A RESOLUTION OF THE WILLIAMSON COUNTY SCHOOLS BOARD OF EDUCATION
TO CENSURE DISTRICT 12 BOARD MEMBER, SUSAN CURLEE

WHEREAS, the Williamson County Schools Board of Education is deeply committed to the effective operation of the Williamson County Schools District, in order to provide governance and leadership for the District; and

WHEREAS, the Williamson County Schools Board of Education needs all twelve members to contribute to a positive working environment for the Superintendent and for colleagues on the Board; and

WHEREAS, the Williamson County Schools Board of Education is deeply committed 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 Williamson County Schools District; and

WHEREAS, the Williamson County Schools Board of Education is deeply committed to open and positive communication with Williamson County Schools District parents and residents; and

WHEREAS, the Williamson County Schools Board of Education has established and annually adopted a Code of Ethics for the Board; and

WHEREAS, the Williamson County Schools Board of Education Chairman, P.J. Mezera in an email dated, February 21, 2015, directed District 12 Board Member, Susan Curlee to protocols regarding her actions, further stating that “Any attempt to do otherwise will compel me to recommend to this Board ‘censure’ of your actions at the next available meeting.”; and

WHEREAS, the Williamson County Schools Board of Education presented evidence at the Regular Board Meeting on Monday, March 23, 2015, that District 12 Board Member, Susan Curlee violated Article I, Section 1; Article III, Section 3; Article IV, Section 5; Article V, Sections 1 and 3; Article VI, Sections 2, 3, 4, and 5.

NOW, THEREFORE, BE IT RESOLVED: That the Williamson County Schools Board of Education does hereby censure District 12 Board Member, Susan Curlee for repeated violations of the adopted Code of Ethics and the negative impact her actions have brought upon the District; and

BE IT FURTHER RESOLVED: That the Williamson County Schools Board of Education does hereby demand that District 12 Board Member, Susan Curlee, abide by the Board’s adopted Code of Ethics; and

BE IT FURTHER RESOLVED: That the Williamson County Schools Board of Education does hereby demand that District 12 Board Member, Susan Curlee cease all public actions negatively impacting the Superintendent, Staff, Teachers, Families, and most importantly, Children of the Williamson County Schools District.
Votes: _________  _________ Against

        _________  Abstain

        _________  Absent

The Board authorizes its Chair to sign below, the _____ day of ________________, 2015.

__________________________________   ___________________

P.J. Mezera, Chair   Date
WILLIAMSON COUNTY SCHOOLS
BOARD OF EDUCATION
CODE OF ETHICS

Violations to the Code by District 12 Board Member, Susan Curlee as referenced in the Censure Resolution:

Note: The Code of Ethics was modified and agreed upon by the Board, anticipating a vote on the amended document at the March 23, 2015 Regular Board Meeting, less than 48 hours before these latest violations began.

ARTICLE I. MY RELATIONS TO OUR STUDENTS

Section 1. I will at all times think in terms of “students first,” always determining other important things according to how they affect the education and development of students.

Evidence: Culminating in the events spanning March 14-16, 2015, Ms. Curlee has demonstrated that her actions and intentions are not in the terms of “students first”, as said actions have not only continued to bring negative attention locally to our Williamson County Schools District, its Superintendent, Staff, Teachers, Parents, and most importantly Students, but also now nationally through her statements in the Daily Caller article (submitted) and appearance on Fox and Friends, (also submitted).

ARTICLE III. MY RELATIONS TO OUR DISTRICT EMPLOYEES

Section 3. I will celebrate employee accomplishments and refrain from public critique.

Evidence: Ms. Curlee has continually publicly critiqued our Superintendent and continued in her interview with the Daily Caller (submitted).

ARTICLE IV. MY RELATIONS WITH OTHER BOARD MEMBERS

Section 5. I will attend all regularly scheduled Board meetings, insofar as possible, and become informed concerning the issues to be considered at those meetings.

Evidence: Ms. Curlee was the only Board of Education Member not present at the Board’s Annual Budget Meeting, Saturday, February 28, 2015. Ms. Curlee has also missed meetings for the Policy and Legislative Committees, both responsibilities she volunteered for. (email submitted)
ARTICLE V. MY RELATIONS WITH OUR SUPERINTENDENT

Section 1. I will support full administrative authority as well as responsibility for the Superintendent to properly discharge all professional duties.

Section 3. I will refer all complaints and concerns to the Superintendent.

Evidence: Ms. Curlee has continually questioned the Superintendent’s intentions and decisions regarding the operations of our School District. (four emails submitted) Ms. Curlee has referred her complaints to various individuals and sources publicly, including a local talk radio show and again, through the submitted Daily Caller interview.

ARTICLE VI. MY RELATIONS TO MYSELF

Section 2. I will avoid being placed in a position of conflict of interest.

Section 3. I will refrain from using my position on the Board for personal or partisan gain.

Section 4. I will take no private action that will compromise the Board, the District or the administration.

Evidence: Ms. Curlee has violated Sections 2, 3, and 4 cumulatively with her actions from March 14-16, 2015 including the Daily Caller and Fox and Friends interviews. (both submitted)

Section 5. I will respect the confidentiality of information that is privileged under applicable law.

Evidence: An email that only Ms. Curlee and one other Board Member had access to, appeared on a private citizen’s social media account, portraying that parent negatively. Documents filed by Ms. Curlee with the Ethics Commission and also the District Attorney’s office were obtained by Ms. Curlee in an unknown fashion, as these copies were not printouts and documents are forbidden from being removed electronically, i.e., via flashdrive. Documents are to be viewed only, or received via printout after redacting and payment has been received. (email submitted)
Local School Board Official Slams Vast Left-Wing Conspiracy

Speaking at an education conference Saturday, Susan Curlee, a Tennessee school board official, detailed her struggle to unravel what she says is a vast left-wing conspiracy to indoctrinate children.

"They’re looking out for what is best for the teachers union, best for the Democratic Party and best for those that agree and will be complicit to the wishes," Curlee declared in a video released as part of this year’s Concerned Educators Against Forced Unionism Conference.

The CEAFU, a project of the National Right To Work Legal Defense Foundation, aims at challenging compulsory unionism in education. For Curlee, her battle against union and Democrat interests began when her two young daughters were going through elementary school.

In a little over two years, Curlee saw her local school drastically change. The teachers that didn’t retire in large numbers began looking stressed and on edge — as if they were afraid of something. This drove Curlee to run for her local school board in the hopes of finding out what was wrong and fixing it. What she found was far worse than originally thought.

"We were up against a tremendous force that was backed by a teachers union and also by SEIU," Curlee recalled. "Turns out the NEA, AFT and SEIU have been partnering."

Despite alleged intimidation tactics and very hostile efforts against her, she was able to win the election and become a member of the local school board. The problems, however, didn’t stop there.

"After the election was over, and I had an opportunity to have some space and time to breath, it still bothered me," Curlee noted. "Who were these people and what was it that drove them to come after an ordinary person?"

After detailed research, Curlee says she discovered some of the unions and education groups that came after her during the election were all run by the same people. Unions like the National Education Association, Service Employees International Union and American Federation of Teachers were working with groups like Democracy Alliance, backed by George Soros, to allegedly indoctrinate children with a progressive ideology through front groups disguised as local education initiatives.

"They developed a strategic partnership to come in and enforce some of these progressive agendas specific to education," Curlee detailed.

"The local teachers union set up an organization that was called the Williamson Political Action Committee for Education," Curlee said. "It sound very benign, very pro-education."

"If you see someone who is endorsed by Williamson Political Action Committee for Education you must think these people are really for education," she stated. "Actually what they’re for are teachers unions. What they’re for is a very leftist agenda. They’re for a very progressive agenda."

Another such front group Curlee mentions is Williamson Strong. She argues the group is nothing more than an unregistered political action committee which seeks to promote school officials the unions like. In fact, according to The Tennessean, back in December she filed a complaint against Williamson Strong for its unregistered political activities.

Williamson Strong, however, refuted the allegations in an open letter. The group noted, "Frankly you appear to be seeing evidence of Williamson Strong when we aren’t even there. When anyone says something to you as an elected official that you do not like or with which you disagree, you say they’re ‘bashing’, ‘threatening’, ‘vicious’, ‘pro-common core’, or the new buzz word you seem to have settled on: ‘targeting.’"

"When you see groups, when you see organizations like Strong Schools, Strong Communities,
understand that these are NEA backed,” Curlee declared. “These groups are anything but grassroots.”

"Always look at these organizations, look at whose involved with them, look at the agenda they’re for and look at those things they’re standing up against,” Curlee noted. "More important, look at who they are trying to silence."

"This is about them getting their way and being bullies about it,” Curlee continued. “They live to intimidate.”

Curlee then began looking into the superintendent and filed a record request.

"After the election and after seeing these battles were continuing to rage on, I suspected all along that our Superintendent was deeply involved and embedded with this group,” Curlee noted. “I was repeatedly intimidated and asked to withdraw my records request.”

For weeks she was stonewalled and unable to get access to the records she requested. It all came to a head, however, at a local Let's Talk Schools Event.

"I was placed in a room, isolated from all the other school board members,” she noted. “The School Board attorney was assigned to my room.”

"Over fifty parents crowded into that room, most of them members of this group Williamson Strong,” she continued. "They stayed for over an hour, they were hostile, accusatory.”

After threatening to press charges and go to the media over what happened that night, the records finally appeared. She discovered that the superintendent had allegedly used his authority and school resources to benefit the unions and candidates they supported.

"School resources were also used to research the children of candidates who were running,” Curlee said. "They weren't just looking at us; they were looking at our children.”

"With those records I found out that our Superintendent had access to all the emails that were coming in to the board,” Curlee detailed. "Not only did he have access but he was forwarding those emails on to incumbents who were up for reelection.”

The information in the emails was even used on the blog Williamson Secrets, which attacked candidates and school board officials the unions didn’t like.

"Also contained in those records was evidence that the meetings that I had heard about, the meetings where the union representatives were maligning the new school board members and trying to incite fear in the teachers,” Curlee noted.

The Daily Caller News Foundation could not reach the NEA, AFT, SEIU or Williamson Strong for comment.

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Article printed from The Daily Caller: http://dailycaller.com

URL to article: http://dailycaller.com/2015/03/14/local-school-board-official-uncovers-vast-left-wing-conspiracy/
Williamson County Schools District 12 Board Member, Susan Curlee appeared on Fox and Friends on Monday, March 16, 2015. During the interview, Ms. Curlee begins by stating, “Well...actually...I...I don’t have direct proof...” Ms. Curlee then proceeds to verbally attack and berate parents and teachers, culminating in a politically charged outcry against Common Core. The interviewer states, “And...it was the stuff your kids were bringing home, that you as a Mother, were looking at and you said, you know...I gotta run for the School Board.” Ms. Curlee then responds, “Yes.” Point of fact, Ms. Curlee’s children do not currently and have not attended Williamson County Schools. Ms. Curlee closes the interview, referring to parents in our community as being, “…definitely funded by the left and driving a very progressive agenda that really has nothing to do with the education of our children or has the best interests of families and kids in mind.”
RE: Legislation-Your Action Needed

Susan Curlee <susan.curlee@wcs.edu>

Mon 3/9/2015 6:41 PM
To: Rick Wimberly <rick.wimberly@wcs.edu>; CO Schoolboard Group <COSchoolboardGroup@wcs.edu>;
Cc: Jason Golden <jasong@wcs.edu>; Bill Squires <bills@wcs.edu>; Rebecca Hagan <rebeccah1@wcs.edu>;

Rick,

Please confirm who was at the meeting and provided information to narrow the scope of bills for the board to consider.

Regarding the proposal below, I prefer the board be given the list in entirety and we bring a list of those we would like to consider to the session.

Susan

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From: Rick Wimberly <rick.wimberly@wcs.edu>
Sent: Monday, March 9, 2015 6:23 PM
To: CO Schoolboard Group
Cc: Jason Golden; Bill Squires; Rebecca Hagan
Subject: Legislation-Your Action Needed

It’s time for the Board to determine possible action on legislation. At today’s Legislative Committee meeting, the list of pertinent bills was narrowed to 25 from the 57 bills we’re currently tracking. At the Board Chair’s direction, I’m asking you review to review the 25 bills (via the report attached) and indicate the three bills that you think are most important for Board discussion at our Work Session Thursday. If you want more information on a particular bill (i.e. full text of the bill), just let me know.

Please submit your choices via email or phone call to Jason by 5pm Wednesday. (Please do not copy the full Board to avoid Sunshine Law violation.)

A list of top choices of Board members will be provided to the Legislative Committee for a final vetting on Thursday prior to the Work Session. The vetting will be done to take into consideration any action that occurs between tonight and Thursday. You’ll see in the attached report that House and Senate committees are scheduled to consider 10 of the 25 bills tomorrow and Wednesday. (No need for us to discuss bills that die in committee this week.)

A called Board meeting will be scheduled for following the Thursday Work Session should a vote be necessary.
Sorry for the convoluted process, but we’re trying to reflect the Board’s wishes and correlate to the legislative schedule.

Thanks,

Rick
Good evening,

Unfortunately, I will be unable to attend meetings tomorrow afternoon. The policy meeting agenda appears very light & I'm sure we'll be meeting again soon regarding legislative matters.

Hope everyone had a wonderful break.

Regards,

Susan
Cost of InfoThon

Susan Curlee <susan.curlee@wcs.edu>
Fri 2/20/2015 7:43 PM
To: Mike Looney <mike.looney@wcs.edu>; CO Schoolboard Group <COSchoolboardGroup@wcs.edu>

1 attachment
Mike Looney infothon different format for election.pdf;

Mike,

How much did it cost taxpayers for the new InfoThon format?
What was the cost in previous years to operate a kiosk?
Was it expanded beyond a kiosk specifically for the election?

Susan
PPRA questions

Susan Curlee <susan.curlee@wcs.edu>

Fri 2/13/2015 10:27 AM
To:Jason Golden <jasong@wcs.edu>; Mike Looney <mike.looney@wcs.edu>;
Cc:Bill Squires <bills@wcs.edu>; CO Schoolboard Group <COSchoolboardGroup@wcs.edu>;

http://www.hickman.k12tn.net/UserFiles/Servers/Server_3052732/File/Parent%20Links/PPRA%20Protection%20of%20Pupil%20Rights%20Amendment%20Annual%20Notice%20to%20Parents.pdf

Mike & Jason:

I've attached a link to the Protection of Pupil Rights Amendment (PPRA) from Hickman County.

Is this information provided on the WCS site and readily available to parents?
What process do parents use to consent prior to surveys?
How is notice provided to parents and what opportunity do they have to opt out of surveys?

As Dr. Burgos mentioned last night, there are increasing concerns about data & information collection.

Thank you,
Susan
RE: Susan Curlee Sharing Emails With Julie West

Susan Curlee <susan.curlee@wcs.edu>

Sun 2/1/2015 9:53 AM
To: Bill Squires <bills@wcs.edu>; Beth Burgos <beth.burgos@wcs.edu>; Candace Emerson <candace.emerson@wcs.edu>; Daniel Cash <daniel.cash@wcs.edu>; Gary Anderson <garya@wcs.edu>; Jay Galbreath <jay.galbreath@wcs.edu>; Kenneth Peterson <kenneth.peterson@wcs.edu>; Cc:'Kerri Bartlett' <kerri@williamsonherald.com>; 'Jessica Pace' <jess@brentwoodhomepage.com>; mbalakit@tennessean.com

Mr. Squires,

Your response triggers multiple questions including:

1) Information & process:
Why are fields & information missing:
- ex: the fields "To" "From" "Subject" are missing / removed
- In emails with "RE:" in the subject line, the originating email content is missing.

In email chains, there are specific sections missing. For example, an email was sent from person A, however, person A is not listed in distribution lists on any of the previous communications.

Either the method by which these records are extracted is severely flawed (process, software or otherwise) or information has been selectively eliminated from this request.

2) Timeliness & response
It took over 4 weeks to be provided with access to the records. During that time, I was repeatedly pressured by you and others to drop my request. So as a board member, I find that behavior, tonality and attitude most troubling of all. The selective criticism needs to stop.

3) Communication to board & others
In an October communication, it was conveyed that my request included some 25,000 records. Based upon the actual number received, 25,000 proved to be an extreme exaggeration. It was also communicated that the records requested would be shared with the rest of the board. I certainly hope that is the case and the rest of the board can see there are issues that must be addressed, sooner than later. If there is embarrassment about the contents of the records, that is a separate issue entirely, so let us not misconstrue embarrassment with law.

We are required to comply by state, federal and local laws and freedom of information is essential for visibility and transparency to the public. I am left with but no choice but to question if we are truly
able to comply with our legal obligations regarding open access to records. It is my opinion that it is not the number of requests which are the problem. The activities triggering the requests, response to the requests and openness to have constructive dialogue are at the heart of the matter.

Susan

From: Bill Squires  
Sent: Sunday, January 25, 2015 10:06 PM  
To: Susan Curlee; Kim Henke; Beth Burgos; Candace Emerson; Daniel Cash; Gary Anderson; Jay Galbreath; Kenneth Peterson; Mark Gregory; Paul Bartholomew; PJ Mezera; Rick Wimberly; Robert Hullett  
Cc: Mike Looney; Jason Golden; 'Kerri Bartlett'; 'Jessica Pace'  
Subject: RE: Susan Curlee Sharing Emails With Julie West

Ms. Curlee: It is not my place to comment on the discussion or the opinions expressed by Board members or citizens, but it may help to understand the correct facts. The records you reviewed were not redacted or altered in any way. Because of the office you hold, you viewed them as they exist in the IT database with no changes. There are a number of legal reasons why that was the case, but they are not worth going into here as it would be a fairly long explanation.

If there are questions or concerns, please do not hesitate to contact me.

Thank you,

Bill

William E. Squires  
Attorney for Williamson County Schools  
1320 West Main Street, Suite 202  
Franklin, TN 37064  
(615) 472-4006  
fax (615) 472-5658

This electronic mail is the property of the Williamson County Schools, and may be protected by the attorney-client privilege or the attorney work product doctrine. If you are not the intended recipient please do not disseminate this information; deletion from your system and notification to the sender are requested.

From: Susan Curlee  
Sent: Sunday, January 25, 2015 7:54 PM  
To: Kim Henke; Beth Burgos; Candace Emerson; Daniel Cash; Gary Anderson; Jay Galbreath; Kenneth Peterson; Mark Gregory; Paul Bartholomew; PJ Mezera; Rick Wimberly; Robert Hullett  
Cc: Mike Looney; Bill Squires; Jason Golden; 'Kerri Bartlett'; 'Jessica Pace'  
Subject: RE: Susan Curlee Sharing Emails With Julie West

https://webmail.wcs.edu/owa/
Mrs. Henke,

To clarify some of your comments:

I did not receive records in an expeditious manner. My request of less than 2000 emails took over 4 weeks to complete and the records were obviously redacted. I was asked on numerous occasions to remove my request, one which any citizen is entitled to under the Freedom of Information Act.

Julie West is not "anti-WCS." Julie has had children in WCS and is a taxpayer in District 12. Simply because Mrs. West, or anyone else for that matter, does not share your same political views, does not make them "anti" public schools as you have often stated.

Files shared with the ethics commission are public record. Hyperlinks to the filing have been published by media outlets. Your email address is found throughout the records and on the Hillsboro PTO site.

As stated numerous times, my complaint filed with the election commission was related to activity by Williamson Strong, of which you are a member and co-founder.

To ignore the activities and turn a blind eye to all the concerns that have been voiced to me, that truly would be an ethics violation.

Regards,
Susan Curlee
District 12

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From: Kim Henke [REDACTED]
Sent: Tuesday, January 20, 2015 10:36 AM
To: Beth Burgos; Candace Emerson; Daniel Cash; Gary Anderson; Jay Galbreath; Kenneth Peterson; Mark Gregory; Paul Bartholomew; PJ Mezera; Rick Wimberly; Robert Hullett
Cc: Susan Curlee; Mike Looney; Bill Squires; Jason Golden; 'Kerri Bartlett'; 'Jessica Pace'
Subject: Susan Curlee Sharing Emails With Julie West

I have spent nearly 8 years as an active PTO leader at two different WCS schools, and trust me when I say I would prefer not to be writing to you about a seemingly never-ending attack on WCS parents.

Attached below is a post from Susan Curlee on her school board Facebook page. Ms. Curlee states her grave concerns about SBView because of potential retaliation against parents.

This “highest concern” is incredibly ironic. Ms. Curlee received her public records request (including emails to and from named parents including myself) speedily because she is an employee of the district, and the lawyers are not required to screen the documents for student privacy issues per federal law. The media cannot get access to the same request yet. We, the subjects of the search, cannot get access to the same request yet. Only Ms. Curlee, because of her position on the school board, can see the documents at this time.
But these documents are being shared in the public domain. Unredacted documents from Ms. Curlee’s request have been showing up for weeks on the Facebook page of Curlee’s ally, anti-WCS activist Julie West. Ms. West told Home Page in December, “[Curlee] is my school board representative, and she and I have had regular contact of the status of open records requests” in reference to another shared email from Ms. Curlee’s records request.

Last night, a friend told me that Julie West had shared one of my emails to Dr. Looney on her public Facebook page after being given the email by Susan Curlee. I heard the same from another friend this morning. It seems highly unethical for an elected (and paid) official to use her position (and a close ally who maligns our schools continuously) to attack public school parents. Where does this behavior fit in your discussion of ethics and respect? This has been going on for weeks, and the response from the board is absolutely nothing. Is this appropriate behavior for a school board member? Do you condone it? Do you consider it ethical?

Kim Henke

WCS Parent

Susan Curlee for School Board

January 6 at 10:29am · Edited

SBView & You - Public, Take Note

While reviewing contents of my Open Records request, I was disturbed to observe several emails from “SBView.”

What is SBView?
SBView is “School Board View” and allows our current Director of Schools to see all emails "to" and "from" School Board members. SBView was originally intended to provide media open access to records.

What is it really being used for?
While there may be a few practical purposes for SBView, you as citizens and parents of this county need to be advised how SBView is being used. If you send an email to your elected representative voicing a concern about your child, a teacher, an administrator, or even the current Director of Schools, your email will be available to the Director of Schools via SBView. Emails from SBView can, and have been, forwarded to private email addresses and outside special interest groups. This is not the way a representative democracy is supposed to function. As your elected representative, you need to know that I find abuse of SBView of the highest concern. If you have a concern, you should be able to voice that concern in a way that protects you and your children from retaliation.

Action by the Board:
I’ve asked that the Board address SBView at our next working session and meeting. It is imperative we address and protect the fundamental social contract between elected representatives and the electorate.

What you can do:
Be advised how SBView functions. Under other circumstances, I would suggest emailing your school board
representatives; however, you now know those emails will be seen and you too could face retaliation. If you would like to voice a concern or reach me regarding a confidential issue, please use means other than my wcs.edu email until the integrity of this fundamental social contract is restored.
Upcoming Board Meeting

Susan Curlee <susan.curlee@wcs.edu>

Sun 2/1/2015 9:14 AM

To: PJ Mezera <pj.mezera@wcs.edu>; Kenneth Peterson <kenneth.peterson@wcs.edu>; CO Schoolboard Group <COSchoolboardGroup@wcs.edu>; Mike Looney <mike.looney@wcs.edu>

PJ & Mike - I would like to add the following to the next agenda:

1) Policy
   Specifically, what are the implications if policy is not followed.

2) Superintendent evaluation instrument
   Found the following examples & would like the board to discuss for the upcoming year.
   https://www.tasb.org/Services/Leadership-Team-Services/documents/2012_instrument_instructions.aspx


   https://www.iasb.com/training/superintendent-evaluation-process.pdf

3) Meeting agendas
   Addition of "New Business" added at the end of the regular meeting agenda

4) Board - attorney reporting structure.
   This is a follow-up to the very valid points made by Jay in our last meeting.
   At a minimum, I would like the board to align on expectations of the board attorney.

Thank you,
Susan

---

From: Susan Curlee  
Sent: Tuesday, January 27, 2015 10:18 AM  
To: Kenneth Peterson; CO Schoolboard Group  
Subject: Policy Meeting
Ken,

Please add the following for discussion at the next Policy Meeting:
5.500 Anti-Harassment
5.605 Staff Solicitations
5.608 Political Activity
1.805 School System Electronic Mail

Thank you,
Susan
RE: Susan Curlee Sharing Emails With Julie West

Susan Curlee <susan.curlee@wcs.edu>

Sun 2/1/2015 4:28 PM

Mrs. Henke,

The specific email you cited was submitted to the Election Commission as part of supplemental information and further evidence of what appears to be Williamson Strong’s continued political activity.

The email address you use in the communication cited is the same one you also use for PTO and when conducting business on behalf of Williamson Strong. Your email address is published in Hillsboro PTO newsletters which are available on the WCS website. On multiple occasions you have emailed this board and copied members of the media, just as you have done in this communication.

I encourage you to reference our Board Policy 1.805 where electronic mail is specifically addressed.

Our attorneys have conveyed the following:

- Board members, teachers and administrators are advised not to write anything in email they would not be comfortable seeing posted on a billboard.

- When a records request is received, attorney-client communication is removed and FERPA-protected personally identifiable information about students is removed. Absent one of these narrow exceptions, we will generally be obligated to provide requested records.

The specific email communication to Dr. Looney you mentioned did not reference a student or any parental concern; however, it appears to be more political in nature.

Regards,
Susan Curlee
District 12
Subject: RE: Susan Curlee Sharing Emails With Julie West

Thanks for your response, but you did not answer my question. How did Julie West obtain emails from your public records request? The email she posted from me was not contained within your campaign finance complaint against Williamson Strong (you are the one who made those emails public in an unredacted state by the way).

Neither we, the targets of your investigation, nor the media have received copies of your request because FERPA information was not redacted. Susan Drury still has an outstanding request from 9/23 (before your request was submitted) that is also less than 2000 documents. While you are not pleased with the length of time your request took to fulfill, yours was able to be expedited because you are considered an official of the district, and the lawyers were not required to screen the documents for student privacy issues per federal law.

Given that these documents were not scrubbed for public view, how did Julie West obtain copies? Actually, how did you get copies of the emails you shared with Julie West and in your complaint? Did you pay $0.15 per page for printing?

Kim Henke
WCS Parent
Taxpayer

-----Original Message-----
From: Susan Curlee [mailto:susan.curlee@wcs.edu]
Sent: Sunday, January 25, 2015 7:55 PM
To: Kim Henke; Beth Burgos; Candace Emerson; Daniel Cash; Gary Anderson; Jay Galbreath; Kenneth Peterson; Mark Gregory; Paul Bartholomew; PJ Mezera; Rick Wimberly; Robert Hullett
Cc: Mike Looney; Bill Squires; Jason Golden; 'Kerri Bartlett'; 'Jessica Pace'
Subject: RE: Susan Curlee Sharing Emails With Julie West

Mrs. Henke,

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I did not receive records in an expeditious manner. My request of less than 2000 emails took over 4 weeks to complete and the records were obviously redacted. I was asked on numerous occasions to remove my request, one which any citizen is entitled to under the Freedom of Information Act.

Julie West is not "anti-WCS." Julie has had children in WCS and is a taxpayer in District 12. Simply because Mrs. West, or anyone else for that matter, does not share your same political views, does not make them "anti" public schools as you have often stated.
Files shared with the ethics commission are public record. Hyperlinks to the filing have been published by media outlets. Your email address is found throughout the records and on the Hillsboro PTO site.

As stated numerous times, my complaint filed with the election commission was related to activity by Williamson Strong, of which you are a member and co-founder.

To ignore the activities and turn a blind eye to all the concerns that have been voiced to me, that truly would be an ethics violation.

Regards,
Susan Curlee
District 12

From: Kim Henke
Sent: Tuesday, January 20, 2015 10:36 AM
To: Beth Burgos; Candace Emerson; Daniel Cash; Gary Anderson; Jay Galbreath; Kenneth Peterson; Mark Gregory; Paul Bartholomew; PJ Mezera; Rick Wimberly; Robert Hullett
Cc: Susan Curlee; Mike Looney; Bill Squires; Jason Golden; 'Kerri Bartlett'; 'Jessica Pace'
Subject: Susan Curlee Sharing Emails With Julie West

I have spent nearly 8 years as an active PTO leader at two different WCS schools, and trust me when I say I would prefer not to be writing to you about a seemingly never-ending attack on WCS parents. Attached below is a post from Susan Curlee on her school board Facebook page. Ms. Curlee states her grave concerns about SBView because of potential retaliation against parents. This "highest concern" is incredibly ironic. Ms. Curlee received her public records request (including emails to and from named parents including myself) speedily because she is an employee of the district, and the lawyers are not required to screen the documents for student privacy issues per federal law. The media cannot get access to the same request yet. We, the subjects of the search, cannot get access to the same request yet. Only Ms. Curlee, because of her position on the school board, can see the documents at this time. But these documents are being shared in the public domain. Unredacted documents from Ms. Curlee's request have been showing up for weeks on the Facebook page of Curlee's ally, anti-WCS activist Julie West. West told Home Page in December, "[Curlee] is my school board representative, and she and I have had regular contact of the status of open records requests" in reference to another shared email from Ms. Curlee's records request. Last night, a friend told me that Julie West had shared one of my emails to Dr. Looney on her public Facebook page after being given the email by Susan Curlee. I heard the same from another friend this morning. It seems highly unethical for an elected (and paid) official to use her position (and a
close ally who maligns our schools continuously) to attack public school parents. Where does this behavior fit in your discussion of ethics and respect? This has been going on for weeks, and the response from the board is absolutely nothing. Is this appropriate behavior for a school board member? Do you condone it? Do you consider it ethical?

Kim Henke
WCS Parent

Susan Curlee for School Board

January 6 at 10:29am
Edited.

SBView & You - Public, Take Note

While reviewing contents of my Open Records request, I was disturbed to observe several emails from "SBView."

What is SBView?
SBView is "School Board View" and allows our current Director of Schools to see all emails "to" and "from" School Board members. SBView was originally intended to provide media open access to records.

What is it really being used for?
While there may be a few practical purposes for SBView, you as citizens and parents of this county need to be advised how SBView is being used. If you send an email to your elected representative voicing a concern about your child, a teacher, an administrator, or even the current Director of Schools, your email will be available to the Director of Schools via SBView. Emails from SBView can, and have been, forwarded to private email addresses and outside special interest groups. This is not the way a representative democracy is supposed to function. As your elected representative, you need to know that I find abuse of SBView of the highest concern. If you have a concern, you should be able to voice that concern in a way that protects you and your children from retaliation.

Action by the Board:
I've asked that the Board address SBView at our next working session and meeting. It is imperative we address and protect the fundamental social contract between elected representatives and the electorate.

What you can do:
Be advised how SBView functions. Under other circumstances, I would suggest emailing your school board representatives; however, you now know those emails will be seen and you too could face retaliation. If you would like to voice a concern or reach me regarding a confidential issue, please use means other than my wcs.edu email until the integrity of this fundamental social contract is restored.

https://webmail.wcs.edu/owa/
https://webmail.wcs.edu/owa/

3/19/2015
Susan Curlee Timeline of Censure Consideration Items

October 2014

- 10/10 - Sends email to Superintendent Mike Looney stating "It has come to my attention that you are touring schools on a regular basis and meeting with teachers. In an effort to proactively dispel the rampant rumor mill, I suggest new school board members accompany you on these visits. Doing so will allow us to become more familiar with our schools and faculty and will also allow teachers and administrators to ask us questions. Please make your schedule available to the board. Thank you, Susan"
  Dr. Looney's reply: “Susan, I appreciate your suggestion. I do regularly attend faculty meetings to give instructions, guidance, and feedback to my team, I am glad to share my calendar with Board members and you are always invited to attend any public events in which I participate. I would have significant concerns about Board member participation in faculty meetings unless there is an express invitation. “If you are interested in proposing a policy mandating this please let me know.”
- 10/12 - Sends email to Superintendent Looney regarding a parent meeting at Woodland Middle School on 10/14, requesting “any power point slides, talking points, or other materials you intend to share at this meeting.” Curlee also questioned Dr. Looney’s “LOYALTY” to the board, writing, “You must provide to the board notice of any such speaking engagements…I would like to see the request for use of venue and who approved.”
  ○ WCS Attorney Jason Golden informed Curlee that no violation of policy occurred, and Dr. Looney indicated that meeting with parents is part of his job as superintendent.
- 10/13 - Sends email to Superintendent Looney asking him to cancel the 10/14 meeting with parents, incorrectly citing a board policy that the parents requesting the meeting needed to provide “Tax status….proof of insurance…board determined usage fees.” Curlee suggested expansion of “Let’s Talk Schools” sessions to “allow the community to address new and existing board members directly.”
  ○ Curlee refuses to meet one-on-one with Dr. Looney
- 10/20 - Signs School Board Code of Ethics, stating that she will:
  ○ “…At all times think of students first…”
  ○ “…Represent at all times the entire school community and refuse to represent special interests or partisan politics.”
  ○ “…Celebrate employee accomplishments and refrain from public critique.”
  ○ “…Recognize that authority rests only with the Board in official meetings and that the individual member has no legal status outside of such meetings.”
  ○ “…Respect the opinion of other members and will accept the principle of ‘majority rule’”
  ○ “…Attend regularly scheduled Board meetings, insofar as possible”
  ○ “…Support full administrative authority as well as responsibility for the Superintendent to properly discharge all professional duties”
  ○ “…refer all complaints and concerns to the Superintendent.”
  ○ “…take no private action that will compromise the Board, the District, or administration”
- 10/24 - In response to reports about her public records request, Curlee provides an Open Letter in an effort to explain her reasons for the request. Several commenters on her Facebook page request clarification and receive no replies. Curlee supporters take to calling her critics “devils.” Susan Curlee “likes” those comments, does not reply to questions, and bans several more commenters.
- 10/28 - Appears at “Let’s Talk Schools” event at Centennial High School. Most of attendees in the room were District 12 residents, as Curlee directed the group to meet with her at this meeting, rather than attend a constituent meeting we had requested with her via public record email. (photo evidence provided upon request)
- 10/30 - Absent for “Let’s Talk Schools” event at Fairview High School

November 2014

- Julie West, local anti-WCS activist, appears on the Michael Delgiorno show to discuss Susan Curlee’s experience at the Centennial Let’s Talk Schools event, (which West DID NOT attend), characterizing it as “nothing short of harassment and endangerment, amid a “volatile” audience. Local news reports indicated otherwise, see article here.
December 2014

- 12/3 - Files formal complaint against parent group, Williamson Strong, with the Tennessee Registry of Election Finance. See text of complaint here.
- 12/16 - Posts partial email string on Facebook from open records request alleging wrongdoing by WCS staff, stating "Using county resources to target kids for political gain is beyond reproach." [sic] Bans commenters who seek clarification of the accusation.
- 12/17 - Appears in-studio on the Michael DelGiorno radio show for over an hour to discuss and disparage parent groups and Superintendent Looney with numerous accusations of misconduct.
  
  Excerpt:
  
  MICHAEL DELGIORNO: I think another big thing that has to be dusted out, is the constant denials by Mike Looney, the Superintendent, that he had anything to do with Williamson Strong, and I think all these emails point, not only did he have everything to do with Williamson Strong, everything seemed to need his blessing, his approval, or run by his desk before it was enacted.
  SUSAN CURLEE: Yes.
  MICHAEL DELGIORNO: I guess you feel betrayed that someone told you time and time again, and told everyone, he wasn't behind Williamson Strong, he was actually orchestrating.
  SUSAN CURLEE: It's very disappointing.
  (Complete transcript available upon request)
- 12/26 - Posts comment on Facebook entitled “Moving Forward in 2015”, stating “I do my best to reach out to anyone seeking a true, honest, constructive dialogue as long as it is based on mutual respect.” Bans commenters who pose questions, including an 8th-grade WCS student.

January 2015

- 1/5 - Absent for legislative committee meeting
- 1/5 - Absent for policy committee meeting
- 1/6 - Posts concerns on Facebook about the use of SBView by the superintendent and accuses him of wrongdoing. Bans commenters who ask her to instead focus on issues affecting students.
- 1/6 - Posts concerns on Facebook that PTOs may not have followed financial recordkeeping policies. Bans commenters who point out that the issue to which she is referring has been addressed by law enforcement.
- 1/20 – Abstains from vote on Dr. Looney’s evaluation

February 2015

- 2/2 – Decision received from District Attorneys regarding her complaint against Williamson Strong. Tennessee District Attorneys opine that they "did not see any conduct which would rise to the level of a prosecutable criminal violation of the law." See local news articles here and here.
- 2/21 - Sends several emails to all board members expressing criticism of Dr. Looney and concern over the use of SBView, a tool used by WCS since 2000 to facilitate public records requests and Sunshine Law compliance. See article here.
  
  Excerpt:
  
  Although P.J. Mezera did not specifically address SBView, he responded to Curlee’s weekend emails to the board containing over 30 attachments about the issue.
  "There is an appropriate procedure for addressing your concerns regarding any actions taken by our Superintendent or by any Board Member," Mezera stated in his email response.
  "I believe this procedure to be constructive, just, responsible, and Biblical. If any Board Member or our Superintendent has a grievance with another they ought to go privately to that person and share their concerns. If the person in question is not receptive, then they ought to take another (usually the Chairman unless it involves the Chairman) and address their concern with a witness. If the person in question is still not receptive to the correction, then it is to be brought before the Board in a public setting so that the Board may take action on the grievance.
  He stated to Curlee that he believed she understood the procedure.
“I am, therefore, extremely disappointed that you have decided to take the action you did in sending your email and I advise you to abandon this course of action and adhere to the above stated protocol.

“Any attempt to do otherwise will compel me to recommend to this Board ‘censure’ of your actions at the next available meeting.”

Mezera also added in his response that Looney “has been VERY receptive to meeting with you privately anytime you have had a concern.”

- 2/24 - Absent for Let’s Talk Schools meeting at WCS Support Services Building
- 2/28 - Absent for annual School Board budget meeting (all other members present)

March 2015
- 3/3 - Absent for Let’s Talk Schools event at Brentwood High School
- 3/9 - Absent for legislative committee meeting (overall % of attendance for all Legislative meetings: 66%)
- 3/11 - Attends Election Registry hearing regarding complaint against parent founders of Williamson Strong.
- 3/12 - Attends SB meeting where revisions to Code of Ethics are again discussed. During the discussion, the following points are made.
  Board Chair Mezera again states “If you have a problem with someone, staff or board, go to them directly. Or take me with you. Do not go to the public.”
  Jay Galbreath, board member states “It is not our job to go on the radio to criticize Dr. Looney.”
- 3/14 - Presents at Concerned Educators Against Forced Unionism conference, without the knowledge or consent of the WCS board, per Board Chair PJ Mezera; billed as “School Board member Susan Curlee” (Note the State of TN does NOT have forced unions). See link here.
- 3/14 - Provides interview to Daily Caller, without the knowledge or consent of the WCS board, per Board Chair PJ Mezera. Disparages teachers, superintendent, and parent groups and superintendent; touts vast conspiracies. See here.
- 3/16 - Appeared on Fox & Friends, without the knowledge or consent of the WCS board, per Board Chair PJ Mezera. Reiterates her presentation at the weekend CEAFU conference, but does state that “she does not have actual, direct proof that these things happened.” See interview here.
- 3/17-3/22: Makes seven posts on her Facebook page that claim to link WCS parent volunteers to national organizations. When asked by constituents to provide proof of her allegations, does not provide responses.