

Member \_\_\_\_\_ introduced the following Resolution and moved its adoption:

### **RESOLUTION CENSURING SCHOOL BOARD MEMBERS**

WHEREAS, the District has conducted an investigation into allegations that were made against Board Members John Anderson and Mindy Freiberg;

WHEREAS, the School Board (“Board”) has carefully considered the executive summary of the findings from the investigation;

NOW, THEREFORE, the School Board of Independent School District No. 728 makes the following findings and conclusions regarding Director Anderson:

1. Director Anderson was unprepared for Board meetings. This conduct violated Board Policy 209 and impeded the work of the Board.
2. Director Anderson failed to provide timely notice to the Superintendent or Board Chair when Director Anderson needed additional information on an agenda item. This conduct violated the Board’s protocol and impeded the work of the Board.
3. Director Anderson exceeded his authority by representing that he was acting on behalf of the Board or the District. This conduct violated Board Policy 209.
4. Director Anderson made comments that were inappropriate for the workplace and inappropriate for a Board member. Director Anderson told the Superintendent he would be fired if he worked in corporate America. The Board finds this comment to be intimidating, threatening, and unnecessarily divisive. Additionally, in an email, Director Anderson referred to an activity at a Minneapolis elementary school as a “drag queen performance.” The Board finds this comment to be discriminatory, unprofessional, and inappropriate for an individual holding public office.
5. Director Anderson sought to implement policy rather than delegate the implementation of policy to the Superintendent. This conduct violated Board Policy 209 and interfered with the work of the Superintendent.

NOW, THEREFORE, the School Board of Independent School District No. 728 makes the following findings and conclusions regarding Director Freiberg:

1. Director Freiberg was late for several Board obligations. This conduct reflects poorly on Director Freiberg’s commitment to the Board and to the community. It also undermines her effectiveness as a Board member.
2. Director Freiberg was unprepared for Board meetings. This conduct violated Board Policy 209 and impeded the work of the Board.
3. Director Freiberg failed to provide timely notice to the Superintendent when she needed additional information on an agenda item. This conduct violated the Board’s protocol and impeded the work of the Board.

4. Director Freiberg exceeded her authority as a Board member. This conduct violated Board Policy 209.
5. Director Freiberg has repeatedly failed to follow the Board's communication protocols by contacting District staff directly and not working through the Superintendent. This conduct violated the District's communication protocol and created unnecessary work for District staff.

NOW, THEREFORE, BE IT RESOLVED by the School Board of Independent School District No. 728, as follows:

1. The Board has weighed the competing interests and has determined that this Resolution is in the best interests of the School District. Specifically, it is in the best interests of the District for all Board members to comply with District policies, procedures, and established protocols.
2. The Board hereby censures Director Anderson and Director Freiberg for the conduct that is summarized above and is described in more detail in investigator's executive summary of the investigation.
3. The Board hereby places Director Anderson and Director Freiberg on notice that they must not engage in the same conduct in the future. Any future violation of District policy or protocols may result in additional action being taken by the Board.

The motion for the adoption of this Resolution was duly seconded by Member \_\_\_\_\_, and upon a roll call vote being taken, the following members voted in favor of the motion:

And the following members voted against the motion:

Whereupon the Resolution was declared duly passed and adopted.