

RESOLUTION OF NO CONFIDENCE

IN THE LEADERSHIP OF JOHN DEEDER

Whereas, Evergreen educators spent countless hours to pass Initiative 1351 to bring smaller classes to their students, while Superintendent John Deeder publicly undercut their efforts in opposing the initiative; and

Whereas, the Superintendent's discriminatory behavior forced Evergreen Public Schools to settle an \$862,000 lawsuit for the mistreatment of a whistleblower; and

Whereas, throughout the Evergreen Education Association and Evergreen Public Schools 2016 bargain, the Superintendent chastised employees, parents, and concerned citizens who expressed support for a student-centered bargain that is currently improving the educational experience for 26,000 pupils in the district; and

Whereas, at the conclusion of contract negotiations, Superintendent John Deeder's retaliatory behavior directly violated the collective bargaining agreement and state collective bargaining laws by canceling all professional development during the contract day while instructing administrative staff to downgrade teacher evaluations for not implementing the practices that would have been taught at said professional development; and

Whereas, Superintendent John Deeder sent a formal letter to the EEA President making unethical demands that violates past practices and Washington State labor law by attempting to coerce him to only communicate with one district administrative employee, to limit access to members by the association as a whole, and proceeded to try to limit the manner in which the President can represent members in disciplinary hearings; and

Whereas, immediately following the conclusion of our last bargain, the Superintendent retaliated against esteemed member of the Evergreen Education Association, Monica Stonier, by suddenly pulling his longstanding public support for her candidacy for State Representative; and

Whereas, the Superintendent has publicly condemned collective bargaining in multiple venues, and has issued pronouncements of his interest and intent to thwart bargaining rights in Washington State; and

Whereas, the Superintendent demonstrates a lack of respect for the educators in the classroom by not treating them as experts in the field, but rather treats them as less than skilled employees who should not concern themselves with policy or practice in this district; and

Whereas, educators are constantly anticipating who will be the next person the Superintendent targets for retaliation; and

Whereas, the Superintendent unduly screens information to the board and prohibits full sharing and disclosure to the board; and

Whereas, the Evergreen Education Association sees potential in being able to work with other leadership in the district, as well as the school board, but experiences discontent by the Superintendent whenever there is an attempt to work together to solve problems.

Therefore, be it known that the EEA Representative Council has NO CONFIDENCE in John Deeder's Leadership and asks that the membership at large sign this resolution to demonstrate that they too have NO CONFIDENCE in John Deeder's Leadership.