her that [REDACTED] wanted to get feedback from the board members to see what their thoughts were on what was said at the meeting. [REDACTED] stated that by the end of that day, she had spoken with two or three board members and that she would need an extra day to figure out what was going on. [REDACTED] stated that on October 9, [REDACTED] had gone to [REDACTED] office in Traverse City and was very upset, yelling and screaming at [REDACTED] about the issues from the closed meeting. [REDACTED] stated that [REDACTED] said they were costing the district over \$600,000 if [REDACTED] would be removed from her role. The three-year contract that [REDACTED] signed was for roughly \$600,000. [REDACTED] said during this meeting she had to tell [REDACTED] several times to keep her voice down, and stated [REDACTED] was yelling profanities and stormed out of her office.

[REDACTED] stated that on October 9 around 12:30 p.m., she spoke with [REDACTED] about what was said at the meeting and was trying to get feedback, and [REDACTED] reported to [REDACTED] that she was going to resign from the superintendent role. [REDACTED] stated that after getting this information, she then contacted the executive members of the board to let them know, and that they would start working out an agreement of separation for [REDACTED] with terms and payment details. [REDACTED] advised that [REDACTED] had not yet worked for a full year and the board was trying to determine how much it would cost the district. [REDACTED] stated that because [REDACTED] indicated she wanted to resign, everything was going to be withheld and no information released for confidentiality. [REDACTED] There was also a text message sent on October 9 to [REDACTED] about the confidential session, stating that she wanted everything to be kept confidential.

[REDACTED] stated she went to the administration office on October 10, where the executive team met, and they discussed [REDACTED] intention to resign. The attorneys were working out a payout plan. I asked if anything had been signed by anyone at that time, and [REDACTED] stated no, everything was all verbal and they were accepting a

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verbal resignation from [REDACTED]. She also stated they did not want anything in writing as they did not want anything to be leaked to the press. After speaking with the executive board about this, they called for a special board meeting on October 11 to discuss what was going to happen.

While [REDACTED] was speaking with the executive board about this, she and 3 members of the executive team got an email from [REDACTED] which was the letter/synopsis of what she had taken from the closed-door session and sent that to them. She stated this was around 11:30, and after this happened, she contacted [REDACTED] who was at a superintendent conference at Crystal Mountain. [REDACTED] informed [REDACTED] that the confidential information had been released, and roughly 20 minutes later it was then sent out again to every board member. It was the same letter/synopsis that [REDACTED] had received from [REDACTED].

The board was trying to determine how the information was leaked and at one point the Traverse City Record Eagle called and spoke with [REDACTED] stating they had received the letter that morning from [REDACTED]. They did not tell [REDACTED] whether it had been emailed to them or dropped off. It was discussed with [REDACTED] how the letter got to the Record Eagle, and she stated that she did not disclose it and it must have been another board member who forwarded it to them.

The night of October 10, after everything had been disclosed, it was determined that [REDACTED] intended to put in her resignation, and this would be discussed at the open meeting on October 11. [REDACTED] had been in contact with [REDACTED] and stated that she did not want any of this to be brought forward or disclosed to the public. On the evening of October 10, she received a phone call from The Ticker who advised that they had received information that [REDACTED] was resigning as superintendent. [REDACTED] stated that she did not give any comment to this and asked where they had gotten the information from, and they stated it was from an unknown source. [REDACTED] also advised that on the night of the 10th, one of the lawyers had called and spoke with [REDACTED] on the phone and advised her that she was not able to read anything from the minutes at the open session, as that would be a violation of the Open Meeting Act. [REDACTED] advised the attorney that she did not care and that she was going to read it out loud anyway.

At the meeting on October 11, when the board members were introduced [REDACTED] went into "her rant" with the letter that she had written. They said that the board members were upset with her and the lawyer was trying to shut her down and stop her from telling everything. [REDACTED] advised that the "rant" went on for roughly seven to eight minutes and that [REDACTED] was out of control the entire time.

[REDACTED] stated that afterward, she had thought about stopping the meeting but she felt that would just open up another can of worms if she stopped the meeting, let people think about what was said, and then come back to another meeting.

I asked if there had been any other instances like this with [REDACTED] and [REDACTED] stated that on the 17th, [REDACTED] disclosed more information about the same closed-door session and another closed-door session which is also a violation of the Open Meeting Act. I asked [REDACTED] why [REDACTED] would do something like this, and [REDACTED] stated that she feels that the board members are not with her and that they sided against her. [REDACTED] stated she thinks that [REDACTED] wanted everyone to agree with her, and that she feels like the board members talk about her behind her back when she is not around. [REDACTED] stated that is not true, and they are not allowed to do that, but that is the way that [REDACTED] sees it, and she feels that she is bullied there too.

I asked if [REDACTED] had any more information, and [REDACTED] stated she did not. She then provided me with the names and number of the rest of the board members, who I will contact for interviews.

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FILE CLASS:

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FOLLOW UP TO BE CONDUCTED:

Speak with remaining board members, and forward report to prosecutor for review.

At this time, I have been told that the only thing that has been read out loud was the letter/synopsis from [REDACTED] that she had taken from the closed session meeting. I have not yet seen a copy of the meeting minutes as they are sealed and can only be opened through a court order. [REDACTED] advised she would attempt to get a copy of those for this report, but she does not know if she is legally able to do so. If a copy is obtained, it will be compared to the letter to see if it is an exact match and if any violation occurred.

STATUS:

Open pending further investigation.

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**MICHIGAN DEPARTMENT OF
STATE POLICE**SUPPLEMENTAL INCIDENT REPORT
0001ORIGINAL DATE:
Wed, Dec 04, 2019SUPPLEMENTARY DATE:
Thu, Jan 02, 2020INCIDENT NO:
071-0005893-19FILE CLASS:
89003INCIDENT STATUS:
OPEN**OPEN MEETING COMPLAINT****JOURNAL**

DATE	OFFICER	ACTION
12/13/19	Richards	Original reviewed, pends interview of the rest of the school board / PAO review.
01/2/20	Thenikl	Sup 1 pulled and people added, left message for suspect and another witness to call me. Pends them making contact and PAO review.

SUMMARY

After making contact and speaking with [REDACTED] and [REDACTED] I set up meetings to contact the other individuals who were present at the meeting. A few days ago, I was able to contact both [REDACTED] and [REDACTED] and on 01/02/20 I made contact over the phone with [REDACTED] who is currently out of the state. I have also left messages for the suspect [REDACTED] and I also contacted [REDACTED] who I will speak with on 01/03/20 at his office. After speaking with everyone else, whether [REDACTED] returns my call or not, this report will be forwarded to the prosecutor for their review.

WITNESS

NAM: [REDACTED]
BIR: [REDACTED]
NBR: [REDACTED] DIR: [REDACTED]
STR: [REDACTED]
SFX: [REDACTED]
CTY: [REDACTED] ST: [REDACTED]
TXH: [REDACTED] ZIP: [REDACTED]
TXW: [REDACTED]
SMT: [REDACTED]

RAC: [REDACTED] ETH: [REDACTED]
SEX: [REDACTED] DL: [REDACTED]
DOB: [REDACTED] SSN: [REDACTED]
HGT: [REDACTED] SI: /
WGT: [REDACTED] FBI: [REDACTED]
HAI: [REDACTED] MNU: [REDACTED]
EYE: [REDACTED] PR: [REDACTED]

INTERVIEW [REDACTED]

I contacted [REDACTED] at her address in Traverse City and advised her I wanted to speak with her about the Open Meeting Act. She informed me that she knew that I wanted to talk to her, and she began by telling me that she is the secretary for the board. She stated that one morning they received an email addressed to the four of them (referred to in original report) that started this incident. A few hours later, the email was sent out to all other members in the meeting. She stated that it was also leaked to the news.

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**MICHIGAN DEPARTMENT OF
STATE POLICE**

**SUPPLEMENTAL INCIDENT REPORT
0001**

ORIGINAL DATE:
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SUPPLEMENTARY DATE:
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I asked her to tell me what she knew about this, and she stated it all started on October 7, 2019; however, this was not the first time that things have been sent out. She advised that [REDACTED] has sent out numerous things in the past to the media from a closed-door session.

I asked her if she thought that she sent it out or her mother, and she stated that she believes it was one of them; however, [REDACTED] stated it was one of the board members who did it. [REDACTED] stated there is no reason for them to do that.

[REDACTED] informed me of the same information that I have heard from previous interviews, stating that they were at the closed door session and [REDACTED] got upset, thinking they were ganging up on the superintendent [REDACTED] but that was not what was going on. [REDACTED] informed me that there were a lot of nonfactual things that were in the email and that [REDACTED] had put out to the media. She also informed me that this is not the first time that she has done something like this, and stated that [REDACTED] gets upset if she does not get her way and feels that people gang up on her if she does not get her way in the meetings.

I asked [REDACTED] if the letter written by [REDACTED] was an exact replica of the notes that were taken from the closed door or if it was just a synopsis. She informed me it was just a synopsis. She again informed me that it was a very nonfactual synopsis and stated that many of the things [REDACTED] stated were lies and did not happen.

She informed me that [REDACTED] likes to accuse people of bullying her if they don't agree with her and stated that this is not the first time, she has leaked sensitive information. [REDACTED] informed me that all the members other than [REDACTED] who were present at the closed-door meeting had issues or concerns they wanted to bring up with [REDACTED] however when they did, that was when [REDACTED] got upset. [REDACTED] informed me that this upset them, and she stated that they don't know what they will do about it.

I asked her if she had any more information, and she stated no. I thanked her for her time and informed her if I had additional questions, I would contact her.

WITNESS

NAM: [REDACTED]
BIR: [REDACTED]
NBR: [REDACTED] DIR: [REDACTED]
STR: [REDACTED]
SFX: [REDACTED]
CTY: [REDACTED] ST: [REDACTED]
TXH: [REDACTED] ZIP: [REDACTED]
TXW: [REDACTED]
SMT: [REDACTED]

RAC: [REDACTED] ETH: [REDACTED]
SEX: [REDACTED] DL: [REDACTED]
DOB: [REDACTED] SSN: [REDACTED]
HGT: [REDACTED] SI: [REDACTED]
WGT: [REDACTED] FBI: [REDACTED]
HAI: [REDACTED] MNU: [REDACTED]
EYE: [REDACTED] PR: [REDACTED]

INTERVIEW [REDACTED] (BOARD TRUSTEE, NOW VICE PRESIDENT)

I then contacted the then Board Trustee, and now Vice President, [REDACTED]. He stated the same information that I have heard from the others, stating that there was a closed-door session the night of October

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STATE POLICE**

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0001**

ORIGINAL DATE:
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INCIDENT NO:
071-0005893-19

SUPPLEMENTARY DATE:
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FILE CLASS:
89003

7, 2019, against the superintendent. He stated that Trustee Moon Mohr struggled with this and that during the meeting she got upset and would not let anyone finish in the meeting. He stated that she took it that everyone was ganging up on Ann and attacking her, and he stated that was not the issue at all. He stated that they were bringing concerns to Ann about not meeting with them. Jeffrey stated that the letter written by Erica was just a synopsis to the best of his knowledge, and that it wasn't even close to what had occurred. He stated that [REDACTED] cited many incidents of bullying and attacking going on, and he stated that was far from factual. He stated it was a very adult conversation and all they were doing was bringing concerns to the superintendent about what needed to change.

He stated that a few days later, that same letter was read aloud in an open meeting, and [REDACTED] was told to stop talking as she was committing a violation of the Open Meeting Act, and she stated that she didn't care and was going to read it no matter what.

[REDACTED] informed me that this was not the first time that [REDACTED] has done something like this, and he stated that she has disclosed information before. He stated, as did the others, that [REDACTED] feels bullied and attacked if everyone does not agree with her or if she does not get her way. [REDACTED]

[REDACTED] I informed him that the report would be sent to the prosecutor and it will be in their hands. He advised he understood.

I asked if he had any more information, and he stated no. I informed him that if I had any additional questions, I would contact him. He stated he understood, and I thanked him for his time.

WITNESS

NAM: [REDACTED]

BIR: [REDACTED]

NBR: [REDACTED] DIR: [REDACTED]

STR: [REDACTED]

SFX: [REDACTED]

CTY: [REDACTED] ST: [REDACTED]

TXH: [REDACTED] ZIP: [REDACTED]

TXW: [REDACTED]

SMT: [REDACTED]

RAC: [REDACTED]

SEX: [REDACTED]

DOB: [REDACTED]

HGT: [REDACTED]

WGT: [REDACTED]

HAI: [REDACTED]

EYE: [REDACTED]

ETH: [REDACTED]

DL: [REDACTED]

SSN: [REDACTED]

SI: /

FBI: [REDACTED]

MNU: [REDACTED]

PR: [REDACTED]

INTERVIEW [REDACTED]

On 01/02/20, I made phone contact with [REDACTED] and informed her that I wanted to speak with her about the Open Meeting Act. She stated that we could talk on the phone as she was currently on her way out of state for the next several months. I asked her to tell me what she remembers, and she said that on October 7, 2019, they were going into a closed session to discuss a complaint brought against one of the employees.

She stated that at the closed session, [REDACTED] raised her voice and was upset about things that were being said about the complaint. [REDACTED] advised that the next day [REDACTED] had gone to [REDACTED] office and got upset with [REDACTED]

PAGE: 3 of 4	INVESTIGATED BY: THENIKL, TRAVIS, 95, TROOPER	INVESTIGATED BY: THENIKL, TRAVIS, 95, TROOPER	REVIEWED BY:
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**MICHIGAN DEPARTMENT OF
STATE POLICE**

**SUPPLEMENTAL INCIDENT REPORT
0001**

ORIGINAL DATE:
Wed, Dec 04, 2019

INCIDENT NO:
071-0005893-19

SUPPLEMENTARY DATE:
Thu, Jan 02, 2020

FILE CLASS:
89003

her about what was said at the closed meeting, and even told her that she was going to go to the media about what was said, even though she was told several times that she was not allowed to disclose anything.

█████ stated that an email came out to the board members and then eventually was leaked to the media. She stated that it was possibly █████ or what she described as "█████ cohort." She does think that █████ leaked it to the media based on what she had said to █████.

She then told me that at an open meeting that same week, █████ read off verbatim the note that she had written to the media, and that she was told several times by the lawyer and █████ to stop, and █████ stated she was not going to.

█████ advised that many of the things brought up in the letter were nonfactual and false statements, and it was more of a view of what █████ thought had happened in the closed-door session. She went on to state that █████ feels like people gang up on her if they don't choose her side, and she gets upset if she does not get her way. █████ advised that when █████ does not get her way, she will then reach out to social media, posting things on her Facebook account for people to see.

█████ stated that since the open meeting violation, at the subsequent meetings █████ will tell board members that they need to resign, that they are unfit, and make untrue statements. █████ stated █████

█████ informed her that a report is being forwarded to the prosecutor, who has the ultimate say. She stated that she understood. I informed her that if I had any additional questions, I would contact her. She stated she understood.

CONTACT █████

I made phone contact with █████ and advised that I wanted to talk with him about the Open Meeting Act. He informed me that he was just recently appointed to the board after the Open Meeting Act violation. He stated that happened the week of October 7, 2019, and he was elected in the end of October 2019. He stated he had no information for me and stated that he was following everything in the news, like everyone else. I thanked him for his time and concluded the call.

FOLLOW UP TO BE COMPLETED:

I did make phone contact with █████ and I will interview him on 01/03/20. I also left a message for █████ to contact me. At this time, she has not contacted me. If she does not contact me, this report will be forwarded to the prosecutor for their review.

STATUS:

Open pending investigation.

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**MICHIGAN DEPARTMENT OF
STATE POLICE**SUPPLEMENTAL INCIDENT REPORT
0002ORIGINAL DATE:
Wed, Dec 04, 2019SUPPLEMENTARY DATE:
Fri, Jan 10, 2020INCIDENT NO:
071-0005893-19FILE CLASS:
89003INCIDENT STATUS:
OPEN**OPEN MEETING COMPLAINT****JOURNAL:**

DATE	OFFICER	ACTION
1/5/20	Richards	Supp., #1 reviewed, pends interview of [REDACTED] & [REDACTED] & PAO review.
1/10/20	Thenikl	[REDACTED] was interviewed and [REDACTED] advised she had an attorney and didn't want to talk to me. 2 nd sup pulled today and dictated. [REDACTED] lawyer called me and left me a message. Called him back and haven't heard from him.

SUMMARY;

After talking to the subjects in Supplement 1, I called [REDACTED] and left her a message and also left a message with [REDACTED]. Both subjects called me back, and times were scheduled to speak with them.

SUSPECT

NAM: [REDACTED]

BIR: [REDACTED]

NBR: [REDACTED] DIR: [REDACTED]

STR: [REDACTED]

SFX: [REDACTED]

CTY: [REDACTED] ST: [REDACTED]

TXH: [REDACTED] ZIP: [REDACTED]

TXW: [REDACTED]

SMT: [REDACTED]

RAC: [REDACTED]

SEX: [REDACTED]

DOB: [REDACTED]

HGT: [REDACTED]

WGT: [REDACTED]

HAI: [REDACTED]

EYE: [REDACTED]

ETH: [REDACTED]

DL: [REDACTED]

SSN: [REDACTED]

SI: [REDACTED] /

FBI: [REDACTED]

MNU: [REDACTED]

PR: [REDACTED]

CONTACT [REDACTED]:

[REDACTED] called me the following day after the message I had left for her. She informed me that she currently has an attorney who advised her not to make any statements to me. I informed her that was her right and she provided me with the attorney's name and phone number if I wanted to speak with him: Jay Zelenak at [REDACTED].

I informed [REDACTED] that I was still working on this complaint and that after the report is complete, it will be sent to the prosecutor for review, and if any charges are being sought, I would contact her lawyer and he could inform her. She stated that she understood, and the conversation ended. I then contacted her lawyer and left a message for him to contact me so I could advise him of the investigation. At the time of this report, I have not yet heard back from the attorney.

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**MICHIGAN DEPARTMENT OF
STATE POLICE**

**SUPPLEMENTAL INCIDENT REPORT
0002**

ORIGINAL DATE:
Wed, Dec 04, 2019

SUPPLEMENTARY DATE:
Fri, Jan 10, 2020

INCIDENT NO:
071-0005893-19

FILE CLASS:
89003

WITNESS

NAM: [REDACTED]
BIR: [REDACTED]
NBR: [REDACTED] DIR: [REDACTED]
STR: [REDACTED]
SFX: [REDACTED]
CTY: [REDACTED] ST: [REDACTED]
TXH: [REDACTED] ZIP: [REDACTED]
TXW: [REDACTED]
SMT: [REDACTED]
RAC: [REDACTED]
SEX: [REDACTED]
DOB: [REDACTED]
HGT: [REDACTED]
WGT: [REDACTED]
HAI: [REDACTED]
EYE: [REDACTED]
ETH: [REDACTED]
DL: [REDACTED]
SSN: [REDACTED]
SI: [REDACTED] /
FBI: [REDACTED]
MNU: [REDACTED]
PR: [REDACTED]

CONTACT [REDACTED]

That same day, I contacted [REDACTED] and scheduled a time to meet with him at his office in Traverse City.

I spoke with [REDACTED] at his office and asked him to tell me what was going on. [REDACTED] informed me that he was not at the closed-door session, as he was out of town that day. He stated that he is the TCAPS Treasurer and knew that there was going to be a meeting that night, however he had informed [REDACTED] he would not be attending as he was out of town.

I asked him how many times he had met with the superintendent, and he stated that he met with her at least four times. I asked him to tell me what he knew about the meeting from what he had heard. He stated that he received a phone call from [REDACTED] on October 7 stating that they were going to go into closed door session, and they were bringing up allegations against the superintendent. He stated that it was fine and that he would review the minutes when he returned, and he informed [REDACTED] that he would not be attending as he was out of town.

He stated that believes on October 10 [REDACTED] sent an email to the board members regarding the meeting that was held. He stated he read the minutes and highlighted the areas of concerns that were brought up, and stated they were nonfactual and were lies.

He provided me with a copy of [REDACTED] email along with the highlighted section. It is the same email I had received both from [REDACTED] and [REDACTED]

[REDACTED] stated he reviewed the minutes and the email sent out and did not see anything in there that was the same regarding [REDACTED] accusations. He stated that she is the only one who then divulged this information to the press.

After being told this, I asked what happened at the next meeting, which was the following Friday, October 11. He stated that there were a lot of people at that meeting and everyone was yelling and screaming about everything that was released to the media. He informed me that while at this meeting, [REDACTED] did start reading aloud at the open meeting from her email that she had sent to the board members. She was told several times that she needed to stop, and she even stated that she didn't care, and she was going to read it no matter what. [REDACTED] stated this was causing an uproar at the meeting, with people telling the board to stop telling [REDACTED] not to

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**MICHIGAN DEPARTMENT OF
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talk, and that the statements needed to be said. He stated that due to the conflict going on and [REDACTED] releasing the information, it created a stressful environment and now community members do not trust the TCAPS Board.

I asked what the board's view of [REDACTED] is now. He stated that [REDACTED] I asked if she leaked it, and he stated [REDACTED] He stated that he heard from [REDACTED] that [REDACTED] did go into [REDACTED] office the day following the open meeting was held and started yelling and screaming at [REDACTED] about what was said. He was told by [REDACTED] that she was told to leave several times before she did leave.

[REDACTED] informed me that with everything that was going on, they were already in contract negotiations to figure out what a settlement would be for the superintendent and to get out of her contact for the next meeting. He stated he had scheduled a meeting with [REDACTED] and himself to say that [REDACTED] was separating. He stated during this meeting, he was only holding it so [REDACTED] could tell [REDACTED] to stop getting the media involved as she did not want any hardship going forward and wanted everything to stop. During this meeting, [REDACTED] was very upset, yelling and screaming and swearing at them, even though [REDACTED] told [REDACTED] it was her decision that she was leaving, and wanted [REDACTED] to stop.

[REDACTED] informed me of the same information I have heard from other witnesses about [REDACTED] demeanor at meetings, where if people don't agree with her, she feels like she is being bullied and she makes everything about herself if she doesn't get her way. [REDACTED] also informed me [REDACTED]

[REDACTED] I asked if the minutes and the email sent out were duplicates or an exact match, and he stated it was not, only a synopsis of what [REDACTED] took from the meeting that was read aloud.

I asked if he had any additional information, and he stated that he did not. However, he did inform me that everyone in the community is always asking at meetings what is going to happen with [REDACTED] since she has violated the Open Meeting Act. He stated that it is a big talking point brought up every time. He, along with every other board member I spoke with, stated that in his opinion [REDACTED] I informed him that all this information will be in the report and the prosecutor will ultimately have the say in what would be done. Matt stated that he understood and asked for a status on when this would be reviewed. I informed him that I didn't know when the prosecutor would have a decision, but as soon as that is available, I will contact their lawyers so members of the board can be advised. He stated he understood, and the interview concluded at this point.

ATTEMPTED CONTACT [REDACTED]

On Saturday, January 4, 2020 I called and left a message for [REDACTED] in regard to this complaint, however he hasn't returned my call yet.

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**MICHIGAN DEPARTMENT OF
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ORIGINAL DATE: Wed, Dec 04, 2019	INCIDENT NO: 071-0005893-19
SUPPLEMENTARY DATE: Fri, Jan 10, 2020	FILE CLASS: 89003

EXTERNAL DOCUMENTS:

Several pages of documents from everyone that was talked to.

CCH:

 CCH was forwarded to Grand Traverse Prosecutor's office on 1/15/20.

STATUS:

OPEN

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PRINTED: 1/29/2020 15:10

District Divided

Sunday Oct 27 Record Eagle

TCAPS

TCAPS community reaches boiling point after superintendent's exit

tcaps

By Brendan Quealy

bquealy@record-eagle.com

TRAVERSE CITY — The dust is starting to settle around Traverse City Area Public Schools after the untimely resignation of former Superintendent Ann Cardon.

But many in the community feel there is still plenty of dust obstructing the view of what is truly happening with the largest school district in northern Michigan.

Nearly 90 people packed the Studio Theater on Thursday for the first meeting of TCAPS Transparency, a coalition of groups that sprung up in the last two weeks when news broke that Cardon was on her way out after 2.5 months on the job.

Many in attendance have vehemently spoken out against TCAPS board actions and a perceived lack of transparency from district officials. Those seeking clarity on why a superintendent hired unanimously would suddenly resign feel they have had to rely on rumors and conjecture.

"All of this is a mutual interest in caring about our kids," said Ian Ashton, parent of a TCAPS student and a forerunner of TCAPS Transparency. "Having seen the recent activities of our board, it made me angry at first and then it made me really embarrassed."

The fracture between some in the community and the district goes back further than this latest disruption, but Scott Newman-Bale, a TCAPS parent, said the secrecy behind Cardon's departure is what finally broke the public's back.

See TCAPS page 4A



Interim Superintendent Jim Pavelka chats with Talon O'Brien, 13, at Traverse City East Middle School in Traverse City on Thursday. Pavelka was unanimously approved as interim superintendent by the TCAPS Board of Education after Ann Cardon resigned on Oct. 17.

Record-Eagle/Mike Krebs

District Divided

TCAPS

From Page 1A

Building to a boiling point

Grant Parsons, a vocal critic of TCAPS, said his concerns began with the board taking on an “us and them” policy regarding communication with the public. He said relations between the district and community have gone downhill for three years.

“It’s a cascade of events,” he said. “It’s closing the schools. It’s miscounting the students. It’s the budget problem. It’s really a communication problem. This school board has zero connectivity.”

The decision to shutter three schools — Old Mission, Interlochen and Bertha Vos — in 2016 is a wound many feel has not closed, although only two current trustees were on the board at the time.

Todd Klepper, a parent of two TCAPS students, said the division between the board and public can only mend itself with communication on all sides, which means trustees have to be engaged with the community and the community has to be open to hearing from board members.

“There isn’t always a lot of explanation. The whys need to be put out there, even if it’s not what people want to hear,” Klepper said. “Democracy should be a little messy at times, but right now people feel like they can’t trust the decisions being made.”

From 2017-18, trust continued to break down when two separate investigations into former Superintendent Paul Soma’s treatment of subordinates — one of which found Soma was combative with staff members — was met by the board with a favorable evaluation, a raise and an increased retirement package that Soma took advantage of just a week after its approval.

Soma was also front and center in a very public battle with the Michigan Department of Education over how students at the Northern Michigan Partnership, the district’s nowdefunct virtual homeschool program, were counted. Soma and TCAPS lost that fight, resulting in nearly \$2 million in state aid being reclaimed from the district.

Embattled state Rep. Larry Inman, who is set to stand trial for attempted extortion, solicitation of a bribe and lying to an FBI agent, secured \$700,000 to cover some of the hit for TCAPS in a lameduck congressional session in December.

Questions arose about when Soma knew of the issue with NMP, when he told board members and what steps he took to keep the matter from the public eye — once again causing community members to question the transparency and ethics of those in top leadership positions at TCAPS.

A community split

A highly contentious campaign for five open board seats began weeks before area voters overwhelmingly approved a \$107 million capital projects bond proposal from TCAPS in August 2018. A slate of candidates known as Team5 TCAPS were critical of how the district, specifically Soma and others on the executive team, handled its finances as well as relations with TCAPS employees and the community at large.

Only one on the slate, Erica Moon Mohr, earned a seat on the board while Sue Kelly, Matt Anderson, Pam Forton and Jeff Leonhardt breezed to victory.

Trustees then officially adopted MI Excel's Blueprint — a strategic system used to allocate the district's resources — in January after hearing several times from former MI Excel Executive Director Grant Chandler. Moon Mohr often questioned, both publicly and privately, the efficacy and purpose of the Blueprint, but she said she never fully received any satisfactory answers.

Chandler, who was named in February as a consultant to assist the board with the search for a new superintendent, was placed on leave by the Calhoun Intermediate School District, which runs MI Excel, in July while being investigated by the MDE for impropriety regarding Title I funds.

The Blueprint, along with the district's fight for equitable state funding, remained primary focal points during the process of hiring a new superintendent, with some trustees expressing a candidate fit for the job had to be in line with the TCAPS view.

Trustees drew a battle line in the fight for equitable state funding in May, unanimously approving a resolution that called for all districts to be funded at the same per-pupil figure and disavowed the conclusions from a Michigan School Finance Research Collaborative study. Kelly confirmed the differences between Cardon and some board members about equitable funding and the SFRC was a cause of friction, and some believe that ultimately made the relationship with the superintendent untenable.

Former TCAPS Trustee Scott Hardy had high hopes for Cardon, saying that she had "the background and professionalism to take the district to the next level."

Instead, board members remained mired in what Hardy said was a losing battle for equitable funding. Hardy said the resolution condemning the SFRC was "a colossal waste of goodwill at the state level."

"It's become a fair amount of white noise in the background," Hardy said. "In the process of beating that drum we've lost some focus — and I did the same thing because I was on the same bandwagon — on instruction and on classroom performance. We need to re-energize what we are charged with, and that's teaching kids in this district."

The final straw

Kelly said the relationship with Cardon reached a point of no return after Moon Mohr revealed information from a closed session portion of the Oct. 7 meeting. She said the community was "riled up about stuff they didn't even know was going on."

"The minute the information that Erica wrote was released to the media, a frenzy happened and we couldn't even recover whatever relationship we had," Kelly said. "Whether that was board relationships or superintendent relationship, the district was certainly compromised."

Moon Mohr laughed off the notion, pointing to conversations with Cardon who expressed an inability to function in the district if Kelly, Leonhardt, Forton and Jane Klegman remained trustees.

Movements are now in the works to oust several of the board members who have terms that run through 2022. Klegman and Leonhardt are up for re-election in November 2020, so those with TCAPS Transparency don't feel a recall attempt against them is prudent. Instead, they intend to focus on Kelly and Forton as they gameplan how to get the necessary 11,700 signatures and \$40,000 to force a special election.

Kelly said those board members are "standing by their integrity" and not resorting to or responding to attacks against them. She questions the recall efforts and wonders what trustees have done to spur such a challenge.

"Have they failed in any of their duties? Why are they being asked?" she said. "They have yet to display any untrustworthy business. They're holding TCAPS to the very highest level possible. They have maintained their oath of office."

Taking the reins (for a while)

The board turned to former TCAPS Superintendent Jim Pavelka to guide the ship on an interim basis before bringing on a longterm fit. Pavelka held the district's top post from 2000 before retiring in 2005.

Pavelka spent his first full week speaking with staff and students, but he has not had any detailed conversations with Kelly about how long his interim tenure will last. He is under the assumption that it is "not a one-year, two-year, threeyear commitment," but instead to ensure there are no breaks in services to the students.

"You have the mistrust from a situation that developed with the previous superintendent and the board. I don't want to let this impact moving forward — and it has a potential to do that," Pavelka said. "I don't know what took place in the past. I can't change the past, but I'll do everything I can to help the community and the board learn from this."

A community at odds with its school district is not uncommon, said Pavelka, who spent 19 years as the superintendent of the Allegheny County Intermediate School District.

He understands the public wants to know what happens behind closed doors, but he also knows some information must be kept private.

Yet he concedes that it is nearly impossible to move forward as a district without public trust and support.

"What we need to do is to look for the common good. You just look at what we have in common. I don't think anybody wants bad for the school district. Right?" he said.

What some feel is bad for the district is for those in decision-making positions to remain there.

Newman-Bale said TCAPS Transparency is intent on turning the situation from a negative to a positive.

"Now we have the momentum to make a change," he said. "As painful as this process is going to be, hopefully in three to five years time, this is going to be the best thing that's happened to us — and we're going to turn in that way. We're already turning the tide to bring it back together."

Record Eagle
10/17/19
Thursday

adm inistration

Cardon likely out at TCAPS

Special meeting Thursday regarding mutual agreement

By Brendan Quealy

bquealy@record-eagle.com

TRAVERSE CITY — The second last-minute special meeting of local school trustees in less than a week is expected to provide a window into the murky events that triggered dayslong community uproar.

The Traverse City Area Public Schools Board of Education has called a special, untelevised meeting at 4 p.m. Thursday for the “authorization of a mutual agreement.” That language mirrors lines in Superintendent Ann Cardon’s contract with the school district that outline termination protocol, which includes a mutual agreement.

Trustee Erica Moon Mohr confirmed late Wednesday the meeting was set to discuss Cardon’s contract.

“From what I understand, it’s over,” Moon Mohr said.

News broke in the community last week that some trustees who serve on the district’s board of education might have been working to force out Cardon, who has served as the district’s top administrator for barely more than two months. Board trustees called a special meeting Friday and were met with firestorm of criticism for both the rumored ousting and a lack of transparency in the previous weeks and months.

See TCAPS page 2A

A livestream of the meeting will be available on the Record-Eagle’s Facebook page starting at 4 p.m.

TCAPS

Cardon likely out as superintendent

From Page 1A

TCAPS Board President Sue Kelly did not return a phone call for comment. In an interview earlier Wednesday — before the announcement of the special meeting — Kelly said the board regrets what has transpired in the last week and acknowledged the “chaos that’s happening districtwide.” But Kelly still would not acknowledge exactly what triggered the upheaval.

“We are attempting to work through this as expediently as possible — whatever this is — in a timely manner within the defined process following the law,” Kelly said.

If there is not a mutual agreement, Cardon’s contract states that the superintendent “shall be subject to discharge only for reasons that are not arbitrary and capricious.” It also states the board shall provide a written notice for the basis of the discharge and permit the superintendent to have a hearing before the board.

Moon Mohr, in a letter obtained Oct. 10 by the Record-Eagle and later verified, stated that [REDACTED]

[REDACTED] Moon Mohr indicated that confrontation occurred during a closed session scheduled for Oct. 7 to discuss [REDACTED]
[REDACTED]

“I cannot comment,” Kelly said in response to a question about Cardon having a hearing before the board.

Moon Mohr said the action she witnessed should have been conducted publicly.

“You would have thought the board would’ve had a meeting prior to (the closed session) to layout the allegations, so to speak, not told we’re going into closed session an hour before,” Moon Mohr said Monday.

Moon Mohr said she has since tried to access the information from that closed session, including the complaint letter, but she said she was told Wednesday that the district’s legal team recommended that no materials from the closed session be allowed to be seen by anyone at this point.

TCAPS legal counsel Jeff Butler said he had no comment on the matter when contacted Wednesday afternoon.

Kelly has said several times that she will not comment on anything that happened in closed session.

Language in Cardon’s contract also states that her performance is “subject to the satisfaction, direction, and control of the Board of Education of the District, which shall be the sole judge of performance.” It also states that “should a concern arise regarding the Superintendent’s relationship with the Board, the parties may agree to utilize a mutually selected outside facilitator” at the board’s expense.

Kelly said she would not speak about whether an outside facilitator had been sought.

Traverse City Mayor Jim Carruthers said Cardon was set to introduce him before a Michigan Supreme Court hearing Wednesday morning at Traverse City Central High School. Carruthers said he was given no explanation as to why Cardon was replaced with TCAPS Associate Superintendent Jame McCall.

Carruthers, who has signed a petition online calling for Kelly and three of her fellow trustees — Pam Forton, Jane Klegman and Jeff Leonhardt — to resign immediately, said the public still is in dark about what is transpiring away from public ears and eyes.

“Whatever’s happening, I don’t want it to affect us in the future,” he said. “I don’t want us to be in such turmoil. We want a good public school system. We want a good leader there to run it. We want our school board to be working hard to make sure we have the best public education we can have here.”

Kelly confirmed Wednesday that Cardon is away from the district but said she has not been placed on leave.

The Record-Eagle will provide a livestream of the meeting on its Facebook page starting at 4 p.m. Thursday. Cardon is not expected to be at the special meeting.

Record Eagle
10/13/19
Sunday

o u r view

We all should take pride in community outrage over TCAPS secrecy

Democracies die behind closed doors. Those words enshrined in history in a 2002 ruling by U.S. Sixth Circuit Court Judge Damon Keith declared that a government that operates behind closed doors is one that “selectively controls information rightfully belonging to the people. Selective information is misinformation.”

Keith’s words were relevant when he delivered them in response to a government effort to bar the public from court hearings for individuals charged in the Sept. 11 attacks. And it’s especially poignant today as Traverse City Area Public Schools officials work to obscure their decisions from public view.

Generations of journalists have spent their careers eating, sleeping and breathing the four words that since 2017 have been emblazoned on the Washington Post’s masthead. They describe one of the core principles for which many of us sacrifice time with our families, relationships with loved ones, financial security and sleep: A government that excludes the people is not for the people.

We volunteer for this work, and the abuse we sometimes receive in return, because we believe in the value — the necessity, of an informed, engaged public.

We witnessed firsthand the power of an engaged community Friday afternoon. It was a heartening moment for our journalists.

Record-Eagle reporters engaged in a familiar tug-of-war with public officials in the days before Friday’s short-notice, closed-session meeting of the Traverse City Area Public Schools Board of Education.

Starting Wednesday, schools reporter Brendan Quealy began the frustrating task of trying to confirm a tip that something drastic was in the works within the leadership ranks at TCAPS. The tip — a rumor most of us likely have heard by now — claimed TCAPS’ new superintendent, Ann Cardon, is leaving the district, either voluntarily or through an orchestrated ouster, after barely more than 70 days on the job.

If true, it’s the kind of move to which our community deserves to be privy, a decision that impacts thousands of students, hundreds of employees and every constituent who contributes to the district’s \$100 million budget.

such a move also would signal a woeful failure of trustees' most important duty.

Quealy reacted as any good journalist would by going straight to Cardon for answers. Her response was cagey, and we suspect someone else may have been conferenced into the call.

We have standards, believe in reporting fact, not conjecture, so we often find ourselves scrambling to confirm or debunk rumors as they spread and evolve. This week was no different.

Several TCAPS officials, including board President Sue Kelly, either declined to answer questions or refused to return multiple calls and text messages.

Further, Kelly, during a Thursday afternoon interview in which she refused to answer questions, failed to mention she was planning to call a last-minute, untelevised, special board meeting Friday afternoon. That meeting was set for the sole purpose of facilitating a closed-session discussion.

The only hints we have at the content of recent closed-door talks at TCAPS comes from a letter trustee Erica Moon Mohr wrote to her fellow board members.

~~4~~ The Record-Eagle obtained that letter, confirmed its authenticity with Moon Mohr and published it Friday morning. It's clear Kelly and others within the district did everything they could to exclude the public from the special meeting.

Much to some officials' chagrin, rumors and Moon Mohr's letter drove a wall-to-wall audience to pack into the board room for the meeting to levy concern about Cardon's potential departure and to deride officials' secrecy.

It was a small victory in the fight against the intentional murkiness to which some elected officials and some bureaucrats believe they're entitled.

But we still don't have any answers from the people who are elected to serve us.

District officials no doubt will stretch the law to the limit in their response to records requests that surely will shed light on whatever has for weeks transpired in whispers and closed-session meetings.

Worse, even raucous public outcry and pleading for transparency seemed unable to move the needle. We still don't know whether the district soon will be leaderless and if so, for what reasons. And no public official, elected or otherwise, has made any effort to clarify the public record.

We will continue to fight night and day for transparency at TCAPS whether from the current district leadership or the next. We want answers, and like you, we lose sleep when we don't get them.

We hope you will join us in continuing to pursue the truth, in demanding answers from the people who were elected or hired to serve our children.

Because in northern Michigan, democracy dies in closed session.

Sunday Oct 27 Trustee Moon Mohr post
on personal Facebook

10/28/2019

Ma

10/28/2019

AT&T

9:31 AM

94%

Some interesting facts about TCAPS bond sales that you might be interested in. Did you know that the position that [REDACTED] was hired for had been vacant since some time in the spring of 2018? TCAPS had its \$100M bond election in August of 2018. [REDACTED] announced his retirement in December of 2018. Shortly thereafter, he and [REDACTED] publicly raised the idea that they would like the bonds to be sold locally so local people had an opportunity to buy them (see finance committee meeting 1/9/19 27:02). Rather than take bids from various companies as to who would get the bond sales (which school districts usually do as well as hospitals and other municipalities), TCAPS decided to do a "negotiated sale," meaning they sent out an RFP, then negotiated with the companies submitting proposals to decide which one would get the sales. At around the same time, [REDACTED] was quite open with people in the financial world that after retiring from TCAPS, he wanted to do something in that business. TCAPS gave preference to [REDACTED] because they supposedly had more "retail outlets" in northern Michigan than the other companies submitting proposals (see finance committee meeting 3/6/19

companies submitting proposals to decide which one would get the sales. At around the same time, [REDACTED] was quite open with people in the financial world that after retiring from TCAPS, he wanted to do something in that business. TCAPS gave preference to [REDACTED] because they supposedly had more "retail outlets" in northern Michigan than the other companies submitting proposals (see finance committee meeting 3/6/19 00:00 where the beginning of the meeting was completely cut out, ironically). [REDACTED] retires with a golden parachute, that he single handedly helped to negotiate, and a month or so after he retires, he is magically hired with [REDACTED]. Now let's do the math... His retirement is probably right around \$84,000/year. He is probably hired in at [REDACTED] somewhere around \$125,000/year. That puts him at around \$200,000 annually. After he gets licensed (a few months of training needed), he'll be eligible for bonus commissions. If he handles \$500M in bond sales, he could earn potentially about \$100K in bonuses. Now I am not in this industry so clearly I am speculating.... but it just seems so interesting the timing of events.

Like

Comment

Write a comment...

Write a comment...

Master File 71-5893-19

10/28/2019

< [Redacted] Post ...

👍👍👍 [Redacted] and 28 others

[Redacted]
Great sleuthing [Redacted] The you know
what is getting deep around here.

14h Like Reply

[Redacted]
How can I share this?

14h Like Reply

[Redacted]
I feel like Transparency needs to
create some infographics or posters
simplifying key reasons why the
board must resign. This would be a
case of not working in best interest
of district through allowing self-
dealing.

13h Like Reply

[Redacted]
Wow, unacceptable

13h Like Reply



Write a comment...



10/28/2019

< [Redacted] Post ...

Good job [Redacted]

12h Like Reply

[Redacted]
seems straight up Mafia style to me.
Market control. [Redacted] is there some
state oversight involvement
possible? Or does it come down to
taking legal action?

11h Like Reply

[Redacted]
And this can only happen under a
board who is either uninformed or
unethical.

11h Like Reply

[Redacted]
Interesting!

9h Like Reply

[Redacted] *NEXT PG*
I'm not sure I remember right, so



Write a comment...



Master File 71-5893-19

10/28/2019

M

10/28/2019

3



...



...

I'm not sure I remember right, so please review [redacted] I'm trying to put it together.

[redacted] were elected to the board in November, along with you. At the new board's very first meeting, the board proposed and approved a \$7000 raise for [redacted] and then they approved a 20% raise in his retirement, which, of course, is now \$7000 higher. And then, the VERY next meeting [redacted] retires. Is my recall accurate? So taxpayers have the forever liability of [redacted] costly retirement PLUS the liability of the \$2 million ding by the Department of Ed for essentially lying about how many days the home scho... See More

2h Like Reply

2

~~probably. With all due respect for~~

the forever liability of [redacted] costly retirement PLUS the liability of the \$2 million ding by the Department of Ed for essentially lying about how many days the home school kids were attending the Interlochen school (not a "nothing burger" after all), and the 5% (???) increase in teachers' salaries after [redacted] opened their contract 18 months early. Again, I don't know if that's entirely accurate. But I am wondering if this costly financial good-bye gift by [redacted] contributed to [redacted] woes.

2h Like Reply

2

probably. With all due respect for these voices that do not want to rehash the past - it is impossible to understand the present situation without understanding how we got here.



Write a comment...



Write a comment...



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10/28/2019

Mail - Outlook

AT&T

9:32 AM

93%

4



These voices that do not want to
rehash the past - it is impossible
to understand the present
situation without understanding
how we got here.

19m Like Reply

When [REDACTED] bobbled his
head at that meeting that is when it
was clear he is part of the pack. This
is [REDACTED] "nothing burger."

Just look at the behavior combined
with ego. I'm hoping we get our
school district back. Just another
example of an operating board with
some power hungry users. Everyone
but [REDACTED] should be recalled and let's
start over and clean up the [REDACTED]
[REDACTED] corruption.

Just now Like Reply



Write a comment...



Master File 71-5893-19

TCAPS Standards of Practice and OMA law

forum

By [REDACTED]

As I cannot legally disclose, discuss or reply to questions regarding information discussed in a Closed meeting, as per the OMA and the Acceptance Oath of Office, which every elected official, including TCAPS board members have signed, I am choosing to make this statement.

I find it ironic that Trustee [REDACTED] and her supporters, are accusing some of the other Board members of wrongful behavior, when it is Trustee [REDACTED] that has intentionally more than once, and continues to, break the OMA law and her signed TCAPS Standards of Practice.

Her statement about a "threatening call" from TCAPS attorney is ludicrous. She received a call informing her of the possible consequences of breaking the law by revealing information discussed in a Closed

Meeting. Her response of "I don't care" in the Record Eagle's October 11, 2019 article and yet again on October 12, 2019 when both the Board President and the TCAPS Attorney warned her she was breaking the law, shows a lack of respect for the office she holds, as well as her lack of concern for the damage she is doing to the district. Her statement of "I don't care" is reminiscent of a child having a temper tantrum and not believing there will be consequences for their actions. Her personal attack on Board members who disagree with her and her attitude of "they're being mean to me" simply because of their disagreement, shows a lack of maturity and an inability to conduct herself in a manner appropriate to the position she holds.

It is a Board member's responsibility to follow the laws they have agreed to when they signed their Oath of Office and the Standards of Practice. Those Oaths are *not* suggestions. Because we, the other board members in Closed sessions, do respect the law and understand how damaging to the district disclosing confidential information would be,

we cannot

reply or defend ourselves to any of her statements or statements made by the public.

I know that the educated decisions I have made while serving on the TCAPS Board continue to be for the benefit of our school district. I will follow the laws and my signed agreements, even if doing so does not allow me to defend myself. Our Mission Statement says "We exist to educate. Education improves the quality of life for all."

I helped write that Mission Statement. I will continue to do what's right for TCAPS."

https://www.tcaps.net/downloads/board_full_documents/board_of_educations_standards_of_practice_agreement.pdf

https://www.michigan.gov/documents/sos/Accept_of_Off_New_299490_7.pdf

About the author: [REDACTED] is a TCAPS Board of Education trustee.

OPENING STATEMENT

Thank you all for being here this afternoon. The community's interest and involvement is the very reason TCAPS has a long history of excellence. As a public entity we have laws and policy on how we conduct ourselves both in open session and closed session meetings. When a board member or staff breaches the law they will be held accountable. The OMA in the State of Michigan was enacted to protect individuals and organizations that could otherwise be negatively impacted by disclosure of personal information. We are fully committed to the privacy of these procedures.

Board Standards of Practice that is posted on the wall includes:

- #4. Provide responsible school district governance by conducting board and district business in a fair, respectful and responsible manner.
- Base our decisions upon available facts, vote our convictions, avoid bias and upholds and support the decisions of the majority of the board once a decision is made
- Maintain the confidentiality of privileged information including that shared in closed sessions of the board
- Uphold all applicable federal and state laws and regulations.

These are the standards of the Traverse City Area Board of Education

Fast Board Member - term ended 12/31/18
Voted (illegally) to conduct Superintendent review in
open session 3/12/18.

10/28/2019

Mo

10/28/2019

Mo

AT&T

9:39 AM

92%



...

This is a very hard to understand or agree with. [REDACTED] from my short experience with her, is a very professional educator who may have slightly different priorities than our previous superintendent but is absolutely focused on the right objective, student performance. The clandestine way this has unfolded has left both [REDACTED] and the TCAPS community with no ability to question the board decision nor to provide support for a leader we all (including the board) embraced when she was hired just 71 days ago.

As a former board member I went through the turmoil with our administrators over the last couple years and thought we had learned lessons from that PR disaster. Apparently not. This will taint the job of TCAPS Superintendent for any really qualified candidate for years. It's a real shame that we are here again with, what used to be, a really valuable community asset. Only time will tell if TCAPS can recover from this and find a new candidate to lead our district that has anywhere close to the same class and professionalism that [REDACTED] has. Thanks to [REDACTED] and the



Write a comment...



...

close to the same class and professionalism that [REDACTED] has. Thanks to [REDACTED] and the TCAA for standing up and publicly supporting [REDACTED] by challenging this decision.



RECORD-EAGLE.COM

Cardon possibly out as TCAPS superintendent; special meeting called



Like



Comment



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and 59 others

6 shares

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10/10/19

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 [REDACTED] 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 [REDACTED] started this campaign against [REDACTED] which has come to a head this week. I sat back and hoped that my gut was wrong as I watched it unfold. Knowing [REDACTED] position on the SFRC, [REDACTED] looked for opportunities to bully and attack [REDACTED] in discourse. After our BOE meeting on August 26th, [REDACTED] called every BOE member and discussed [REDACTED] presentation regarding the budget. [REDACTED] let every BOE member know her disgust with [REDACTED]. The next day [REDACTED] was quoted in the Record Eagle and the budget came up. Once again [REDACTED] 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 [REDACTED] only one hour before we were to attend [REDACTED] retirement reception. No one had any idea what was about to take place. [REDACTED] 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. [REDACTED]

[REDACTED] During [REDACTED] 60 days of employment as Superintendent, there have been NO issues that could not have been resolved without a simple phone call in which [REDACTED] or anyone else could have asked questions and gotten answers. Instead, [REDACTED] has been working behind the scenes to build a campaign against [REDACTED] using whatever little issues she can blow out of proportion. The BOE and [REDACTED] should have addressed any issues in a professional, productive, constructive manner, not the lynching session that [REDACTED] 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.

[REDACTED] why would you hold a meeting regarding [REDACTED] when you knew that [REDACTED] would not be there? Was it because you knew that he disagreed with your position on [REDACTED]?

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

Next [REDACTED] started with the attack. [REDACTED]

Master File 71-5893-19 3/7

10/10/19

[REDACTED]

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 [REDACTED] 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 [REDACTED] started this campaign against [REDACTED] which has come to a head this week. I sat back and hoped that my gut was wrong as I watched it unfold. Knowing [REDACTED] position on the SFRC, Sue looked for opportunities to bully and attack [REDACTED] in discourse. After our BOE meeting on August 26th, [REDACTED] called every BOE member and discussed [REDACTED] presentation regarding the budget. [REDACTED] let every BOE member know her disgust with [REDACTED]. The next day [REDACTED] was quoted in the Record Eagle and the budget came up. Once again [REDACTED] 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 [REDACTED] only one hour before we were to attend [REDACTED] retirement reception. No one had any idea what was about to take place. [REDACTED] that [REDACTED] 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. [REDACTED]

[REDACTED] During [REDACTED] 60 days of employment as Superintendent, there have been NO issues that could not have been resolved without a simple phone call in which [REDACTED] or anyone else could have asked questions and gotten answers. Instead, [REDACTED] has been working behind the scenes to build a campaign against [REDACTED] using whatever little issues she can blow out of proportion. The BOE and [REDACTED] should have addressed any issues in a professional, productive, constructive manner, not the lynching session that [REDACTED] 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.

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Next [REDACTED] started with the attack. [REDACTED]

As she has often been, [redacted] was calculating, attacking, accusatory, inappropriate, unprofessional and coached. It was obvious that [redacted] was prepped by someone who knew exactly what was going to take place. There was no constructive criticism toward [redacted] it was an outright attack.

From there [redacted] began. He stated that he too had issues with [redacted]

[redacted] While I support discussing growth opportunities with [redacted] I ask you [redacted] 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 [redacted] about your concerns? Why you didn't help [redacted] to be successful? Instead you just joined in with the belligerence and bullying. [redacted]

And then [redacted] She attacked in a condescending, inappropriate, derogatory manner. There was no opportunity for growth for [redacted] just a shaming by [redacted] I ask you [redacted] why didn't you pick up the phone as soon as you heard [redacted] that they were not happy that [redacted] hasn't met with them? Why didn't you give [redacted] 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 [redacted] 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 [redacted] and [redacted] resign from the BOE. Your actions toward [redacted] 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,

A solid black rectangular box used to redact the signature of the sender.

Letter of concern

email: [REDACTED] Thursday, October 10, 2019 at 11:51:38 AM Eastern Daylight Time
To: email: [REDACTED] email: [REDACTED] email: [REDACTED]
email: [REDACTED] email: [REDACTED]
Cc: email: [REDACTED]

[REDACTED]

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 [REDACTED] 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 [REDACTED] started this campaign against [REDACTED] which has come to a head this week. I sat back and hoped that my gut was wrong as I watched it unfold. Knowing [REDACTED] position on the SFRC, [REDACTED] looked for opportunities to bully and attack [REDACTED] in discourse. After our BOE meeting on August 26th, [REDACTED] called every BOE member and discussed [REDACTED] presentation regarding the budget. [REDACTED] let every BOE member know her disgust with [REDACTED]. The next day [REDACTED] was quoted in the Record Eagle and the budget came up. Once again [REDACTED] 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 [REDACTED] only one hour before we were to attend [REDACTED] retirement reception. No one had any idea what was about to take place. The [REDACTED] that [REDACTED] 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. [REDACTED]

[REDACTED] During [REDACTED] 60 days of employment as Superintendent, there have been NO issues that could not have been resolved without a simple phone call in which [REDACTED] or anyone else could have asked questions and gotten answers. Instead, [REDACTED] has been working behind the scenes to build a campaign against [REDACTED] using whatever little issues she can blow out of proportion. The BOE and [REDACTED] should have addressed any issues in a professional, productive, constructive manner, not the lynching session that [REDACTED] spearheaded. The BOE should have been working collaboratively with our new Superintendent in order to ensure her success as well as all of TCAPS,

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especially as she was beginning in her new position. Instead, we have failed her and all of TCAPS.

why would you hold a meeting regarding [REDACTED] when you knew that [REDACTED] would not be there? Was it because you knew that he disagreed with your position on [REDACTED]?

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Next

[REDACTED] started with the attack. [REDACTED]

[REDACTED] As she has often been, [REDACTED] was calculating, attacking, accusatory, inappropriate, unprofessional and coached. It was obvious that [REDACTED] was prepped by someone who knew exactly what was going to take place. There was no constructive criticism toward [REDACTED] it was an outright attack.

From there [REDACTED] began. [REDACTED]

[REDACTED] While I support discussing growth opportunities with [REDACTED] I ask you [REDACTED] 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 [REDACTED] about your concerns? Why you didn't help [REDACTED] to be successful? Instead you just joined in with the belligerence and bullying. When I stood up for [REDACTED] 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

[REDACTED] She attacked in a condescending, inappropriate, derogatory manner. There was no opportunity for growth for [REDACTED] just a shaming by [REDACTED] I ask you [REDACTED] why didn't you pick up the phone as soon as you heard [REDACTED] that they were not happy that [REDACTED] hasn't met with them? Why didn't you give [REDACTED] 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.

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I am asking that [REDACTED] and [REDACTED] resign from the BOE. Your actions toward [REDACTED] 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,
[REDACTED]



Contentious TCAPS Meeting Leaves Unanswered Questions About Superintendent's Fate

By Beth Milligan | Oct. 12, 2019

Accusations of bullying, threats to recall board members, and pleas for public transparency dominated a special meeting of the Traverse City Area Public Schools (TCAPS) board Friday, which left the fate of newly hired Superintendent [REDACTED] hanging in the balance.

More than 100 attendees packed the meeting room (pictured) and spilled over into the adjoining hallway for the 3pm meeting, which was called Thursday night and followed a contentious closed-door board session Monday. Though Friday's meeting agenda indicated only that board members would go into closed session to discuss a "privileged attorney-client communication," board member [REDACTED] told *The Ticker* prior to the meeting it would likely center on [REDACTED] fate with TCAPS. [REDACTED] who was the

which precluded many teachers and parents of students from attending, prompted harsh criticism during the public comment session.

opening statement leading into that session once again outlined the details of Monday's closed-door board discussion. After being reprimanded by [REDACTED] and TCAPS legal counsel [REDACTED] - who ordered [REDACTED] to "stand down," saying she was violating the law by discussing Monday's meeting - audience members angrily shouted over the board to let [REDACTED] speak. [REDACTED] temporarily adjourned the meeting to let the audience calm down, with staff announcing that law enforcement had been called to keep order. X

When the meeting resumed, [REDACTED] finished her remarks and nearly three dozen people lined up to address the board. TCAPS staff including Central High School Librarian [REDACTED] and West High School government teacher [REDACTED] expressed their admiration of [REDACTED] and dismay at the board's proceedings. "We serve students first," [REDACTED] said, saying she had returned to TCAPS after a 12-year absence in part because of her excitement over [REDACTED] hiring. "This is not in service of those students." [REDACTED] calling [REDACTED] a "wonderful" superintendent, said faculty wanted to focus on teaching and that board "drama is not healthy for any of us." He said: "This district needs to heal, and this process is not helping that."


Community leaders also blasted the lack of clear answers about [REDACTED] situation. Grand Traverse County Commissioner [REDACTED] said he could not think of anything "short of criminal behavior" that would warrant [REDACTED] termination so early into her tenure, while Traverse City Commissioner [REDACTED] said [REDACTED] "round-robin calls" to board members could constitute a violation of the Open Meetings Act. TraverseCONNECT CEO [REDACTED] said a strong school district was "one of the most vital building blocks of a successful economy," adding that [REDACTED] unknown fate was "deeply concerning" and that he blamed poor "board governance" for the controversy. Other former TCAPS officials suggested that [REDACTED] and other board members could face a recall election if [REDACTED] departed. [REDACTED] also called for [REDACTED] and [REDACTED] to resign from the board.

After Friday's meeting, *The Ticker* reached out to [REDACTED] who had not returned an earlier request for comment. The superintendent said she was leaving to spend the weekend with friends and could not comment on the situation with the board. [REDACTED] also declined to comment on whether there would be an action item on the board's agenda at an upcoming meeting related to [REDACTED] contract. "There are certain parameters we must work (with) within the law, and keeping the integrity of the organization and the interests of the students and the community number one is what the board is doing," she

said. When [redacted] was asked when the community would have answers about what was happening with Cardon and TCAPS, [redacted] said: "As soon as possible. We're desperately working on it."

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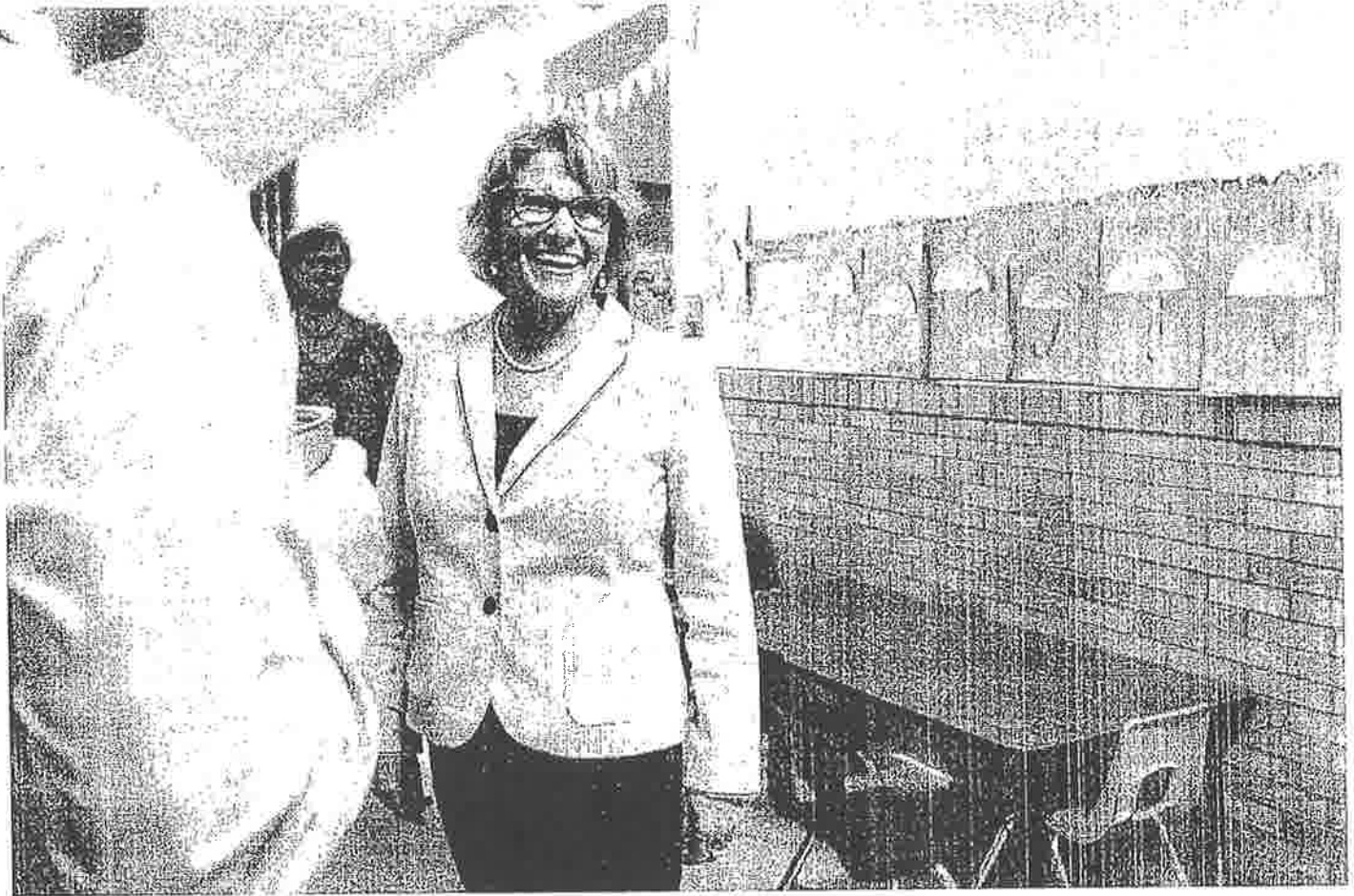


Angry

https://www.record-eagle.com/news/local_news/cardon-possibly-out-as-tcaps-superintendent-special-meeting-called/article_625d2abe-ec2f-11e9-bbd4-4bdd858ff756.html

Cardon possibly out as TCAPS superintendent; special meeting called

By Brendan Quealy bquealy@record-eagle.com Oct 11, 2019



New Traverse City Area Public Schools Superintendent Ann Cardon tours Central Grade School with Principal Toby Tisdale and other TCAPS staff on Wednesday morning.

Record-Eagle/Jan-Michael Stump



TRAVERSE CITY — The Traverse City Area Public Schools Board of Education has called a special meeting at 3 p.m. today (Oct. 11).

Most district officials have not returned calls for comment seeking more information on the meeting's subject matter.

The meeting, which according to the agenda is "for the purpose of receiving privileged attorney client communication," caps off a week in which many district officials have either refused comment or refuted reports that Superintendent Ann Cardon is leaving the district after just 71 days at the post.

TCAPS trustee Erica Moon Mohr said Friday morning she believes the meeting is to work out a separation agreement with Cardon. Trustee Matt Anderson said Friday he doesn't know what's going to be discussed in the closed session.

"I don't know whether it's regarding a separation agreement or a resignation from her or what," Anderson said. "I don't really know. There's been a lot of twists and turns about that."

Cardon said Wednesday night that she is dealing with "some personal issues," but would not confirm or deny if she was leaving the district.

"All I'm going to say is that it's personal, and I'm just going to leave it at that," Cardon said. "I don't have anything negative to say, only that it's a personal issue."

Board trustees entered closed session during their meeting Monday night "for the purpose of discussing the complaint brought against a staff member who has requested a closed hearing," according to the agenda.

Moon Mohr confirmed Friday morning that she authored and sent a letter to trustees outlining what she called "an assault on Ann" that took place during the closed session Monday. The Record-Eagle obtained a copy of that letter Thursday and confirmed its authenticity with Moon Mohr.

Moon Mohr, in her letter cited [REDACTED]

Moon Mohr's dispatch to fellow trustees also states that trustee Jane Klegman during the meeting declared Cardon was not right for the district, that Cardon had lied and that Cardon "needed to be let go." Moon Mohr's letter also states trustees Pam Forton and Jeff Leonhardt voiced their displeasure with Cardon's performance.

"What took place on Monday was not the first thing," Moon Mohr said Friday morning. "This has been a very calculating attempt to do what is being done. This has now been building for over a month. I have watched it. This is Sue Kelly manipulating Jane Klegman, Jeff Leonhardt and Pam

Forton into believing this bulls- — that came out.”

In the letter, Moon Mohr also called for the resignations of Kelly and Klegman, stating that their actions toward Cardon have been “outrageous.”

Moon Mohr said she received a call from an attorney Thursday night threatening her with misdemeanor violation of a closed session.

“I don’t care,” Moon Mohr said Friday. “I’m not going to sit back and let this happen. I am not going to allow it.”

Kelly did not respond to calls seeking comment on the letter’s accusations on Friday.

Cardon was the only one of six superintendent candidates asked back for a fit-to-district interview after the original round of interviews earlier this year.

Board trustees were enthusiastic about Cardon coming on board and unanimously approved hiring her 7-0 and gave her a three-year contract.

New TCAPS superintendent gets 3-year deal

Anderson said he is not sure where the health of the board’s relationship with Cardon stands at this point, but he did say he was concerned about the situation.

“The superintendent has to have the faith and confidence in the board of education, and the board of education has to have the faith and confidence and trust in the superintendent,” Anderson said. “I’m not sure where this is going. From here, I just have to try and make the best decisions possible for the community and the kids that attend TCAPS.”

Cardon said she was not at liberty to comment what was discussed during the closed session.

Kelly said Thursday she was not aware of discussions happening in the community about Cardon’s possible departure, but replied “no comment” when asked if a separation agreement for Cardon was currently being brokered.

“I’m done with the conversation,” Kelly said. “This is getting into confidential information that I don’t
is necessary.”

The Record-Eagle reached out to Traverse Bay Area Intermediate School District Superintendent Nick Ceglarek for comment Thursday. Ceglarek responded through email saying that "TBAISD would not comment on the accusation or situation other than, as a service agency, we will continue to support TCAPS in any way possible as they (manage) this potential change."

Kelly said Thursday she had not reached out to Ceglarek or the TBAISD regarding Cardon's employment with the district and was "dumbfounded" and "speechless" by what she was hearing.

"I am just not in a position to talk about this," Kelly said. "This is way over my head."

The Traverse City Administrators Association released a statement Friday morning ahead of Cardon's possible departure that said: "The TCAA is surprised and disappointed to hear about this sudden transition in leadership for our district. We would like to thank Mrs. Ann Cardon for the time and effort she put forth. Her focus and attention to teaching and learning has been positive, inspirational, and appreciated. Disruptions like this have a huge impact on an organization that serves nearly 10,000 students."

Klegman, Forton, Leonhardt as well as fellow trustee Doris Ellery did not return calls for comment by Friday morning.

The meeting Friday will take place in Conference Room C of the Tompkins Boardman Administration Center. It will not be televised, but the Record-Eagle will livestream the meeting on its Facebook page. Moon Mohr criticized the timing of the meeting, which is scheduled for 3 p.m., saying most teachers, principals and parents won't be able to attend.

"Who is most important here? It is our children. It is our families. It is our teachers. It is our principals. Those are the most important people," Moon Mohr said. "What is a board member? Really? We're not special. We're not powerful. We are there to make sure the business is carried out in a way that is right for those most important people."



TRAVERSE CITY EDUCATION ASSOCIATION/MEA/NEA

12935 W. BAY SHORE DR.
TRAVERSE CITY, MICHIGAN 49684
PHONE (231) 947-8375

17 October 2019

Dear President [REDACTED]

First, I want to thank you for all you have done and continue to do in service to TCAPS, our students and staff. Serving in this capacity can be one of the most rewarding experiences and challenging experiences at the same time. Thank you for staying focused on and committed to continuing to make public schools, and TCAPS, the place where students receive the highest quality education each and every day.

That being said, I am reaching out to you today with grave concern for process as it pertains to individual rights regarding personnel issues. On October 7, 2019 the following was printed in the Board agenda under *Closed Session*:

The Board will go into Closed Session for the purpose of discussing the complaint brought against a staff member who has requested a closed hearing as allowed by the Open Meetings Act, P.A. 267 of 1976, Section 8(a).

This closed session was followed by a three page statement obtained and published by local news outlets dated October 10, 2019, authored by Board of Education trustee [REDACTED]. This document alleges conduct and content from the October 7th closed session. Further, [REDACTED] took to reading this statement in open session during the special meeting of the Board of Education on Friday, October 11th. In a subsequent article in the Record Eagle, [REDACTED] stated after being put on notice by an attorney that her actions may bring about a misdemeanor violation of closed session, she replied, "I don't care".

While this is concerning on many levels, I am contacting you as it pertains to individual rights of the teachers I represent. Both the Open Meetings Act, Act 267 of 1976 and TCAPS Board Policy 0167.2 outline permissible purposes for closed session.

Board Policy, Section 0000 Bylaws, 0167.2 - CLOSED SESSION

The Board may meet in a closed session, one closed to the public, for specified purposes:

- A. To consider the dismissal, suspension, or disciplining of, or to hear complaints or charges brought against, or to consider periodic evaluation of, a public officer, staff member, or individual agent, if the named person requests a closed hearing (a majority vote is required)
- B. To consider the dismissal, suspension, or disciplining of a student only if the student or student's parents request a closed hearing (a majority vote is required)

15.267 closed sessions: permissible purposes.

Sec. 8. A public body may meet in a closed session only for the following purposes:

- (a) To consider the dismissal, suspension, or disciplining of, or to hear complaints or charges brought against, or to consider periodic evaluation of, a public officer, employee, staff member, or individual agent, if the named person requests a closed hearing. A person requesting a closed hearing may rescind the request at any time, in which case the matter at issue shall be considered after the rescission only in open sessions.

The actions of [REDACTED] prove that she is not acting in earnest regarding her oath of office, the Standards of Practice the TCAPS Governing Team signed on February 4, 2019, nor the law as it pertains to violating individual rights or the Open Meetings Act. This breach directly puts staff (and students) at risk if and when they exercise their right to request a closed session. There is now precedent in place that [REDACTED] personal agenda guides her actions. As President, I have a duty to ensure my members receive procedural due process in regard to instances clearly outlined in Board Policy and our Collective Bargaining Agreement. As long as [REDACTED] serves on the Board of Education I cannot ensure that her actions will not violate the rights of the members of the TCEA.

Sincerely,

[REDACTED]

President, Traverse City Education Association

**Standards of Practice
TCAPS Governance Team
February 4, 2019**



As elected members of the Board of Education of Traverse City Area Public Schools, we accept the high honor and trust that has been placed in us to ensure that each child of this district receives the best education available. To that end, we hereby commit to the following standards for effective, responsible board governance.¹ We will:

1. Hold the school district accountable for meeting student learning expectations by evaluating the superintendent on clear and focused expectations.
 - Maintain a strategic plan for the district and clearly define success and accountability for the Board, the staff, and students.
 - Focus on the policy work of the Board and monitor progress on the indicators of success in our strategic plan, leaving the day-to-day operation of the district to the superintendent and staff.
2. Set and communicate high expectations for student learning with clear goals and plans for meeting those expectations.
 - Install the MI Excel Blueprint for Strategic Reconfiguration as the framework to provide high quality teaching and learning.
3. Commit to a continuous improvement plan regarding student achievement at each school and throughout the district.
 - Model continuous learning in our roles as members of the governance team.
4. Provide responsible school district governance by conducting board and district business in a fair, respectful, and responsible manner.
 - Base our decisions upon available facts, vote our convictions, avoid bias, and uphold and support the decisions of the majority of the board once a decision is made.
 - Maintain the confidentiality of privileged information including that shared in closed sessions of the board.
 - Uphold all applicable federal and state laws and regulations.
5. Engage the local community and represent the values and expectations the community holds for its schools.
 - Be actively engaged with our constituents.
 - Refer constituent complaints and concerns to the appropriate person within the district chain of command.
6. Model responsible school district governance by working as an effective and collaborative team.
 - Respect the leadership roles of the Board chair and superintendent.
 - Recognize that authority rests only with majority decisions of the Board and will make no independent commitments or take any independent actions that may compromise the Board as a whole.
 - Maintain fidelity to these commitments and hold ourselves and fellow Board members accountable should any one of us fail to live up to these commitments.
7. Create districtwide conditions for student and staff success.
 - Anchor Board work in a culture of collective responsibility that is collegial, collaborative, and professional.²
 - Ensure the district is grounded in a safe, orderly and respectful environment for students.
 - Understand that we have a special moral and ethical imperative to serve each student and that we will equitably allocate resources based on student need.
 - Recognize and work to meet students' academic and non-academic needs in order to ensure they are ready to learn.

Signed:

[Redacted Signature Area]

¹ Alsbury, T. L., & Gore, P. (2015). *Improving School Board Effectiveness: A Balanced Governance Approach*. Cambridge, MA: Harvard Education Press.

² Chandler, G., & Frank, J. (2015). *The Blueprint for Strategic Reconfiguration*. Marshall, MI: Catholun ISD.



Book Policy Manual
 Section 0000 Bylaws
 Title CLOSED SESSION
 Code po0167.2
 Status Active
 Legal M.C.L. 15.267, 15.268
 Adopted October 25, 1999
 Last Revised May 13, 2019

0167.2 - CLOSED SESSION

The Board may meet in a closed session, one closed to the public, for specified purposes:

- A. to consider the dismissal, suspension, or disciplining of, or to hear complaints or charges brought against, or to consider a periodic personnel evaluation of, a public officer, staff member, or individual agent, if the named person requests a closed hearing **(a majority vote is required)**
 - B. to consider the dismissal, suspension, or disciplining of a student only if the student or student's parents request a closed hearing **(a majority vote is required)**
 - C. for strategy and negotiation sessions connected with the negotiation of a collective bargaining agreement if either negotiating party requests a closed hearing **(a majority vote is required)**
 - D. to consider the purchase or lease of real property up to the time an option to purchase or lease that real property is obtained **(a two-thirds (2/3's) vote is required)**
 - E. to consult with its attorney regarding trial or settlement strategy in connection with specific pending litigation, but only if an open meeting would have a detrimental financial effect on the litigating or settlement position of the public body **(a two-thirds (2/3's) vote is required)**
 - F. to consider materials exempt from discussion or disclosure under State or Federal statute, including by way of example only; written opinions of legal counsel, and school safety plans **(a two-thirds (2/3's) vote is required)**
 - G. to review the specific contents of an application for employment or appointment if the candidate requests that the application remain confidential **(a two-thirds (2/3's) vote is required)**
- However, all interviews for employment or appointment of the Superintendent shall be held in an open meeting of the Board.
- H. to consider security planning to address existing threats or prevent potential threats to the safety of the students or staff **(a majority vote is required)**

In keeping with the confidential nature of closed sessions, no member of the Board shall disclose the content of discussions that take place during such sessions.

Revised 2/11/19

requesting party's payment of a yearly fee of not more than the reasonable estimated cost for printing and postage of such notices, a public body shall send to the requesting party by first class mail a copy of any notice required to be posted pursuant to section 5(2) to (5).

(2) Upon written request, a public body, at the same time a public notice of a meeting is posted pursuant to section 5, shall provide a copy of the public notice of that meeting to any newspaper published in the state and to any radio and television station located in the state, free of charge.

History: 1976, Act 267, Eff. Mar. 31, 1977.

15.267 Closed sessions; roll call vote; separate set of minutes.

Sec. 7. (1) A 2/3 roll call vote of members elected or appointed and serving is required to call a closed session, except for the closed sessions permitted under section 8(a), (b), (c), (g), (i), and (j). The roll call vote and the purpose or purposes for calling the closed session shall be entered into the minutes of the meeting at which the vote is taken.

(2) A separate set of minutes shall be taken by the clerk or the designated secretary of the public body at the closed session. These minutes shall be retained by the clerk of the public body, are not available to the public, and shall only be disclosed if required by a civil action filed under section 10, 11, or 13. These minutes may be destroyed 1 year and 1 day after approval of the minutes of the regular meeting at which the closed session was approved.

History: 1976, Act 267, Eff. Mar. 31, 1977;—Am. 1993, Act 81, Eff. Apr. 1, 1994;—Am. 1996, Act 464, Imd. Eff. Dec. 26, 1996.

15.268 Closed sessions; permissible purposes.

Sec. 8. A public body may meet in a closed session only for the following purposes:

(a) To consider the dismissal, suspension, or disciplining of, or to hear complaints or charges brought against, or to consider a periodic personnel evaluation of, a public officer, employee, staff member, or individual agent, if the named person requests a closed hearing. A person requesting a closed hearing may rescind the request at any time, in which case the matter at issue shall be considered after the rescission only in open sessions.

(b) To consider the dismissal, suspension, or disciplining of a student if the public body is part of the school district, intermediate school district, or institution of higher education that the student is attending, and if the student or the student's parent or guardian requests a closed hearing.

(c) For strategy and negotiation sessions connected with the negotiation of a collective bargaining agreement if either negotiating party requests a closed hearing.

(d) To consider the purchase or lease of real property up to the time an option to purchase or lease that real property is obtained.

(e) To consult with its attorney regarding trial or settlement strategy in connection with specific pending litigation, but only if an open meeting would have a detrimental financial effect on the litigating or settlement position of the public body.

(f) To review and consider the contents of an application for employment or appointment to a public office if the candidate requests that the application remain confidential. However, except as otherwise provided in this subdivision, all interviews by a public body for employment or appointment to a public office shall be held in an open meeting pursuant to this act. This subdivision does not apply to a public office described in subdivision (j).

(g) Partisan caucuses of members of the state legislature.

(h) To consider material exempt from discussion or disclosure by state or federal statute.

(i) For a compliance conference conducted under section 16231 of the public health code, 1978 PA 368, MCL 333.16231, before a complaint is issued.

(j) In the process of searching for and selecting a president of an institution of higher education established under section 4, 5, or 6 of article VIII of the state constitution of 1963, to review the specific contents of an application, to conduct an interview with a candidate, or to discuss the specific qualifications of a candidate if the particular process of searching for and selecting a president of an institution of higher education meets all of the following requirements:

(i) The search committee in the process, appointed by the governing board, consists of at least 1 student of the institution, 1 faculty member of the institution, 1 administrator of the institution, 1 alumnus of the institution, and 1 representative of the general public. The search committee also may include 1 or more members of the governing board of the institution, but the number shall not constitute a quorum of the governing board. However, the search committee shall not be constituted in such a way that any 1 of the groups described in this subparagraph constitutes a majority of the search committee.

(ii) After the search committee recommends the 5 final candidates, the governing board does not take a

10/10/19

[REDACTED]

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 [REDACTED] 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 [REDACTED] started this campaign against [REDACTED] which has come to a head this week. I sat back and hoped that my gut was wrong as I watched it unfold. Knowing [REDACTED] position on the SFRC, Sue looked for opportunities to bully and attack [REDACTED] in discourse. After our BOE meeting on August 26th, [REDACTED] called every BOE member and discussed [REDACTED] presentation regarding the budget. [REDACTED] let every BOE member know her disgust with [REDACTED]. The next day [REDACTED] was quoted in the Record Eagle and the budget came up. Once again [REDACTED] 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 [REDACTED] only one hour before we were to attend [REDACTED] retirement reception. No one had any idea what was about to take place. The [REDACTED] that [REDACTED] put together was completely disgraceful and unprofessional. Why did you not review [REDACTED] 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. [REDACTED]

[REDACTED] During [REDACTED] 60 days of employment as Superintendent, there have been NO issues that could not have been resolved without a simple phone call in which [REDACTED] or anyone else could have asked questions and gotten answers. Instead, [REDACTED] has been working behind the scenes to build a campaign against [REDACTED] using whatever little issues she can blow out of proportion. The BOE and [REDACTED] should have addressed any issues in a professional, productive, constructive manner, not the lynching session that [REDACTED] 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.

[REDACTED] why would you hold a meeting regarding [REDACTED] when you knew that [REDACTED] would not be there? Was it because you knew that he disagreed with your position on [REDACTED]

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

Next [REDACTED] started with the attack. [REDACTED]

[REDACTED]
[REDACTED] was calculating, attacking, accusatory, inappropriate, unprofessional and coached. It was obvious that [REDACTED] was prepped by someone who knew exactly what was going to take place. There was no constructive criticism toward [REDACTED] it was an outright attack.

From there [REDACTED] began [REDACTED]

[REDACTED] While I support discussing growth opportunities with [REDACTED] I ask you [REDACTED] 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 [REDACTED] about your concerns? Why you didn't help [REDACTED] to be successful? Instead you just joined in with the belligerence and bullying. When I stood up for [REDACTED] 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 [REDACTED]

[REDACTED] She attacked in a condescending, inappropriate, derogatory manner. There was no opportunity for growth for [REDACTED] just a shaming by [REDACTED] I ask you [REDACTED] why didn't you pick up the phone as soon as you heard [REDACTED] that they were not happy that [REDACTED] hasn't met with them? Why didn't you give [REDACTED] 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 [REDACTED] 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 [REDACTED] and [REDACTED] resign from the BOE. Your actions toward [REDACTED] 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,


Talk - Ticker Story

email: [REDACTED]
To: email: [REDACTED]

Thursday, October 10, 2019 at 2:00:44 PM Eastern Daylight Time

Hi [REDACTED]

I left a voicemail for you this morning on your cell, wanted to send a follow-up email. I've been looking into reports that Monday's board meeting included a contentious closed session in which [REDACTED] was heavily berated by [REDACTED]. I saw your Facebook posts alluding to the bullying that took place, which I heard was severe enough that it could possibly result in [REDACTED] being fired or resigning. I'd like to talk to you about your posts and your thoughts on the situation, as well as what might happen from here. I'm reaching out to other board members as well - I've already heard from one that they are also upset about the situation.

Could you call my cell when you have a minute to talk? [REDACTED]

Thanks,
[REDACTED]
[REDACTED]

Head Writer
Traverse City Ticker
[REDACTED]

Update on FOIA requests

email: [REDACTED] Thursday, October 10, 2019 at 12:44:41 PM Eastern Daylight Time
To: email: [REDACTED]

Board Members,
As update for you all.

We have received a number of FOIA requests from the Record Eagle today for information regarding [REDACTED] 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 [REDACTED] 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.

[REDACTED] President
Board of Education
Traverse City Area Public Schools

Rec'd at Public
ms

10/10/19

[REDACTED]

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 [REDACTED] 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.

la
red

About a month ago [REDACTED] started this campaign against [REDACTED] which has come to a head this week. I sat back and hoped that my gut was wrong as I watched it unfold. Knowing [REDACTED] position on the SFRC, [REDACTED] looked for opportunities to bully and attack [REDACTED] in discourse. After our BOE meeting on August 26th, [REDACTED] called every BOE member and discussed [REDACTED] presentation regarding the budget. [REDACTED] let every BOE member know her disgust with [REDACTED]. The next day [REDACTED] was quoted in the Record Eagle and the budget came up. Once again [REDACTED] 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 [REDACTED] only one hour before we were to attend [REDACTED] retirement reception. No one had any idea what was about to take place. The [REDACTED] that [REDACTED] 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. [REDACTED]

[REDACTED] During [REDACTED] 60 days of employment as Superintendent, there have been NO issues that could not have been resolved without a simple phone call in which [REDACTED] or anyone else could have asked questions and gotten answers. Instead, [REDACTED] has been working behind the scenes to build a campaign against [REDACTED] using whatever little issues she can blow out of proportion. The BOE and [REDACTED] should have addressed any issues in a professional, productive, constructive manner, not the lynching session that [REDACTED] 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.

[REDACTED] why would you hold a meeting regarding [REDACTED] when you knew that [REDACTED] would not be there? Was it because you knew that he disagreed with your position on [REDACTED]?

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

Next [REDACTED] started with the attack. [REDACTED]

As she has often been, [REDACTED] was calculating, attacking, accusatory, inappropriate, unprofessional and coached. It was obvious that [REDACTED] was prepped by someone who knew exactly what was going to take place. There was no constructive criticism toward [REDACTED] it was an outright attack.

From there [REDACTED] began [REDACTED]

[REDACTED] While I support discussing growth opportunities with [REDACTED] I ask you [REDACTED] 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 [REDACTED] about your concerns? Why you didn't help [REDACTED] to be successful? Instead you just joined in with the belligerence and bullying. When I stood up for [REDACTED] 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 [REDACTED]

[REDACTED] She attacked in a condescending, inappropriate, derogatory manner. There was no opportunity for growth for [REDACTED] just a shaming by [REDACTED] I ask you [REDACTED] why didn't you pick up the phone as soon as you heard [REDACTED] that they were not happy that [REDACTED] hasn't met with them? Why didn't you give [REDACTED] 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 [REDACTED] 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 [REDACTED] and [REDACTED] resign from the BOE. Your actions toward [REDACTED] 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,