



WSCTA Resolution Regarding Superintendent Meredith

Whereas the past month has seen three respected administrators, each with long histories in the district, all resigning in the first year of the Superintendent. This marks a failure of our Superintendent and calls into serious question his capacity to be a leader in our district. Additionally, since all three resigning administrators are women, the fact that discrimination against a protected class could potentially be present in the Superintendent's behaviors cannot be brushed aside.

Whereas attracting and retaining highly effective site administration, staff, and faculty is incumbent upon the superintendent.

Whereas the current Superintendent has requested a renegotiation of his current contract.

Resolved:

1. Cessation of any contract negotiations between the District and the Superintendent pending a full and transparent evaluation of the Superintendent's job performance over the duration of his original contract term.
2. Until such time that the Superintendent demonstrates he is able to create a safe and productive workspace for all WSCUHSD employees, the Superintendent's contract should not be extended beyond the original ending date of spring/summer 2025.
3. The Representative Council of the WSCTA has identified the following ten growth areas. We urge the board to adopt these points as part of their own evaluation process and growth plan for the Superintendent, along with a plan for involving staff and site administrators in candid conversations regarding his job performance.

Areas Identified for Needed Growth

- Supports professional judgment and agency of staff
- Responsive to staff input when making decisions
- Empowers female staff in their roles as district leaders
- Shows more concern with effective education than with public relations
- Demonstrates effective communication techniques by prioritizing listening
- Uses a professional tone and register when speaking with staff
- Demonstrates confidence by deferring to staff with expertise
- Establishes a firm level of trust between leadership and staff
- Is authentic, honest, and sincere when communicating with staff
- Demonstrates the tenets of positive leadership

For the purposes of this list, "staff" refers to district staff, administrators, certificated and classified employees.

We, the undersigned members of the West Sonoma County Teachers' Association Executive Board and Representative Council, along with our appointed negotiators, affirm this resolution:

Lily Smedhammer 4/17/23 date
 Lily Smedhammer, president

Randy Hall 4/17/23 date
 Randy Hall, secretary

Leslie Grassl 4/18/23 date
 Leslie Grassl, Analy site representative

Gianna DePersiis Vona 4/18/23 date
 Gianna De Persiis Vona, Laguna site representative

Brian Miller 4/17/23 date
 Brian Miller, head negotiator

Tricia Maxson 4/17/23 date
 Tricia Maxson, negotiator

Junie Curtiss 4/18/23 date
 Junie Curtiss, vice president

Julie Kellogg 4/18/23 date
 Julie Kellogg, treasurer

Violette Tindall 4/18/23 date
 Violette Tindall, Analy site representative

Amanda Reece 4/18/23 date
 Amanda Reece, Consortium site representative

Joel Stickel 4/18/2023 date
 Joel Stickel, negotiator