

**Public Academy For Performing Arts
Governing Council Minutes
Minutes of July 14th, 2008**

Voting Members Present: Doug Redfield, Charles Pettitt, RoseAnn McKernan, Nancy Oriola, Tom Moore, Julian Rivera, Sheryl Garcia, Valerie Scott

Quorum Achieved: Yes. There are 8 voting members present.

Non-voting Members Present: Ginny Wilmerding

Members Absent: David Margolin

Guests: Donna Jacobsen, Parent; Brad Jacobsen, Parent; Susan Brower, Faculty; Amy Anderson, Parent; Emily Awes, Faculty; Sojourner Oya, Faculty; Java Batt, Parent; Mary Torrez, Attorney; Michael Maxwell, Parent; Jeriann Saldana, Parent; Robby Durand, Student; Cathie Cannon, Parent; Cynthia Y. Warner, Grandparent; Courtney Lawton, Faculty; Kathie Dye, Community; Julie Medina, Parent; Kristy Medina, Student; Melanie Weber, Student; Yarrow Allaire, Student; Kurt Weber, Parent; Leslie Porter, Parent; Curtis Johnson, Parent; Beth Hinds-Brown, Parent; Patricia Allaire, Parent; Dale Baltz, Parent; Brian Gutierrez, Parent; Debbie Dozier, Parent; George Bailey, Faculty; Frank Baca, Faculty; Cheryl Sharps, Parent; Meredith Sharps, Student; Devonne Batt, Student; Barbara Herrington, Parent; Sara Mazzie, Faculty; Roger Miller, Community; Debbie Candelaria, Staff; Dan Humphreys, Faculty.

Agenda Convene Meeting, Roll Call for Quorum

Item 1 Have 8 voting members present. It's a quorum.

Agenda Approval of the Agenda

Item 2 Valerie made the motion to approve the agenda. RoseAnn seconded the motion and it passed unanimously.

Agenda Approval of Minutes for the GC Meeting of June 9th, 2008

Item 3 Charles made the motion to accept the minutes. Valerie seconded the motion and it passed unanimously. Doug amended #13. He asked to add the following after third party – "The decision to do the lottery audit was mutually agreed to between the GC and the principal." Valerie made the motion to accept the minutes as amended. Nancy seconded the motion and it passed unanimously.

Agenda Open Forum (Julian came in at 5:45 pm)

Item 4 Donna Jacobsen read a letter signed by many people. It's too long to copy here. (See letter on file.) Dale Baltz and Brad Jacobsen yielded their time to her. Emily Awes had a request of the Council. She said that as a teacher, she deals with a lot of confidential information. She asked that we hire an attorney to have folks sign a confidential agreement. It should include a clause that if violated, their job should terminate. She suggested that teachers, staff and administration and GC people all sign this. Yarrow Allaire said that she was disappointed in the GC and administration who are involved in violation of ethics. Firing of Mrs. Harvey and rumours. There is a need to know what's going on. Teachers have quit. We need to think about how to pull the school together. She heard of a mass exodus. Stephanie Dexter said that there were lots of false accusations. Everyone doesn't know what's going on behind closed doors. Nothing is going to happen to the school if Mrs. Harvey leaves. We have a great staff. Lots of people won't leave. Mrs. Harvey told Rhonda not to write her a contract. There is a fear of retaliation. No one is saying anything. Patricia Allaire said that the GC made a mistake accepting her resignation. This is not a forum to face personal things. There is a great crisis going on. She is seriously considering not coming back. All of you should come up with higher standards. The GC hasn't told me anything. Cynthia

Warren said that she had 2 grandchildren at PAPA.

Agenda Principal Resignation Announcement

Item 5 Charles said this, "As you all have most likely heard, Katy Harvey has resigned as principal of PAPA. The PAPA Governing Council would like to thank Mrs. Harvey for her tremendous service over the last three years. She has definitely raised both the education and performing arts to a greater level. We have no doubt that Mrs. Harvey will succeed in whatever endeavor she decides to pursue moving forward." He also said that we did not fire her. She was offered a contract and resigned. Doug said that there was a unanimous vote to renew her contract.

Agenda G C Response to PAPA Blog

Item 6 Charles said that the PAPA Governing Council condemns the hateful and in many cases untruthful gossip that is being perpetrated through a public blog. The blog has caused anger and division within the PAPA community, and the GC would ask all who are perpetrating this destructive communication to please stop. There are confidential e-mails and discussions that have found their way to the blog. We have asked each G C member to let the G C know if they have either posted or forwarded these confidential e-mails, and if they have, to resign immediately. If we find that a G C member has posted this hateful communication we will have to vote to dismiss them from the G C . I have worked with these GC members for almost a year now, and have found them to be ethical and hard working; but no one is above reproach. Since this is a public blog, the G C has no power to stop it; all we can do is condemn it and ask those who are posting to it to stop. Valerie said that she condemns the blog and that people must understand that there is a lot of misinformation out there. Everyone must know that she is not involved with the blog and although she can't speak for the other G C members, she can't imagine any of them involved in it. She said that she was about loving and would like to see more of that at PAPA.. We must stop the negativity. We must think of the children. We have a wonderful staff here at PAPA and they will continue to teach the children. Know that the school isn't about one person. It's about the children and not just giving it lip service. We must be here for them. There must be healing. She said that she was doing some research on mediation and other forms of healing modalities. What we need is some compassionate communication started here. It will be up to the people running the school to figure out how to proceed with the healing process. The GC can help too. Everyone should know that the G C hires/fires, evaluates the principal, and she/he hires everyone else in the school. She/he manages the school, not the G C .The G C is to exercise a fiduciary role to ensure that PAPA is properly managed. The G C sets the school's strategic long-term plan. The G C reviews and approves the annual budget. The G C develops and adopts written policies. The administration enacts them. The GC is also charged with reviewing those policies periodically. The G C is one of the final steps in resolving employee grievances. Finally, everyone needs to read the Charter and see what we should be doing. One thing we should have been having are the Town Halls which should have been held each month so that people could have a place to learn about what's going on instead of going to a blog where misinformation is rampant. Charles also said that he's shocked that people are doing this with the blog. We should be busy with finding another building and we also need to get a lease signed. We are asking the PAPA community to work with us. RoseAnn said that she went to the blog once to research something for someone. Everything that's sent to the GC is public information. As disturbing as it is, it's not a breach of confidentiality. She doesn't believe this but will clarify whether we have to check with others. Nancy said that she went to the blog once and found it destructive. Someone did an entry saying it was from a G C member. It's crossing so many lines. It could end up in lawsuits. There tends to be silence from the G C but personnel matters are confidential. Details could violate personnel law and rules. Keep in mind that Valerie said that the principal manages the school. We told her we would support her. She chose a different route. When we met with staff we were charged with impropriety.

Agenda Plan To Move PAPA Forward

Item 7 Nancy said that this was a Council discussion, but not the whole room. It grew out of her feeling to have a specific plan to fix the problem. It's now our chance to fix it. Here are some suggestions – A community meeting; a letter to the community. We will take notes and see who's going to do it. Charles suggested that we put together a priority list. School opens in a few weeks. We need to prepare. We need a new principal. We need to set up the hiring process for that. There are not enough G C members to do this. RoseAnn said that parents, students, staff and G C will pitch in. She also suggested that we should have a faculty/staff meeting. There clearly have been misunderstandings and violation of ethics. People need to know what happened. Doug said that we will get a chance to respond. Valerie said that the Charter speaks to Town Halls. She also said that there should be a meeting with dialogue between faculty, staff etc. She again suggested Compassionate Communication sessions. She said that there needs to be structure and it needs to be set up quickly. The G C should take a leadership role. RoseAnn wanted to know if we would provide a stipend for staff/faculty. Doug said that the budget is tight. He didn't know if the money was there. Doug asked about where one could find a copy of the G C minutes. Valerie said that she had asked over and over for them to be put on the web but only a few got there. RoseAnn wanted to know if we should put together a list – an action plan. RoseAnn said that there is a sense of urgency. Nancy said that she was leaving for New Hampshire on Wednesday. She suggested to have a parents' meeting. RoseAnn said to give it 3 days notice. Charles said that there was a ton of information and there was no way to get it into actionable items. We need a structured process to funnel it into action. Nancy said that she wanted to note that one person was making decisions and we haven't responded to Mesa del Sol. RoseAnn summarized what had to be done – 1. The Council to prepare written responses to concerns repeated to GC, 2. Process to take further input in organized way. She also mentioned that she had done a formal response re some issues at PAPA for the principal years ago. It identified the issues. It worked. It can work. 3. Interim Principal. 4. Hiring a new principal. 5. Meetings and letter to community. 6. Town Halls. 7. Charter on the web site. 8. Facility. These are tactical and strategic things. Nancy said that she was a planner so let's divide ourselves up and take it on. Valerie said, "Let's get it together." Nancy said, naming committee chairperson right now for principal. Interested parents can be in on this. Doug suggested limiting it in size. Can't get things done with a large group. Valerie said that she would volunteer if needed. Charles volunteered to chair the committee. Valerie said that she will be a member. RoseAnn will do a timeline and send it out in the next couple of days. Letter to every parent and staff. Nancy will draft a letter with Charles.

Agenda Closed Session

Item 8 Julian made a motion to go into Closed Session under NMSA 1978 10-15-1(H) for consideration of limited personnel matters; principal's resignation, interim principal candidates and lottery audit report. Nancy seconded the motion and it passed unanimously. Role call. Present, Tom, Charles, RoseAnn, Mary Torres, Atty; Nancy, Valerie, Ginny, Sheryl, Julian and Doug.

Back to Open Session. Charles noted that matters discussed in the Closed Session were limited to those specified in the motion for closure or in the notice of the separate Closed Session. No votes were taken or motions made in the Closed Session.

In Open Session Charles noted that 2 GC members (Nancy and Tom) will prepare a list of people for Interim Principal, apply the right criteria and bring back a list of 3 people to the GC by next Monday. The GC will meet next Monday to choose an Interim Principal.

Nancy made the motion to accept this and Tom seconded the motion. Valerie, yea; Doug, yea; Sheryl, yea; Julian, yea; Tom, yea; Charles, yea; Rose-Ann, yea; Nancy, Yea. Next meeting, July 21st.

Agenda Motion To Adjourn

Item 9 Julian made a motion to adjourn. It was seconded by Doug and it passed unanimously.

Minutes respectfully submitted by Valerie Scott, Secretary. GC Members, please read these minutes carefully and let me know if there are any corrections to be made. Note that I have sent copies to GC members who were absent so that they will be brought up to date. When minutes are presented for approval, the absentees should not vote on the minutes since they did not attend the meeting.

Note also that this meeting was called to replace the July 7th meeting which was not give enough notice.