

GRAND LEDGE PUBLIC SCHOOLS  
***Board of Education***

Special Meeting– September 21, 2020

**MINUTES**

President DuFort called the meeting to order at 9:06 a.m. She led those present in the Pledge of Allegiance.

**ROLL CALL**

Roll Call by Hearing Officer, Attorney George Brookover indicated the presence of ***Board Members***: Denise DuFort, Jarrod Smith, Jon Shiflett, Sara Clark Pierson, Kim Mulvenna, Patrick McKennon and Ben Cwayna. ***Others in Attendance***: On behalf of the Charging Party, Attorneys Lisa Swem and Jennifer Starlin, on behalf of the Respondent, Attorney Eric Delaporte and Brian Metcalf.

**DUE PROCESS HEARING FOR DR. BRIAN METCALF**

Hearing Officer George Brookover provided guidance over the process of the hearing noting the purpose of the proceeding this morning is to extend to Dr. Brian Metcalf his contractual hearing before any decision is made with regard to his possible termination.

Attorney Delaporte motioned a procedural issue claiming the Board of Education has already voted 7-0 to fire Dr. Metcalf on June 5, 2020 and therefore have violated his due process rights.

Attorney Swem advised the minutes of the June 5, 2020 Special Meeting clearly reflect Dr. Metcalf was placed on paid administrative leave and took action to authorize legal counsel to file charges.

Hearing Officer Brookover denied Mr. Delaporte's motion.

Hearing Officer Brookover confirmed through Mr. Delaporte that Dr. Metcalf was requesting this hearing in open session.

Hearing Officer Brookover advised each parties' attorneys will have the opportunity to make a 15- minute opening statement. Then, charging party will present any evidence they wish and then respondent will present any evidence he wishes.

Attorney Swem made her opening statement and reviewed the four charges against Dr. Metcalf: Misconduct, Incompetence, Inefficiency, and Leadership Incapacity noting the ultimate question for the Board is, "Can Dr. Metcalf continue to lead the Grand Ledge Public Schools?" She submitted the answer is "No."

Mr. Delaporte reserved his opening but requested to voir dire the decision makers as to bias to which Ms. Swem referenced the Hearing Officer's pre-hearing denial of Mr. Delaporte's motion to recuse five of seven Board members expressing they think voir dire is a back door to address the recusal denial.

Hearing Officer Brookover noted he does not consider anything to be a last-minute motion and that Mr. Delaporte has the obligation to represent his client as he sees fit. He noted Mr. Delaporte will make motions during the course of the proceedings and the Hearing Officer will consider the motion. He denied voir dire.

Attorney Swem presented her evidence and each item, A – N, were individually reviewed. All exhibits were admitted by the Hearing Officer with the exception of items H and J. Item M was denied with the stipulation there was new articles covering this, and item N was admitted with the removal of page 320, 324, and 901-915. The hearing office added item O being the Affidavit of MASA Executive Director Chris Wegent and the statement of the MASA Board of Directors.

Ms. Swem further noted that under Loudermill there is no requirement to call witnesses and she has no intention to call witnesses but submits the case through evidentiary documents presented.

Ms. Swem took the members through the exhibits. Hearing Officer Brookover interrupted to caution the board that her statements are just that, statements she is submitting into the record in support of the charges against Dr. Metcalf. He pointed out that Dr. Metcalf's counsel will have the opportunity to comment on those exhibits during his presentation but reminded the members they should reserve any judgement until they have heard all the arguments both for and against Dr. Metcalf.

Ms. Swem then presented each piece of the admitted exhibits to the members during with John Ellsworth was sworn in to testify regarding exhibit D.

The meeting recessed for lunch at 12:05 p.m.

The meeting reconvened at 12:35 p.m.

Mr. Delaporte began with a motion to the Hearing Officer to require members of the Board of Education to testify. Mr. Brookover advised he had done some research over the weekend and found nothing that would give him the authority to order a board member to testify. He noted Mr. Delaporte can ask board members to voluntarily testify if they so choose. Mr. Delaporte went on to ask the Hearing Office to use his authority to strike portions of the charges if they refuse to testify and Mr. Brookover advised he made his ruling, but if Mr. Delaporte wanted to make that motion at the appropriate time he would consider the motion.

Mr. Delaporte then presented his evidence noted everything being presented as evidence with the exception of item P and X are district records, received through FOIA requests by Dr. Metcalf. Ms. Swem advised this is not entirely true as some of the documents have extraneous comments on them.

Upon individual review, all Respondent exhibits were admitted with the removal of handwritten comments on Item D, removal of Hoskin comments on Item F, the inclusion of full minutes of July 20, 2020 and August 24, 2020 under Item L, with objection noted on Item U, and with it noted that Item V of the Respondent Exhibits is identical to Item N of the Charging Party Exhibits.

Mr. Delaporte made his opening statement commenting the charges are based on a Facebook comment which were off duty, not related to the school and on a matter of public discourse. He referenced the comments being protected by the First Amendment. He referenced the 2017 incident of a Grand Ledge High School graduate involved in an incident with police in which he was shot and the statements made by Dr. Metcalf following the incident and questioned why on this matter the board had issue and questioned if it was because this was a white student and not a black student/individual. He referred to this Due Process as a “dog and pony show” and that Dr. Metcalf was the “sacrificial lamb” being thrown to the crowd and that the board needed to “throw somebody under the bus”. He referenced several FOIA requests made by Dr. Metcalf claiming the district took three months to respond and denied him documents. He reviewed one of the seven points of the test of just cause and claimed the board failed to conduct an investigation. He claimed the board violated Dr. Metcalf’s First Amendment rights, due process rights, FERPA or FOIA, Open Meetings Act and now just cause. He noted Dr. Metcalf has taken two diversity classes through Cornell. He continued to reference the board’s mishandling of the process.

Following his opening statement, Mr. Delaporte provided commentary on his exhibits referencing the June 1, 2020 email claiming it was not written or sent out by his client, not disciplining an employee who used the word negro, not disciplining an employee regarding an NAACP email. He referenced a June 2, 2020 email again saying it was not written by his client and claiming his client had no choice but to accept the deal he was given, accept the discipline imposed by the Board. He referenced an open letter by elected officials questioning the authentication of the letter. He reminded the Board the Grand Ledge Chamber of Commerce did not remove Dr. Metcalf and he still serves on that Board. He referenced the Grand Ledge Education Association vote of no confidence advising the district attorney did not put anyone on the stand to authenticate the vote claiming people who tried to vote in support of Dr. Metcalf their votes were not counted until after the June 5, 2020 meeting. He claimed the respondent does not have the burden of proof, the district does. He claimed the Board violated their policies, that the board noted on several occasions that Dr. Metcalf had already been fired, and that the board realized they made a mistake so they are now backtracking to provide some basic due process. He remarked he doesn’t need to reference his evidence because the burden of proof is not on him and the district did not provide any authenticated evidence. He asked the board to do the right thing.

There was a short break.

Hearing Officer Brookover advised, for the record, proofs are closed. He then opened the floor for closing statements from counsel.

Ms. Swem advised this is a hearing under the Loudermill standard as it applied to Dr. Metcalf's contract. She reaffirmed Loudermill requires charges be presented and opportunity for the respondent to respond to those charges. She remarked the First Amendment is an important part of our Constitution's Bill of Rights and agreed with Mr. Delaporte that Dr. Metcalf's comments were made as a private citizen. She noted, however, the matter does not stop there. She advised the board has a duty, as elected officials, to consider the impact his words would have on Grand Ledge Public Schools. She referenced the seven factors of just cause and noted by Mr. Delaporte, advising the Michigan Supreme Court tells that just cause is looked at on an individual basis. In closing she said the ultimate question to the Board is, "Can Brian Metcalf lead the Grand Ledge Public Schools?"

Mr. Delaporte remarked Ms. Swem's overview of just cause was oversimplified. He noted it doesn't matter because what does matter is the district made choices in how to present its case and failed to support the charges. He commented his client hasn't gotten a "fair shake" yet and again asked the board to do the right thing noting the district did not prove its case.

Hearing Officer Brookover summarized the record before him. He advised the Board passed a motion authorizing him to rule on procedural and evidentiary issues that arise through this hearing. Submissions have been made by both attorneys and Dr. Metcalf's contract allow him this hearing. He provided some background on himself and advised he will provide the board with some suggestions on how to proceed in their deliberations. He noted the board has received general allegations / charges against Dr. Metcalf dated August 20, 2020. Then during the prehearing conference there were some preliminary rulings and then as I asked, both attorneys exchanged exhibits. He repeated that under the Loudermill precedent, it is not necessary for either party to present witnesses and each party can present their case as they deem appropriate. So, the board has received each party's exhibits and counsel has gone through their exhibits, respectively. One witness was call and Mr. Delaporte had the opportunity to cross-examine him and that testimony was under oath. He noted this is what the board has in front of them. He noted there are four charges against Dr. Metcalf; Misconduct, Incompetence, Inefficiency and Just Cause. He recommended the board reach each of the charge individual, as address each as such, so four different motions. He advised following the motions, which will be recorded by the court reporter, the hearing will be over and he and the court reporter will leave and the Board President will take over the meeting to close out the agenda.

President DuFort suggested the members take a moment to read each charge and they be addressed individually. Consensus of the board was received.

Ms. Clark Pierson noted she believes Dr. Metcalf's May 30, 2020 Facebook comments constituted misconduct noting when a superintendent is hired, they are hired as the face of the district. She noted the Superintendent is not just an educator and she believes the evident established Dr. Metcalf's disregard for his leadership position. She moved there was a preponderance of the evidence to find misconduct that would support a charge of termination.

Mr. Smith noted it goes without saying that the board does not take this matter lightly. They understand there is a career involved here, in fact several, as well as the entire district and the affect this has had on the community. He noted he views the role of superintendent as you are the superintendent of a school district 24-hours a day regardless of the First Amendment. He noted the same is true for him, the rules of professional conduct are applied to him 24-hours a day whether he is in the office, serving a client, or not. He noted Dr. Metcalf's comments have been well described and have cost the district in its reputation as well as time and resources. In closing he noted he agreed with Ms. Clark Pierson that the misconduct charge has been made in support of termination.

**Motion by Ms. Clark Pierson, seconded by Mr. Smith that a preponderance of the evidence to support the misconduct charge and to support termination.**

**Roll Call Vote**

<b>Mr. Cwayna</b>	<b><u>YES</u></b>	<b>Mr. Shiflett</b>	<b><u>YES</u></b>
<b>Mr. McKennon</b>	<b><u>YES</u></b>	<b>Mr. Smith</b>	<b><u>YES</u></b>
<b>Mrs. Mulvenna</b>	<b><u>YES</u></b>	<b>President DuFort</b>	<b><u>YES</u></b>
<b>Ms. Clark Pierson</b>	<b><u>YES</u></b>		

**The motion carried unanimously.**

President DuFort advised the members to move on to the second charge, incompetence.

Ms. Clark Pierson asked President DuFort if she would read the charge into the record.

President DuFort advised Number two, charge of incompetence states, "Dr. Metcalf's May 30, 2020 Facebook comments were made in the midst of significant racial tensions which continue to this day. His comments reflect naive assumptions about social media posts and their potential effects. It was foreseeable that his public comments in this charged atmosphere would spark outrage and bring negative publicity to the District. Dr. Metcalf's June 1, 2020 written communication to parents and Grand Ledge High School students further reflects such incompetence in a failed attempt to justify his Facebook comments without apology or acknowledgement of the pain he inflicted, further exacerbating the situation."

She opened the floor to comments from the board.

Mr. Shiflett advised this is the charge he felt strongest about noting he felt it shows a lack of understanding of the situations, of the community and of the beliefs on racial equality, which made him have concerns about Dr. Metcalf's ability to move forward with the district.

Ms. Clark Pierson agreed with Mr. Shiflett noting this goes directly to the ability to lead. She noted while some may agree, some do not, she does not. She noted this became a "flash point" in the community and it is the ability to lead this community that is needed from the Superintendent. She noted she believes this "self-inflicted" wound would prevent Dr. Metcalf from being able to competently lead the district.

**Motion by Ms. Clark Pierson, seconded by Mr. Shiflett that a preponderance of the evidence supports the charge of incompetence and supports termination of Dr. Metcalf.**

**Roll Call Vote**

<b>Mr. Cwayna</b>	<b><u>YES</u></b>	<b>Mr. Shiflett</b>	<b><u>YES</u></b>
<b>Mr. McKennon</b>	<b><u>YES</u></b>	<b>Mr. Smith</b>	<b><u>YES</u></b>
<b>Mrs. Mulvenna</b>	<b><u>YES</u></b>	<b>President DuFort</b>	<b><u>YES</u></b>
<b>Ms. Clark Pierson</b>	<b><u>YES</u></b>		

**The motion carried unanimously.**

President DuFort read the third charge, inefficiency. “The consequences of Dr. Metcalf’s May 30, 2020 Facebook comments have been staggering, bringing negative publicity to the District, creating strife amongst District stakeholders, and resulting in expenditure of District funds for public relations assistance and legal counsel. Board members and administrators spent significant time responding to concerns from District stakeholders with additional meetings, communications, and conversations about Dr. Metcalf’s Facebook comments and their detrimental impacts through the district and community.

Mrs. Mulvenna noted Dr. Metcalf’s comments have brought so much negative publicity to the district. She noted some people on the June 5, 2020 meeting may not live in our district at present, but they were our alumni and she was proud of them taking a position. She affirmed the amount of time this issue has consumed of board members, administrators, legal counsel noting she had over 800 emails in the first week. She noted this has put the board in a bad light, especially in light of the pandemic, people believe the board is spending more money and time on this issue over educating students.

**Motion by Mrs. Mulvenna, supported by Ms. Clark Pierson that a preponderance of the evidence supports the charge of inefficiency and supports termination of Dr. Metcalf.**

Ms. Clark Pierson supported Mrs. Mulvenna comments noting this is a community hurting in an extraordinary period with the COVID virus and it really prevented us from putting extra resources to our kids where it needed to be.

**Roll Call Vote**

<b>Mr. Cwayna</b>	<b><u>YES</u></b>	<b>Mr. Shiflett</b>	<b><u>YES</u></b>
<b>Mr. McKennon</b>	<b><u>YES</u></b>	<b>Mr. Smith</b>	<b><u>YES</u></b>
<b>Mrs. Mulvenna</b>	<b><u>YES</u></b>	<b>President DuFort</b>	<b><u>YES</u></b>
<b>Ms. Clark Pierson</b>	<b><u>YES</u></b>		

**The motion carried unanimously.**

President DuFort read the fourth charge; Any other just cause – leadership incapacity. “Dr. Metcalf’s employment contract permits termination ‘for any other just cause’. The ensuing community turmoil caused by Dr. Metcalf’s May 30, 2020 Facebook comments have rendered him incapable of leading the district as its superintendent. This face has been publicly recognized by organization and individual throughout the community, who condemned Dr. Metcalf’s conduct and called for his removal, including: Grand Ledge area elected officials, the MASA Board of Directors, the Grand Ledge Education Association and individual District stakeholders. The breadth and intensity of stakeholder response demonstrates that his apology and offer to participate in sensitivity training after the failed June 1, 2020 ‘double down’ communication, cannot rehabilitation Dr. Metcalf’s ability to lead Grand Ledge public Schools as its superintendent.

Mr. Smith noted he heard about the post from uncountable sources, noting the comments and questions and communications were in the hundreds. He noted this was the charge that hit home for him. He noted when this happened it became apparent, and still is to this day, because the board continues to receive communications on this issue, that until this issue is resolved, and if Dr. Metcalf remains superintendent, this district cannot begin to move forward. He noted this is nothing more than Dr. Metcalf being incapable in this position, at this time, in this district.

**Motion by Mr. Smith, seconded by Mr. Shiflett that there is a preponderance of the evidence supporting charge number 4, the just cause – leadership incapacity, that supports termination of Dr. Brian Metcalf as Superintendent of Grand Ledge Public Schools.**

Mr. Shiflett noted he believes there hasn’t been any effort to rehabilitate on Dr. Metcalf’s part. No responsibility has been taken for how the statements affected the community as a whole. He advised he does not believe there is any opportunity, at this point, for rehabilitation to lead the district.

Ms. Clark Pierson referenced the last sentence of charge states, “his apology” but his attorney has stated it wasn’t his apology and that it was forced upon him by the board so she points out Dr. Metcalf has made no apology in this situation. So, while she supports the motion, for her personally it must have the Chamber of Commerce removed (which was removed by President DuFort in her reading of the charge) and it does not include there was an apology since Dr. Metcalf, or his attorney, presented it was not his own.

Mr. Cwayna noted the board has heard no testimony by any witness that the “apology” was forced or dictated.

Mr. McKennon noted this was the charge he felt most strongly about and listing to Mr. Delaporte talk about what Dr. Metcalf has been through but he believes everyone has been through a lot, including the board. He noted this is a series of events, started by Dr. Metcalf, that, as noted by Mr. Shiflett, Dr. Metcalf has yet to realize his effect his words have had on people, especially this board. He further stated based on this series of event, Dr. Metcalf is not able to continue to lead this district.

Mrs. Mulvenna noted the board likes Dr. Metcalf but this incident has made it impossible for him to lead the district. She noted this has been very difficult on all the members of the board.

**Roll Call Vote**

<b>Mr. Cwayna</b>	<b><u>YES</u></b>	<b>Mr. Shiflett</b>	<b><u>YES</u></b>
<b>Mr. McKennon</b>	<b><u>YES</u></b>	<b>Mr. Smith</b>	<b><u>YES</u></b>
<b>Mrs. Mulvenna</b>	<b><u>YES</u></b>	<b>President DuFort</b>	<b><u>YES</u></b>
<b>Ms. Clark Pierson</b>	<b><u>YES</u></b>		

**The motion carried unanimously.**

This concluded board deliberation.

Hearing Officer Brookover advised the board they should make a motion, specifically, if the board intends to terminate Dr. Metcalf under the contract for the reasons set forth in the four charges. He noted the board has voted on the charges, but does not believe the board's intent is clear.

**Motion by Ms. Clark Pierson, seconded by Mr. Shiflett that Dr. Metcalf's employment with the Grand Ledge Public Schools be terminated based on the charges and findings of the Board on those four charges.**

**Roll Call Vote**

<b>Mr. Cwayna</b>	<b><u>YES</u></b>	<b>Mr. Shiflett</b>	<b><u>YES</u></b>
<b>Mr. McKennon</b>	<b><u>YES</u></b>	<b>Mr. Smith</b>	<b><u>YES</u></b>
<b>Mrs. Mulvenna</b>	<b><u>YES</u></b>	<b>President DuFort</b>	<b><u>YES</u></b>
<b>Ms. Clark Pierson</b>	<b><u>YES</u></b>		

**The motion carried unanimously.**

Hearing Officer Brookover declared the hearing closed at 3:50 p.m. and a short recess was taken noting Public Comment will open following the recess.



**PUBLIC COMMENT**

President DuFort opened the floor for Public Comment.

Secretary Shiflett read the rules for addressing the Board of Education.

Community Member Jim Cotter: "Earlier today it was suggested today was a joke. As a long-time resident of Grand Ledge, I can assure you this is not a joke. This has all been a very serious matter. A matter that has unfortunately divided a very fine community. Mr. Metcalf's counsel, in one of his more theatrical moments, referred to the mob that has spoken out regarding the former superintendent's behavior. The dictionary defines a mob as a large crowd of people, especially one that is disorderly and intent on causing trouble or violence. We are not a mob. There were no torches, there were no pitchforks. Only a group of well-meaning people who care deeply about the young people of this community. On June 6, 1966, in Cape Town, South Africa, in what is often termed the day of affirmation speech, Robert Kennedy said there is a Chinese curse that says may you live in interesting times. He went on to say that like it or not, we live in interesting times, there are times of danger and uncertainty, but there are also times more open to the creative energies of young men and young women than any other time in the history of human civilization. It is now time to put the Metcalf superintendency behind us and to recommit, 100%, of our community's focus on the creative energies of our young men and young woman. Dr. Metcalf has had his day, he had his time of leadership and it is now time for him to hopefully walk-away. And in doing so take none of the very valuable resources, the financial resources, that this community needs to continue to provide quality education for all the young. I heard his counsel say do the right thing. I hope that Mr. Metcalf decides to do the right thing. The decision stands, the board has spoken. It is time not to move on but to move forward. As a community with inclusiveness that brings together young men and young women, white, brown, black with any religious background. It is time that we move forward."

Zachary Whaley: "As a community member, but not a member of the Grand Ledge School district's. I just want to remark that one of the reasons that people from the surrounding areas care as much as Grand Ledge residents about this is because you have an opportunity today to set a precedent. You had a choice between displaying whether you support a superintendent, that regardless of his intent, blamed George Floyd for his own murder. You had a choice to display whether you supported a superintendent that uses disgustingly racist imagery as an appeal for sympathy. Who also paints himself as someone who is being tarred and feathered, as the whipping boy? Do you even realize what these are illusions to? These are references to actual terroristic acts that were, and are still being, committed against black folks in America. And not only is it a testament (*unintelligible*) . Honestly he probably should have taken some of his own advice and long ago stopped resisting. He's had his chance. He's had his entire life to educate himself on how to become an effective anti-racist, if he truly cares about this. But he doesn't get to spend this time, as a community leader, doing active harm to the disenfranchised under his care. When you cause harm like this, if you want to make it right by the people you have harmed, we need to be held accountable. John Ellsworth didn't repost Dr. Metcalf's racist comments because he had it out for the district. He posted it, as he stated, because he believes the public has a right to transparency and accountability. What he is saying is he did it because he wants better for this district. Better than a superintendent who is oblivious to his privilege and the harm it does. As we move forward as a school board, if you

are truly committed to racial equity in Grand Ledge, you still have a long way to go. Let me give you a few stats about Grand Ledge Public Schools from data that was obtained by ProPublica. Apparently black students make up 6% of Grand Ledge Public Schools students. White students are currently 5.7 times as likely to be enrolled in at least one AP courses than black students. Black students are 6.3 times as likely to be suspended than white students. In fact, even though they only represent 6% of the student body, they represent 40% of the expulsion composition and 28% of the out of school suspensions. Finally, black students are, on average, academically 1.7 grades behind white students in the district. With that in mind, let's debut one of the first steps in working toward a district that provides a truly equitable learning environment for all students."

Community Member Kimberly Cotter: "I'm a long-time resident of Grand Ledge schools, our children went to Grand Ledge Schools and now our grandchildren attend Grand Ledge Schools. I commend the board for your decisions today. I recognize how difficult it's been for all of you. What you have done today assures us that you also appreciate how difficult this has been for all of us. Those of us who have fought long and hard and those of us who care deeply about our community. I heard Ms. Clark Pierson say it's a sad day and while I agree with her on that I also want to say that it's a good day. It's a day that we can move forward. The community, the board was able to speak today and the community has heard you loud and clear. And now we can move forward. There are so many of us who want this opportunity to help our district move forward, to help our district be a better place for all children. I just want to thank you again thank you for being here today and thank you for taking our comments."

Community Member Margo Susnjar: "I wish I could have been there in person. I want to from the bottom of my heart thank each member of the board for your vote. I look forward to this work continuing, I look forward to making Grand Ledge everything that we know it can be. I'm pretty emotional. I am just really over-whelmed and thankful. And it would have been remiss to not show up today when I have showed up to every board meeting, sometimes rather critical, and not thanked you very humbly for what you have done today. It is a powerful statement and I look forward to work that will continue."

GLPS Alumni Wendy Dill: "Thank the board for sitting there through a rather long hearing, trying and at times abusive. And I want to thank Dr. Metcalf though he has departed, and I know quoting Dr. King is a dangerous thing around Metcalf and his counselor, but they are gone and I can say it now, I just want to say, "The ultimate measure of a person is not where one stands in moments of comfort and convenience but where one stands in times of challenge and controversy." And so, I thank the board for standing for what is right and doing what is right. And I thank Dr. Metcalf also for showing his true self today and exactly what the board has voted to be removed. Racist is not who a person is, a racist is what a person is, what a person is saying and what a person is doing. His statements in his position of superintendent is racist. It's not a fixed category like not racist, which is steeped in denial. Only racists say they are not racist. Only racists live by the heartbeat of denial. Metcalf's continued actions against the school district and her students are draining the district financial, straining her resources at a time when there is both a new global pandemic gripping the nation and a growing national acknowledgement of an old issue of racism as a serious public health emergency. Brian Metcalf showed that he did not care about, and or he did not think about,

Grand Ledge Public Schools' students of color when he wrote those words. And he is showing now that he does not care about any of the students, regardless of color, the teachers or the entire district. And frankly, counsels hysterical characterization of the public upset generated by his clients own words, without any acknowledgement of why those words caused such deep pain, coupled with an hour long filibuster to frankly I think minimized room for public comment and his embarrassing departure from the community portion of his own hearing underline this point as effectively as anything else that has occurred today that Dr. Metcalf either doesn't or refuses to get it. And thankfully his comprehension isn't required for the board to appropriately respond to his actions. So, I thank you all for your decision today. So, I know the road will not be easy and it will be long. "

Community Member Erica Ledesma advised she had no comments written or pre-prepared but "wanted to thank the board for their decision today. There has been a lot of harm done today, I believe, with the gaslighting words of Mr. Metcalf's lawyer. I do know you community spoke to you all summer long. We were not fed these emotions, we were not fed these words, these are true and solid words. These feelings and words have value and validation and I just want to say thank you."

Community Member Fonda Brewer: "I too, like everyone else, want to thank the board for making the decision you made today. You have Been through quite a journey, and the journey hasn't been easy for any of you on the board. Because the district stands strong together. And when there is something as harmful as what's happened, it falls on your shoulder too. So, I know you all have probably had a number of sleepless nights. But the road ahead is better, it will get better and we appreciate what you are going to be doing. And I have to say, Dr. Metcalf's behavior, and in particular, his attorney's behavior, was repulsive today. He and his attorney tried to make us feel like they were victimized. But I can tell you who the victims were and it's all those people that spoke during the board meeting this summer. And those comments put me to tears and put me into action and I was one of those elected officials who gladly signed my name to saying he had to go because progress could not move forward. So, I thank you for what you are doing I thank you for taking on the work that needs to be done going forward, there is a lot of it. And I hope you are up to it, I believe you are, and if there is anything I can do, please let me know. Thank you for allowing me to speak."

Community Member Thea Oatman: "I want to thank the board, and express my disappointment in Dr. Metcalf and his attorney. That's all, thank you, I will still keep trying to work to help."

Community Member Megan Spedoske: "I want express my appreciation for the work you have all put in this summer in listening to your community speak loud about the concerns that we have. There was a lot of , for lack of better terms, dog and pony showing happening today. A lot of really intense language that was tossed around, lots of gaslighting. And so much of the false victimization that has happened at Metcalf's expense. I want to point out the fact that that Facebook comment was nothing but the tip of the iceberg of the behavior and his grand ledge existence, because I will not call it leadership at this point. He destroyed his own career. He has multiple opportunities to humble himself, to take in the information that was being presented to him. He didn't show up to the first open hearing until half-way through it, he has left today. And when people show you who they are, we have to believe them. So, I hope for

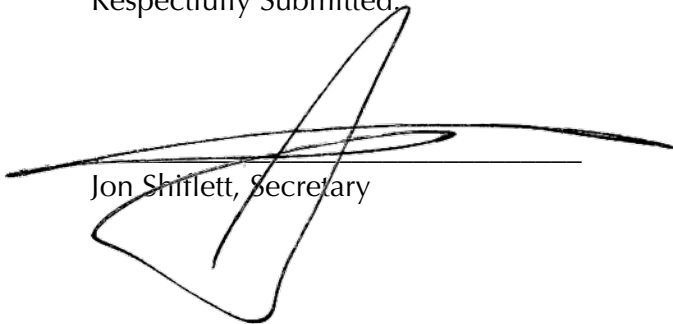
the supporters and the apologists who are listening, you see who he is and you believe that. WE are about action and accountability. And, this chapter is going to turn a page and we are going to start a new one. And it is going to be fresh, and exciting and it is going to move GL forward. Thank you for your time, I appreciate each and every one of you for the work you have done. Thank you so much."

**ADJOURNMENT**

The meeting adjourned at 4:23 p.m.

Respectfully Submitted:

Attest:



Jon Shirlett, Secretary



Denise DuFort, President