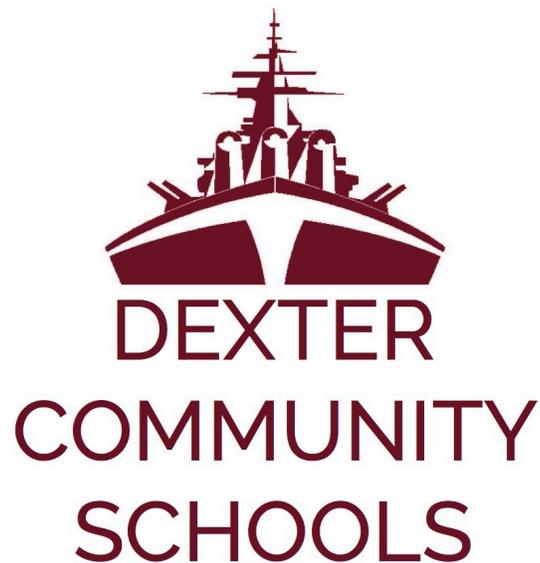


# **SPECIAL MEETING PACKET**

**OCTOBER 14, 2019**



*Our Vision:*

*Champion Learning –*

*Develop, Educate, and Inspire!*

*This meeting is a special meeting of the Board of Education in public for the purpose of conducting the School District's business and is not to be considered a public community meeting. There is time for public participation during the meeting as indicated in the agenda below (Bylaw 0166).*

## **SPECIAL MEETING AGENDA**

- A. ROLL CALL**
- B. APPROVAL OF AGENDA**
- C. PUBLIC PARTICIPATION:** *See Policy 0167.3*
- D. ACTION ITEMS**
  - 1. DAA Grievance # 01-2019**
- E. PUBLIC PARTICIPATION**

## DAA GRIEVANCE #01-2019

To: Dr. Chris Timmis, Superintendent  
From: Dexter Administrator's Association  
Re: Grievance  
Date: September 12, 2019

The Dexter Administrator's Association (DAA) is grieving the behavior of Dexter Community Schools Board Trustee Barbara Read. Over the last school year and up through the present, Trustee Read has violated Article IV Paragraph A of the DAA Master Agreement. The language cited is specifically:

*ARTICLE IV PROTECTION OF ADMINISTRATORS A. The parties recognize that administrators have responsibility for developing a respectful environment while maintaining control and discipline in the school to which the administrator is assigned. The Board recognizes its responsibility to provide support and assistance to administrators in the discharge of their duties, so long as such duties are discharged in conformity with Board policy and applicable statutes. The Board will not arbitrarily or capriciously overturn or countermand decisions, or otherwise interfere in the administration of school programs, so long as appropriate policies and statutes are followed, except in such cases as it is deemed appropriate after a Board hearing which examines all appropriate evidence.*

Based on the language above and by her actions, she interfered with DAA administrators negatively affecting their ability to lead their buildings. For example, she communicated with DEA members about Mr. McCalla's involvement and intent while the district was going through the process of naming the new elementary building complex. These actions undermined the trust Mr. McCalla has with his staff and misrepresented his leadership and intentions.

Through posts on social media, (in particular Facebook), she used this forum to express personal opinions about the Personal Learning Platform (PLP) in use at Mill Creek Middle School. As a board member, her opinions about a school instructional model should have been expressed to Superintendent Timmis and he should then share these with the building administration. To directly undermine the administrator's ability to implement a particular instructional model with fidelity, was a violation of the DAA contract.

Following the 2019 Dexter High School commencement ceremonies, Trustee Read posted, (again on Facebook), her thoughts on commencement and invited other community members to comment. Though she considers these posts to contain personal opinions and comments, she is a board trustee and the community considers her posts to be different than those of other community members. This action complicated a process of examining the venue for DHS commencement by the DHS administration. District decisions are made through thoughtful dialogue, set procedures and collaboration, and are not based on social media conversations and opinion-taking.

Trustee Read is part of a large athletic committee called together by Superintendent Timmis over the last couple of years. A subcommittee of the Athletic committee worked on a number of issues, one of which was possible modification of the current pay-to-participate program. On more than one occasion, Trustee Read has shared (via Facebook again), her opinions and made comments regarding Dexter's program. Instead of allowing the district to discuss the details of possibly modifying the program and considering alternative points of view, Trustee Read posted information that confused the issue and did not allow Athletic Director Bavineau to sufficiently manage this program.

It seems to be a regular occurrence for Trustee Read to share information and opinions on Facebook. In effect, the Friends of Dexter Community Schools Facebook account she posts to has become a forum for her and people that are allowed on this site to share information about Dexter Schools. Administrators cannot be expected to lead their buildings without feeling the full support of Superintendent Timmis and the Board of Education. Her continued actions have undermined the trust administrators have with the Board. Decisions made by DCS administrators are being subjected to second guessing and interference in a community forum to which many do not have access.

The DAA requests Trustee Read cease and desist her posts to social media immediately. The DAA also requests that Trustee Read apologize to the individuals of the DAA cited above and that she not discuss ongoing internal Dexter Community School issues on a social media platform.

As representatives of the Dexter Administrators Association, Mr. McCalla and I are available to meet as needed. We look forward to working with Superintendent Timmis and the DCS Board of Education to resolve this issue.