

**A RESOLUTION OF THE BOARD OF DIRECTORS
OF EVERETT SCHOOL DISTRICT No. 2
RESOLUTION No. 1015
Censure of School Board Director Jessica Olson**

WHEREAS, the Everett Public Schools Board of Directors is deeply committed to the effective operation of the Everett School Board in order to provide governance and leadership for the District; and

WHEREAS, the board of directors needs all five members to contribute to a positive working environment for staff and for colleagues on the board; and

WHEREAS, the board of directors did during its November 16, 2010 and January 25, 2011 regular board meetings present evidence that Director Jessica Olson acted improperly in her role as an elected director; and

WHEREAS, the board of directors openly and properly committed itself to upholding policies providing for open, honest, and respectful communication, adherence to state law and policies governing the board's actions and behaviors, and to acting in a concerted fashion to set an example of positive leadership for the Everett Public Schools; and

WHEREAS, Director Olson has, acting individually without board authority, caused unnecessary costs and embarrassment and has tarnished a valued high school principal's reputation through forcing disclosure of his identity after closure of a competent investigation that found spurious charges completely unwarranted, by demanding an unnecessary investigation review estimated to cost in excess of \$23,000, including wasting 150 hours of precious staff time and incurring \$11,344 of legal fees; and

WHEREAS, Director Olson has, acting individually without board authority, abused the power of the elected board position by an unannounced appearance that surprised the staff at a student's confidential IEP meeting, announcing herself as an advocate for the family without informing her board colleagues or the superintendent in violation of the "no surprises" operating protocol adopted by the board, and disrupting the meeting, which had to be disbanded due to the intrusion, resulting in wasted staff time; and

WHEREAS, Director Olson has, acting individually without board authority, undermined public trust and has regularly sought to intimidate fellow board members by falsely accusing them of violating the Open Public Meetings Act during and after lawful executive sessions held to evaluate the superintendent's performance; and

WHEREAS, Director Olson has, acting individually without board authority, publicly aired false and misleading statements that constitute inappropriate evaluative comments designed to publicly discredit the superintendent without any evidence of wrong doing, which statements were by subsequent review revealed to be totally unfounded, and has frequently and inappropriately attempted to distort or misconstrue the superintendent's communication; and

WHEREAS, Director Olson has, acting individually without board authority, diverted the superintendent's time from the board's educational priorities by false accusation of Public Records Act violations; and challenged the veracity of the superintendent's communication; and falsely accused the district of being unable to generate electronic data which could be required

in a public records request; and continued to do so after being presented fully documented ability by the district to generate email data and thereby comply with Public Records Act requests; and

WHEREAS, Director Olson has, acting individually without board authority, violated the district's records policy by removing documents from a file containing student records, refused to allow private student information to be deleted before unauthorized removal, and refused a direct request by district counsel to return the file items in exchange for a properly redacted copy; and

WHEREAS, Director Olson has, acting individually without board authority, unlawfully requested disclosure of the superintendent's Americans with Disabilities Act presumed status, communicated disrespectfully, in a condescending fashion, and with disregard for Policy 1715, the Board-Superintendent Operating Protocol, which requires directors to communicate with courtesy and tactfulness; and

WHEREAS, Director Olson has, acting individually without board authority, photographed un-redacted attorney invoices, an action equivalent to the removal of attorney-client privileged information without the board's permission; and

WHEREAS, Director Olson has, acting individually without board authority, violated the Open Public Meetings Act by repeatedly emailing all board members, even after receiving multiple trainings and instructions by attorneys and an assistant attorney general; and

WHEREAS, Director Olson has, acting individually without board authority, violated the Open Public Meetings Act by intruding upon a meeting in which the board president and vice-president were meeting with staff and legal counsel for the sake of careful agenda planning in accordance with board policy, and in response to Director Olson's request to consider certain real estate matters outside of an executive session; and

WHEREAS, Director Olson has, acting individually without board authority, publicly disclosed confidential information from executive sessions about the nature of potential real estate purchases on four separate occasions, and done so in violation of Policy 1240 and Policy 1715 and after receiving attorney advice that the content was confidential and properly subject to the executive session provisions of the Open Public Meetings Act; and

WHEREAS, Director Olson has, acting individually without board authority, removed from an employee's district office public records she requested without paying for them, records which were carefully prepared for her as a public records request, including the redacting of social security or business license data, and this request for documents was not made through the superintendent's office as required by Policy 1715, and by removing the documents without paying for them Director Olson appears to have committed theft of district property; and

WHEREAS, Director Olson has, acting individually without board authority, repeatedly intimidated, bullied, and individually directed staff members, issuing explicit instructions to staff regarding how public announcements for a meeting would be worded, explicitly directing staff not to share content of conversations with the superintendent, and then interrogating staff about communication directives and thereby placing staff in a very awkward and uncomfortable position in opposition to the support called for in Policy 1711;

WHEREAS, Director Olson has repeated such behaviors after being admonished by her fellow board members in open public meetings on November 16, 2010 and January 25, 2011, in

particular by repeatedly ignoring policy and state law requiring school directors to maintain the confidentiality of executive session content; and

WHEREAS, censure by a public body is a judgment of stern condemnation of one of its members for behaviors or actions that violate laws or its policies, rules or norms; it is also a public act of rebuking a member for unacceptable acts through an official reprimand;

NOW, THEREFORE, BE IT RESOLVED: That the board of directors does hereby censure Director Jessica Olson for repeated and blatant disregard for state law, board policy, and board protocols; and

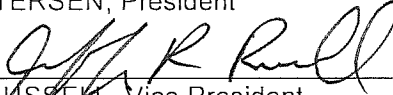
BE IT FURTHER RESOLVED: That the board of directors does hereby demand Director Olson comply with state law, board policy, and board protocols; and

BE IT FURTHER RESOLVED: That the board of directors does hereby require that Director Olson cease bullying, intimidating, and harassing treatment of fellow directors and administrative, instructional, and support staff of the Everett Public Schools.

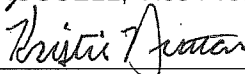
Adopted by the Board of Directors at its regular meeting this 22nd day of February, 2011.



ED PETERSEN, President



JEFF RUSSELL, Vice President




KRISTIE DUTTON, Board Member



CAROL ANDREWS, Board Member

JESSICA OLSON, Board Member

Attest:



DR. GARY COHN
Superintendent & Secretary to the Board of Directors
Everett School District No. 2