

Dear Board Chair Wright

In accordance with Board Policy KL, we are placing a formal complaint against Board Member Michael Williams for his actions on Tuesday, October 16 in the school district office at 680 Biddle Rd. We believe his actions violated board policies as indicated below.

On October 16, Mr. Williams exited Superintendent Bret Champion's office by slamming the door open. He then swore loudly in the hallway in front of offices where multiple district employees were working. He swore loudly enough that Larina Warnock could hear it on the front side of the building. When Dr. Champion told Mr. Williams to come back into his office, Mr. Williams rushed him and began yelling loudly enough that he could be heard throughout the building despite Dr. Champion's office door being closed. At this time, Mr. Williams had both a work knife and large work sheers on his person in his toolbelt where everyone could see. His mannerisms were escalated to the degree that people working in other parts of the office were determining whether or not to call 911. Mr. Williams' verbally refused to step back from Dr. Champion when he was standing face-to-face in a posturing position as if ready to fight. This was heard and witnessed by multiple people in the office. By the time Mr. Williams charged out of the building, swearing loudly, the level of fear among the staff was palpable.

Board policy BBF, Board Standards of Conduct, states, "Board members will treat other Board members, the superintendent, staff and the public with dignity and courtesy..." While disagreements are to be expected, threatening behavior is not courteous and does not demonstrate respect for the dignity of others. Furthermore, the degree of escalation, swearing, and yelling while district office staff were attempting to work—some with members of the public on the phone and human resources working with a contingent of new staff in orientation in the building—undermines the value of the work staff are completing.

Board policy GBNA and GBNA-AR, Hazing/Harassment/Intimidation/Bullying/Menacing/Cyberbullying, states, "The Board is committed to providing a positive and productive learning and work environment." Mr. Williams' actions provided neither a positive nor productive work environment for staff in the building on October 16. Under this policy's definition of harassment, we believe Mr. Williams' was harassing Dr. Champion. The presence of work tools that could easily be used as weapons falls under the category of menacing.

Board Policy KGB, Public Conduct on District Property, states, "No person may...impede, delay or otherwise intervene with the orderly conduct of the district's education program or any other activity taking place on district property." Further, the policy and state law state that no one can "bring, possess, or use a weapon." Both the work knife and sheers fall into the definition of a deadly weapon. Mr. Williams' actions absolutely disrupted the orderly conduct of district office staff.

On a personal level, his words and actions created significant fear and anxiety among staff members. District office staff, like staff in our schools, have the right to a safe and positive work

environment free from menacing behavior and weapons. We ask that the Board address this behavior with Mr. Williams.

Kindly,

Larina Warnock

Kristina Morgan

Melissa Johnston

Dan Anderson

Harle Shyerre

Kelly Tibbets

Michelle Pope

Mym Ym

Verne Mason

Jennifer Ernst