



The Schools of McKel Academy

*McKel Academy of Technology
McKel Elementary Academy (dba McKel Academy Central)
South McKel Academy*

Special Called
Board of Trustees Meeting

Amended MINUTES

November 13, 2013

The meeting of the Board of Trustees was held on November 13, 2013, at the Schools of McKel Academy Business Office. The meeting was called to order by Chair, Taylor Caffey at 11:37 am. Boards of Trustees present at this meeting were Taylor Caffey, Representative Seth McKel, Michael Peeples, Larry Ross, Mark Thompson, Phillip Walker, and Cathy Wooley Brown. Trustees Stephanie L. Campbell and John Stargel attended via phone conference. Staff members present were Harold Maready, Alan Black, Julie Ramirez, Judi Morris, Susan Black, Sue Maready and Olivia Hazell. Members of the public attending were Ernst Peters and Mary Toothman from the Ledger; and Thomas Shaw, a McKel parent.

➤ Opening Comments

Mr. Caffey opened the meeting by reviewing the timeline of events regarding the grievance filed by Dan Backes and the anonymous complaint letter. He explained that the Executive Committee met and sought legal counsel for how to handle the situation. The Board's Attorney, Michael Malfitano, advised the committee to hire Stuart Charlson, J.D., as an independent investigator. Superintendent Maready was placed on paid administrative leave while the investigation took place, from October 23-30, 2013. Superintendent was asked to work from a remote location and only have contact with employees in the Business Office. Upon completion of the investigation a report was prepared and presented to the Executive Committee.

➤ Board Discussion

Mr. Caffey opened the floor to Board members for discussion of the investigator's report. There was consensus among the Board members of support for Superintendent Maready. They appreciate his knowledge, experience and passion for the organization. They also admit that situations could have been handled differently in the past. Attorney Malfitano reviewed the report and advised the Executive Committee that no laws had been broken and no findings of sexual harassment. The Board members agreed that this negative situation is an opportunity for the organization to make positive changes and grow. It was suggested that training and coaching be given to the Superintendent and senior administrators in order to foster positive employee relationships. TSM also needs to revise the policy for employee grievances as well as public records requests.

Action items agreed to by the Board:

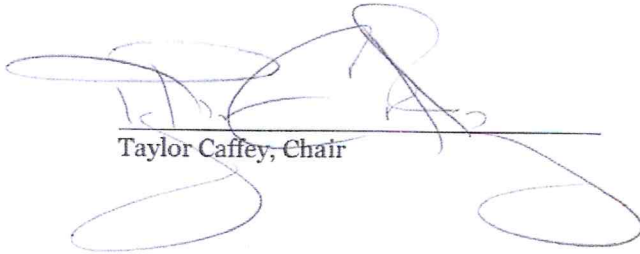
- The Superintendent will prepare a response to the grievance
- Attorney Malfitano will prepare the Board's response to the grievance
- A copy of the responses from the Superintendent and the Board will be sent to Mr. Backes
- Susan Black will prepare an e-mail from both the Superintendent and Mr. Caffey, which will be sent out before the end of the day today
- Training and/or coaching will be arranged for the Superintendent and senior administrators
- Policies will be revised for both employee grievance procedures and public records requests

➤ Public Comment

Thomas Shaw, a parent of McKeel students, addressed the Board about Superintendent Maready still being on paid administrative leave. Mr. Caffey explained that the Superintendent was no longer on leave as the leave had ended as of October 30, 2013, when the investigation was completed. Mr. Shaw also questioned a conflict of interest that could exist when the Board secretary is also the Superintendent's secretary. Representative McKeel explained that this is a typical occurrence that this person serves both roles for financial reasons as well as the level of responsibility of the secretary. The Board agreed to discuss how to handle future situations that could be a conflict of interest for the secretary. Mr. Shaw thanked the Board and had no further questions or concerns.

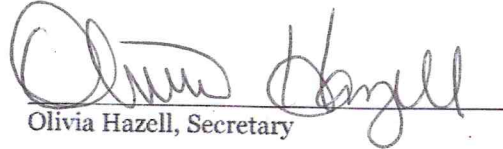
➤ Adjournment

There being no further business, this meeting was adjourned at 1:00 pm.



Taylor Caffey, Chair

Attest:



Olivia Hazell, Secretary