

From: ValentL <valentl@gpschools.com>
Sent: Tuesday, January 06, 2015 8:13 PM
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; GafaJ; cindy pangborn@gmail.com; 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: School Board Photos for Pointe Magazine - can we schedule for Monday at 6:30 p.m.?

I am out of town on business for the week. Leaving on Sunday and returning on Thursday evening.

Lois

> On Jan 6, 2015, at 4:57 PM, School Board <SchoolBoard@gpschools.org> wrote:

>
>
>
> _____

> From: Fannon, Rebecca

> Sent: Tuesday, January 06, 2015 4:57:00 PM (UTC-05:00) Eastern Time

> (US & Canada)

> To: School Board

> Cc: 'ahmed@portraitplacegpw.com'; weertzm@aol.com

> Subject: School Board Photos for Pointe Magazine - can we schedule for Monday at 6:30 p.m.?

>

> Pointe Magazine is working on a GP Chamber of Commerce directory and

> is seeking professional photographs of each board and city council.

> They have a tight deadline. Mary Ann Ismail volunteered to photograph

> our board of education this Monday, January 12, but she'd need

> everyone to show up

> 30 minutes before the meeting.

> Is that possible? Please respond so I can tell them to schedule or not.

> Many thanks!

> Rebecca

>



From: ValentL <valentl@gpschools.com>
Sent: Wednesday, January 07, 2015 6:02 PM
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: GP Chamber of Commerce/Pointe Magazine Portraits

Ahmed, I'll have to make some other arrangements but please thank Mary Ann for offering. I am in London next week, home for a couple of days and then off to San Francisco. I'll have to be a "not photoed" notation.

Lois

> On Jan 7, 2015, at 3:41 PM, School Board <SchoolBoard@gpschools.org> wrote:

>
>
> _____
> From: Ahmed Ismail
> Sent: Wednesday, January 07, 2015 3:39:39 PM (UTC-05:00) Eastern Time (US & Canada)
> To: Fannon, Rebecca; Minnis, John
> Cc: School Board; 'Ismail, Mary Ann'; Harwood, Thomas
> Subject: GP Chamber of Commerce/Pointe Magazine Portraits

> Hi John and Rebecca,

> Based on Rebecca's email, it appears that photographing everyone a half hour before Monday's meeting isn't going to work. Off the top of my head, there are two options to get these images for John.

> Rather than coming in 30 minutes early, we could photograph the Board members during the break you have for the families either before or after the swearing in procedure.

> The other option is to have each Board member give us a call at 313-343-9060 and set up a time to come in to the studio. We don't mind stretching our normal hours if it will help someone out of a scheduling jam.

> If you do decide to go that route, we will need to have everyone in no later than the 15th. They can pick their favorite image while they are here, then we'll retouch it and send it in to John Minnis to insert before he goes to press on January 16th.

> If we can help in any way, please let us know and we'll do whatever works for everyone. It seems a shame to have the school board left out of this municipal guide when every other public official will be included.

> Best wishes,

> Ahmed



From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, January 08, 2015 2:48 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: FW: Grosse Pointe Magazine Photos

From: Daniel Roeske
Sent: Thursday, January 08, 2015 2:46:46 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: FW: Grosse Pointe Magazine Photos

All, thanks you for your responses to Rebecca. We have been able to provide the head shot photos needed by the Pointe Magazine, and I have spoken to John Minnis that he has or will have what he needs for their piece. Rebecca will work directly with the last person whose photo is needed.

At our January 26th meeting, Rebecca or her designate will take the yearly Board group photo.

Thanks you again.

Dan

On Tue, Jan 6, 2015 at 8:31 PM, School Board <SchoolBoard@gpschools.orgmailto:SchoolBoard@gpschools.org> wrote:

From: Ahmed Ismail
Sent: Tuesday, January 06, 2015 8:30:01 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Fannon, Rebecca; 'Ismail, Mary Ann'
Subject: Grosse Pointe Magazine Photos

If it will help any, if anyone can't make it in early to get their photos taken for Pointe Magazine on Monday night, you are welcome to stop by the studio and have it done this week or next week.

Mary Ann has been doing them for every municipality for Pointe Magazine, and I am sure we are going to run into similar situations with some council members as well.

Just give her a call ahead of time at 313-343-9060<tel:313-343-9060>, as we will need to set up the specific background and lighting that she is using for Pointe Magazine's photos so that all of the backgrounds and lighting for all of the public officials match.

Thank you,



Ahmed

P.S. to Rebecca--if you need her to take a group photo for the website of everyone while Mary Ann is there, no problem--just let us know. Since Lois is going to be out of town, if we do do a group photo, we can set it up so that Lois can be added in later if we photograph her on the same background at the studio whenever she has time.



From: School Board <SchoolBoard@gpschools.org>
Sent: Monday, January 12, 2015 9:22 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ;
cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Steve Matthews and the Weather

From: Ahmed Ismail
Sent: Friday, January 09, 2015 8:16:44 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board; Fenton, Christian; Truance, Janet
Subject: Steve Matthews and the Weather

Those of you who know former GPPSS school board member (and now Novi superintendent) Steve Matthews will appreciate Steve's even keel in this blog posting:

<http://novisuperintendent.blogspot.com/2015/01/a-letter-to-students-of-novi-high-school.html>

Hope you all have a nice (and warm) weekend,

Ahmed



From: School Board <SchoolBoard@gpschools.org>
Sent: Monday, January 12, 2015 4:07 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Superintendent Search RFPs--Dan and Judy's Comments on the Search Process

From: Ahmed Ismail
Sent: Monday, January 12, 2015 4:06:12 PM (UTC-05:00) Eastern Time (US & Canada)
To: 'Daniel Roeske'; GafaJ
Cc: School Board
Subject: Superintendent Search RFPs--Dan and Judy's Comments on the Search Process

Hello, Dan and Judy,

Thank you for your responses.

I still don't understand why we are not being allowed to see the RFP responses until the 16th. What would it hurt to be able to get a jump on reviewing them?

Some of us take longer than others to digest things and I can't get my head around any logical reason for withholding them. With a decision this important (in my mind at least) every possible opportunity should be afforded us for absorbing the information presented by all of the respondents to the RFP.

On an related item, I also didn't understand the "... We are narrowing down the choices to interview..." sentence in Judy's email. Does this mean that only certain board members are going to see all of the RFPs received, or does it mean that the purpose of the meeting on the 27th is to collaboratively go through the narrowing down process?

Thank you in advance for sharing the logic behind the delay in distributing these RFP responses and for clarifying the sentence in Judy's email referenced above.

Best wishes,

Ahmed

From: Daniel Roeske [mailto:roesked@gpschools.com]
Sent: Monday, January 12, 2015 3:27 PM
To: Ahmed Ismail
Cc: Truance, Janet; GafaJ; Brian Summerfield; Lois Valente; weertzm@gpschools.com; Cindy Pangborn; Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca
Subject: Re: Superintendent Search RFPs



Thank you for your question. The RFPs with an overview will be provided to the BoE members this Friday, January 16th. The meeting on January 27th is separate from the Regular meeting of January 26th. Vendor interviews will take place the week of Feb 2nd, with selection that week. this time line is developed in consult with Council and Mr Fenton.

Dan

On Mon, Jan 12, 2015 at 2:05 PM, Ahmed Ismail

<ahmed@portraitplacegpw.com<mailto:ahmed@portraitplacegpw.com>> wrote:

I would appreciate it if someone could please fill in the blanks for me as to why we are waiting so long to have a meeting to review these RFPs.

Assuming we have our discussion on the RFPs on the 27th, and there is follow-up information needed from the firms prior to a final selection, we are not going to be able to make a judicious decision on the firm selection until the middle to end of February.

The timeline to do this search properly is incredibly tight and there is a lot that needs to be discussed as a board before we can ever think about which firm to retain.

It is my understanding that the responses to the RFPs were received last week. I expected to see them in our packets Friday afternoon. I have been told they are being delivered later this week with some kind of summary of the proposals.

Is there a legal reason they are being withheld pending the preparation of this summary? If not, please let me know and I will pick up a copy or Janet can email me a PDF of them today.

Thank you and best wishes to all,

Ahmed

From: Truance, Janet [mailto:Janet.Truance@gpschools.org<mailto:Janet.Truance@gpschools.org>]

Sent: Monday, January 12, 2015 11:39 AM

To: 'Daniel Roeske (roesked@gpschools.com<mailto:roesked@gpschools.com>)'; Gafaj;

'gafaj@gpschools.com<mailto:gafaj@gpschools.com>'; 'summerb@gpschools.com<mailto:summerb@gpschools.com>';

'Lois Valente (valentl@gpschools.com<mailto:valentl@gpschools.com>'); 'Ahmed Ismail

(ahmed.ismail@comcast.net<mailto:ahmed.ismail@comcast.net>);

'weertzm@gpschools.com<mailto:weertzm@gpschools.com>';

'cindypangborn@gmail.com<mailto:cindypangborn@gmail.com>'; Harwood, Thomas; Fenton, Christian; Dean, Jon;

Fannon, Rebecca

Subject: Special Meeting of the Board

There will be a Special Meeting of the Board on Tuesday, January 27, 2015 at 6:30 p.m. in the Board Room at 389 St. Clair. The meeting is to Review Requests for Proposals from Superintendent Search Firms.



From: School Board <SchoolBoard@gpschools.org>
Sent: Tuesday, January 13, 2015 12:23 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Act Out--SAT In

From: Ahmed Ismail
Sent: Tuesday, January 13, 2015 12:22:28 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Act Out--SAT In

Hello all,

I am sure many of you also received the email below this morning.

Who is picking up the cost of the SAT exams for the students? How much is this estimated to be annually for our students?

Personally, I don't think it would be ethical for us to have the parents pay for this exam, as many colleges will not accept it in lieu of the ACT. The other issue that it will create for many of our students is that the SAT is much more writing intensive than the ACT. If you would like to confirm this, I would recommend you contact Jay Waldman, who is one of the top test prep advisers in the Tri County area. Mr. Waldman's office are in Farmington. Despite the distance, many of our students travel to him for test prep, especially if they are applying to highly selective colleges.

This means that even if their colleges of choice would accept it, if they aren't strong writers, taking the SAT in lieu of the ACT would be a disadvantage for the student. I called a friend with access to the admissions director at Columbia University in NYC. He just confirmed for me that this is the reason that Columbia as almost every Ivy League school started to accept the ACT in lieu of the SAT they used to require.

A related issue that needs to be researched and that I would like an answer for is if there will be an optional mechanism by which this SAT score can be marked as "do not submit" to colleges. To the best of my knowledge, there is not an option to do this on either the SAT or the ACT at present, as their writers send them in directly to the colleges to which a student has made application.

If this switch is going to be the unfortunate reality that it appears it will be, my personal opinion is that the cost of this testing needs to be included in our 2015-16 budget.

This email is not a solicitation of a group email "round robin" discussion on the issue as this would clearly violate the Open Meetings Act. If any of you would like to discuss this with me further, please feel free to call me or email me individually.

Thank you,

Ahmed

■

313-343-9060 (studio)

313-969-1541 (cell--doesn't work in studio, thank you Verizon!)

313-447-5600 (home)

MDE Decides ACT Out, SAT In for 2015-2016 School Year TOP LANSING, Mich. – The Michigan Department of Education has decided to require Michigan public high school juniors to take the SAT, not the ACT, beginning with the 2015-2016 school year, the Lansing State Journal reports.

According to the State Journal, offering the SAT will cost \$15.4 million less over a three year period compared to the ACT.

School districts are not welcoming the change, according to the State Journal.

“I’ve invested a lot of money and training into getting students ready to take the ACT,” Warren Cousino High School Principal Stephen Bigelow told the State Journal. “That isn’t going to do us much good anymore.”

“The ACT was the one thing that was going to be a consistent accountability piece for high schools,” Wendy Zdeb-Roper, executive director of the Michigan Association of Secondary School Principals, told the State Journal. “Now, switching to the SAT is a huge change.”



From: School Board <SchoolBoard@gpschools.org>
Sent: Tuesday, January 13, 2015 6:51 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: OMA (Revised)--Home Page Access to Meeting Notices

From: Judy Gafa
Sent: Tuesday, January 13, 2015 6:50:06 PM (UTC-05:00) Eastern Time (US & Canada)
To: <ahmed@portraitplacegpw.com>
Cc: School Board
Subject: Re: OMA (Revised)--Home Page Access to Meeting Notices

Me Ismail if you go to the district home page on the right side of the page is a button underneath the blue tab titled information, that directly links to the board calendar.
Last nights meeting was posted and the 26th and 27th are posted I certainly hope this reassures you that the district is indeed in compliance and has been since the OMA was updated.
Judy Gafa

Sent from my iPhone

> On Jan 13, 2015, at 6:37 PM, Ahmed Ismail <ahmed@portraitplacegpw.com> wrote:
>
> Hi Judy,
>
> I don't know if your email below was in response to my prior email on
> the revised OMA. If it was, I apologize for not stating my concern in
> a clearer fashion.
>
> The emphasis on Article 15.265, Section 5, Item 4 in the seminar I
> attended was not on the posting of meeting minutes. It was on any
> notices for meetings, especially special meetings.
>
> As I recall, the recommendation was that any visitor to our website
> have a one button access to any meeting notices and their agendas
> somewhere at the top of the home page to eliminate the need to scroll to find it.
>
> I don't recall that much of an emphasis on the minutes, but more so on
> the meeting notices and agendas not being buried in the website.
>
> As I stated in my prior email, I don't know that all of the provisions
> in the OMA 2013 I sent you are still in effect, but I would think the
> home page link to meeting notices that I highlighted in the OMA I sent



> you is a good practice in any event. An even better practice would be
> to (in addition to the home page button) allow anyone to subscribe to
> a listserv linked to this button, so that anytime a meeting notice is
> added, they automatically receive an email.

>
> As always, the copying of this email to the other board members is
> intended to in no way to initiate any kind of "round robin" discussion
> which would in any way violate the Open Meetings Act. If any of the
> recipients wish to contact me directly on the above on an individual
> basis, please feel free to do so.

>
> Again, thank you and best wishes to all,

>
> Ahmed

>
>
> -----Original Message-----

> From: Harwood, Thomas [mailto:Thomas.Harwood@gpschools.org]
> Sent: Tuesday, January 13, 2015 6:13 PM
> To: Gafal
> Cc: <ahmed@portraitplacegpw.com>; Daniel Roeske; Dean, Jon; Fenton,
> Christian; Brian Summerfield; Lois Valente; Margaret Weertz; Cindy
> Pangborn
> Subject: Re: Open Meetings Act (Revised), Policies 3112 and 4112

>
> Yes. I will work with Ms. Janet Truance to make sure they are linked
> and posted tomorrow morning.

>
> Tom
>
> Sent from my iPad

>
> On Jan 13, 2015, at 6:10 PM, Judy Gafa
> <2158mos@comcast.net<mailto:2158mos@comcast.net>> wrote:

>
> I just reviewed the district website. The Jan 26th meeting is already
> posted and all minutes except those we approved last night have been
> posted on the district website.

> I also see we have the link to the live stream from last nights
> meeting still available.
> Dr Harwood can you please ensure the minutes that were approved last
> night be posted tomorrow Thank you Judy Gafa

>
>
> Sent from my iPhone

>
> On Jan 13, 2015, at 4:02 PM, Ahmed Ismail
> <ahmed@portraitplacegpw.com<mailto:ahmed@portraitplacegpw.com>> wrote:

>
> Hi Dan,

>
> This email is in follow-up to your email below regarding the Open



> Meetings Act and our Policies 3112 and 4112 on Board-Staff Communications.
>
> First, thank you for forwarding the OMA handbook originally authored
> by Kevin Francart in October 2009 and modified February 2011.
>
> In case you and the other members of the board didn't have any update
> meetings last year on the issue, there were amendments to the OMA made
> in
> 2013 which I don't believe are reflected in the Francart handbook you
> distributed to everyone. I am not aware of them being repealed, but I
> could be wrong on this, so you may want to check further.
>
> I have attached the revised version of the OMA as posted on the State
> of Michigan website. I am sure that someone has come out with a more
> "user friendly" 2013 edition of the Francart handbook you shared. I
> also have a grid like comparison of the changes I received while
> attending a seminar in Lansing on the impact of the changes. I just
> don't have the time to search for it right now. When I dig it out, I will forward it to everyone.
>
> One of the critical changes to the OMA which I don't not feel we are
> in compliance with is Article 15.265, Section 5, Item 4. I have
> highlighted the portion of this amendment I specifically remember from
> the seminar that I felt GPPSS was out of compliance with. I know
> there were other items, but I just don't have the time now to dig out my notes from the seminar.
>
> With regards to Policies 3112 and 4112, I didn't see a mention in the
> policy manual that I have of the President being involved in the
> information request process. If you would please send me a copy of
> these revised policies, it would be most appreciated.
>
> I don't know if the methodology has changed, but when I was last on
> the Board, I believe any information provided to one board member was
> automatically provided to the other board members in their Friday
> packets (Chris and Tom--please chime in on this if I am wrong). I
> can't speak to whether that has changed, but it seemed to work pretty well at that time.
> If 389 is not doing this anymore, I would personally appreciate it if
> we could please return to this procedure for my Friday packets.
>
> As always, the copying of this email to the other board members is
> intended to be a one way communication that is not soliciting or
> attempting to initiate any kind of "round robin" discussion which
> would in any way violate the Open Meetings Act. If any of the
> recipients wish to contact me directly on the above on an individual basis, please feel free to do so.
>
> Thank you and best wishes to all,
>
> Ahmed
>
>
>
> From: Daniel Roeske [mailto:roesked@gpschools.com]
> Sent: Tuesday, January 13, 2015 2:09 PM



> To: Brian Summerfield; Lois Valente; Judy Gafa; Margaret Weertz;
> Daniel Roeske; Cindy Pangborn; Ahmed Ismail
> Cc: Thomas Harwood; Dean, Jon; Fenton, Christian
> Subject: Fwd: Happy New Year
>
> I am forwarding the email I sent to the Board on January 4th re. our
> policy Board Policies<<http://www.neola.com/grossepointe-mi/>> 3112 and
> 4112 - Board-Staff Communications.
>
> As Board members, we may from time to time have questions of our
> staff, or wish to review materials on a particular topic. If one Board
> member is asking for this information, it may be of value to all Board
> members. In addition, while we may wish to go directly to a staff
> member, often times the information we seek resides with the Central
> Office Administration, or they in Central Office may be in a position
> to gather the information taking into account the day-to-day operations of individual building.
>
> As a result, and as per policy, please direct all requests for
> information to the Superintendent and BoE President.
>
>
> ----- Forwarded message -----
> From: Daniel Roeske
> <roesked@gpschools.com<<mailto:roesked@gpschools.com>>>
> Date: Sun, Jan 4, 2015 at 12:30 PM
> Subject: Happy New Year
> To: Brian Summerfield
> <summerb@gpschools.com<<mailto:summerb@gpschools.com>>>,
> Lois Valente <ValentL@gpschools.com<<mailto:ValentL@gpschools.com>>>,
> Judy Gafa <2158mos@comcast.net<<mailto:2158mos@comcast.net>>>, Cindy
> Pangborn <pangboc@gpschools.com<<mailto:pangboc@gpschools.com>>>, The
> Portrait Place
> <ahmed.ismail@comcast.net<<mailto:ahmed.ismail@comcast.net>>>, Margaret
> Weertz <weertzm@aol.com<<mailto:weertzm@aol.com>>>
> Cc: Daniel Roeske
> <RoeskeD@gpschools.com<<mailto:RoeskeD@gpschools.com>>>,
> Thomas Harwood
> <Thomas.Harwood@gpschools.org<<mailto:Thomas.Harwood@gpschools.org>>>,
> "Dean, Jon"
> <Michael.Dean@gpschools.org<<mailto:Michael.Dean@gpschools.org>>>,
> "Fenton, Christian"
> <Christian.Fenton@gpschools.org<<mailto:Christian.Fenton@gpschools.org>>>
> >,
> "Fannon, Rebecca"
> <Rebecca.Fannon@gpschools.org<<mailto:Rebecca.Fannon@gpschools.org>>>
>
>
> Happy New Year.
>
>
> I am writing in my capacity as acting BoE President, a post I will
> hold until our organization meeting on January 26th.
>



> While the BoE uses email for general communications, I remind members
> of our obligation under the Open Meeting Act not to debate or discuss
> actions, issues or concerns that must, under law, be debated in an open meeting.
> Please refer to Board By-Law 0167.5<<http://www.neola.com/grossepointe-mi/>>.
> Also, attached is a copy of the Michigan OMA Handbook for your reference.
>
> Also, please acquaint yourself with Board
> Policies<<http://www.neola.com/grossepointe-mi/>> 3112 and 4112 -
> Board-Staff Communications. Requests for information should be
> directed to the BoE President and Superintendent.
>
> If you have specific questions to discuss, please feel free to contact me.
>
> Dan
>
>
> <2013 open meetings act as amended with highlighting.pdf>
>





From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, January 14, 2015 12:07 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca;
cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Sharing Information and Opinions

From: Judy Gafa
Sent: Wednesday, January 14, 2015 12:06:27 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: Sharing Information and Opinions

I've simply replied that we are in compliance with the specific section of the OMA you highlighted in a previous email. As secretary of the board I have a duty to Be sure we are in compliance. This isn't my opinion, it is a fact that there is a link on the district homepage that links directly to posted meetings of the board.
No scrolling required.
I too was simply sharing the information with my fellow board members I am sure we can all agree we are in compliance.
Cheers
Mrs Gafa

Sent from my iPhone

> On Jan 13, 2015, at 11:18 PM, School Board <SchoolBoard@gpschools.org> wrote:

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>
>
>
>
>
>

> From: Ahmed Ismail
> Sent: Tuesday, January 13, 2015 11:18:10 PM (UTC-05:00) Eastern Time
> (US & Canada)
> To: Gafal
> Cc: School Board
> Subject: Sharing Information and Opinions

>
> Judy,
>
> Thank you for your email.
>



> In my opinion, we all have a responsibility to share information we
> receive or have on relevant issues with each other and the
> administration. We don't have to agree on the interpretation of what
> we share with each other. In fact, if we all did agree on the
> interpretation of every bit of information we receive or on every
> decision presented to us, the school system would be in deep trouble.
> Sharing differing opinions and knowledge with each other respectfully
> is one of the key factors (in my opinion) of having a successful board.
>
> I am doing my best to share what I can with everyone in the most
> respectful of manners. I try to be as specific as I can in the
> subject lines of my emails to the board and administration, as I know
> each of us have a busy schedule as well as different areas of
> interest. No one will hurt my feelings if you choose to delete an
> email I send based on its subject line before you read it. Once I
> send it, I feel I have met my obligation to the community by making the effort to share whatever I can with all of you.
>
> Each of us has been, in effect, told by the community by way of their
> votes that they value our input. I hope all of you will share
> whatever you can with me, knowing that I may not always agree with
> your interpretation but that I appreciate the opportunity to learn from you.
>
> Ultimately, it is Dr. Harwood's decision as to how to interpret the
> information we all share with each other such as the OMA revisions. I
> trust that he will weigh the information and advise us of his
> direction as we provide our opinions and information to him.
>
> Thank you for sharing your thoughts.
>
> Ahmed
>
>
> -----Original Message-----
> From: Judy Gafa [mailto:2158mos@comcast.net]
> Sent: Tuesday, January 13, 2015 6:50 PM
> To: <ahmed@portraitplacegpw.com>
> Cc: School Board
> Subject: Re: OMA (Revised)--Home Page Access to Meeting Notices
>
> Me Ismail if you go to the district home page on the right side of the
> page is a button underneath the blue tab titled information, that
> directly links to the board calendar.
> Last nights meeting was posted and the 26th and 27th are posted I
> certainly hope this reassures you that the district is indeed in
> compliance and has been since the OMA was updated.
> Judy Gafa
>
>



From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, January 14, 2015 12:31 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindybangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: OMA Compliance and Duties of the Secretary

From: Ahmed Ismail
Sent: Wednesday, January 14, 2015 12:31:05 PM (UTC-05:00) Eastern Time (US & Canada)
To: GafaJ
Cc: School Board
Subject: OMA Compliance and Duties of the Secretary

Judy,

In order that we can all go back to our "paying" jobs. let's just agree to respectfully agree on (after your last email) two points:

1. Your interpretation of the revised OMA and that of the presenter of the seminar I attended whose opinion I share are different; and
2. Based on your last email (below), we have a VERY different interpretation of the duties of the Board Secretary as defined under Policy 171.3. If this definition has been changed over time so that it includes the secretary being the District's defacto website OMA compliance officer, this should be updated immediately and anyone seeking the position of secretary on January 26th should know about this responsibility and its associated liability. If it has been revised to include that responsibility, I would like a copy of the revised Policy 171.3 and would also recommend to the Policy Committee that any involvement by the Board Secretary in interpreting the OMA beyond sharing their opinion as any of us would be removed, as it puts a tremendous burden on the Secretary and unnecessarily relieves the superintendent from the responsibility.

Thank you to all,

Ahmed

-----Original Message-----

From: Judy Gafa [mailto:2158mos@comcast.net]
Sent: Wednesday, January 14, 2015 12:06 AM

I've simply replied that we are in compliance with the specific section of the OMA you highlighted in a previous email. As secretary of the board I have a duty to Be sure we are in compliance.



This isn't my opinion, it is a fact that there is a link on the district homepage that links directly to posted meetings of the board.

No scrolling required.

I too was simply sharing the information with my fellow board members I am sure we can all agree we are in compliance.

Cheers

Mrs Gafa



From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, January 14, 2015 12:40 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ;
cindyangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Typo on Previous Gafa Email

From: Ahmed Ismail
Sent: Wednesday, January 14, 2015 12:39:23 PM (UTC-05:00) Eastern Time (US & Canada)
To: GafaJ
Cc: School Board
Subject: Typo on Previous Gafa Email

Sorry about that--

In order that we can all go back to our "paying" jobs. let's just agree to respectfully DISagree on (after your last email) two points:



From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, January 14, 2015 8:01 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Follow up to questions from Mrs. Pangborn

From: Cindy Pangborn
Sent: Wednesday, January 14, 2015 7:59:23 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: Follow up to questions from Mrs. Pangborn

Thank you Tom for your response. Returning to the practice of informing the Board of serious injuries, suspensions and expulsions, before the general public becomes aware, would benefit our school system on many levels.

Cindy
Sent from my iPad

> On Jan 14, 2015, at 3:19 PM, School Board <SchoolBoard@gpschools.org> wrote:

>
>
>

> From: Harwood, Thomas
> Sent: Wednesday, January 14, 2015 3:19:27 PM (UTC-05:00) Eastern Time (US & Canada)
> To: School Board
> Subject: Follow up to questions from Mrs. Pangborn

>
> To the members of the GPPSS Board of Education,

>
> In an email correspondence from Mrs. Pangborn to Mrs. Kate Murray, GP North Principal, she inquired about three (3) items. In this email, I will respond to the queries presented.

>
> The first item was about the free dental care for all North students donated by the Covenant Community Care program. Mrs Pangborn requested to know how North was contacted and qualified for this extraordinary service.

>
> Last year, Mr. Aaron Johnson had been approached by Covenant Community Care representatives who offered the services to students at GP North HS. Mr. Johnson connected with the GP North counseling staff to coordinate these services for our students.

>
> Covenant Community Care is in partnership with the Michigan Department of Community Health and provides the dental services at no cost for families that do not have dental insurance (see attached flyer).



- >
- > Per a "Good News Item" at a previous GPPSS Board meeting, I informed the School Board that Mobile Dentist was providing free dental care to students at Poupard and over 60 students received dental care and cleanings at that time over a 2 day period.
- >
- > The second item that Mrs. Pangborn presented in her email to Mrs. Murray involved a response back to the [REDACTED] family. Yesterday, I sent to you a summary of the incident and the corresponding response by administration. The GP administrators did correspond with [REDACTED] yesterday and I left a phone message to have the parents get back with me.
- >
- > The third item that Mrs. Pangborn presented was in regard to a video she received from a student about another fight that "looked planned for filming." Mrs. Pangborn sent this video to Mrs. Murray for her review. Upon review, this was a fight that occurred a year ago (January, 2014) with three [REDACTED] students at GP North HS. Given the documented history of disciplinary concerns with 2 of the students involved, the GP administration recommended expulsion for the 2 [REDACTED]. An expulsion hearing took place last year and the guardian and the students did not attend. Both [REDACTED] were expelled from school. The third [REDACTED] received a 10 day suspension from school. This third [REDACTED] is no longer a current student in our school system.
- >
- > In the future, if such behavioral incidents of this magnitude does take place in our schools, I can inform the members of the GPPSS Board of Education. We continue to work to be proactive with our students to reduce and eliminate any conflicts in our school, but when they do occur, our administration thoroughly investigates the situation, follows the student code of conduct procedures, and determines best professional practice and disciplinary actions associated with the factors with the incident.
- >
- > If you should have any additional questions, please contact me.
- >
- >
- >
- > Thomas R. Harwood, Ed.D.
- > Superintendent of Schools
- > Grosse Pointe Public School System
- > (313) 432-3004
- >
- > <Dental Care Program at GP North HS.pdf>

From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, January 15, 2015 7:50 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: FW: Open Meetings Act

From: Daniel Roeske
Sent: Thursday, January 15, 2015 7:49:48 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: FW: Open Meetings Act

Dr. Harwood,

Thank you for this thorough explanation to the Board.

Dan

On Thu, Jan 15, 2015 at 6:16 AM, School Board <SchoolBoard@gpschools.org<mailto:SchoolBoard@gpschools.org>> wrote:

From: Harwood, Thomas
Sent: Thursday, January 15, 2015 6:16:51 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Open Meetings Act

To the members of the GPPSS Board of Education,

There has been recent discussions about the postings of our School Board meetings and minutes to ensure compliance with the Open Meetings Act. I know that Mr. McInerney, per his recent presentation at the yearly Finance and Law Workshop for School Boards and Central Office, is closely aligned with current updates to the OMA.

About a year ago, we worked with Mr. McInerney to ensure that our posting process was up to date. The following is the correspondence we received from him at that time:

. . . [F]or a rescheduled regular or a special meeting of a public body, a public notice stating the date, time, and place of the meeting shall be posted at least 18 hours before the meeting in a prominent and conspicuous place at both the public body's principal office and, if the public body directly or indirectly maintains an official internet presence that includes monthly or more frequent updates of public meeting agendas or minutes, on a portion of the website that is fully accessible to the public. The public notice on the website shall be included on either the homepage or on a separate webpage dedicated to public notices for nonregularly scheduled public meetings and accessible via a



prominent and conspicuous link on the website's homepage that clearly describes its purpose for public notification of those nonregularly scheduled public meetings. . . .

>

> A durational requirement for posting a public notice of a meeting under this act is the time that the notice is required to be accessible to the public.

>

> The 2012 amendments added the requirement that the posting be in a prominent and conspicuous place and on the website, thus making a posting on an interior bulletin board that is not open to the public (because the building is closed) no longer sufficient

As a follow up to this information, we are extremely careful to make sure that our School Board link on the main page is readily available and can easily link to upcoming Board meetings and Board agendas. We also include on the main page any upcoming Board meetings, times, and locations in the posted calendar of events. We no longer just post the meetings on our bulletin board within 389 but prominently post on the main front and back doors of our Board office building.

With regard to the minutes, Janet Truance puts together the minutes within the required 8 day timeline. They are available for public viewing in our office once completed within that 8 day period with the understanding that they have not been approved by the Board until a formal action has taken place at the next scheduled Board meeting. Once the Board has approved the minutes, we link them to the website under Board agendas and minutes.

If there are any questions regarding this process or concerns, please let me know as we continuously review our compliance to any policies or legal requirements.

Tom Harwood



From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, January 15, 2015 11:05 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ;
cindyangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Fox 2 News on GP North Assault

From: Ahmed Ismail
Sent: Thursday, January 15, 2015 11:04:32 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Fox 2 News on GP North Assault

Not a good thing.

Ahmed

313-343-9060 (studio)
313-969-1541 (cell--doesn't work in studio, thank you Verizon!)
313-447-5600 (home)

From: School Board <SchoolBoard@gpschools.org>
Sent: Friday, January 16, 2015 7:16 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Inaccurate Media Portrayal of the Harper Woods Community

From: Judy Gafa
Sent: Friday, January 16, 2015 7:15:53 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: Inaccurate Media Portrayal of the Harper Woods Community

Thank you for sharing Tom.
Judy G

Sent from my iPhone

> On Jan 16, 2015, at 6:58 PM, School Board <SchoolBoard@gpschools.org> wrote:

>

>

>

> From: Harwood, Thomas
> Sent: Friday, January 16, 2015 6:58:46 PM (UTC-05:00) Eastern Time (US
> & Canada)
> To: School Board
> Subject: Fwd: Inaccurate Media Portrayal of the Harper Woods Community

>

> To the members of the GPPSS Board of Education, I spoke with Mr. Todd Biederwolf this afternoon to give him a heads up on the report that occurred on Fox News last night that included negative statements about Harper Woods and Harper Woods Schools. Below is a communication he sent to his community.

>

> Dr. Tom Harwood

>

> Sent from my iPad

>

> Begin forwarded message:

>

> From: TODD BIEDERWOLF

> <todd.biederwolf@hwschools.org<mailto:todd.biederwolf@hwschools.org>>

> Date: January 16, 2015 at 4:08:09 PM EST
> To: Thomas Harwood
> <thomas.harwood@gpschools.org<mailto:thomas.harwood@gpschools.org>>
> Subject: Fwd: Inaccurate Media Portrayal of the Harper Woods Community

>
> Tom,
>
> Please find below a communication I sent to my community.

>
> FYI
>
> Todd
>
> Todd Biederwolf
> Superintendent, Harper Woods Schools
> todd.biederwolf@hwschools.org<mailto:todd.biederwolf@hwschools.org>
> O) 313-245-3016
> F) 313-839-1249

>
> ----- Forwarded message -----
> From: TODD BIEDERWOLF
> <todd.biederwolf@hwschools.org<mailto:todd.biederwolf@hwschools.org>>
> Date: Fri, Jan 16, 2015 at 4:06 PM
> Subject: Inaccurate Media Portrayal of the Harper Woods Community
> To: Todd Biederwolf
> <todd.biederwolf@hwoods.k12.mi.us<mailto:todd.biederwolf@hwoods.k12.mi.us>>

>
>
> Dear Parent Involvement Network Member,
>
> Like many in the Harper Woods community, I am outraged at the recent media coverage aired by Fox TV News (channel 2) of an incident alleged to have occurred at Grosse Pointe High School recently.
>
> In this coverage, a Grosse Pointe community member, and a person who identifies herself as an individual who substitute teachers in GP schools, "blame" the Harper Woods community and Harper Woods Schools for causing this incident, and it is alleged, others like it.
>
> Responsible media/journalism would not provide a "forum" for the biased and perhaps prejudicial opinions of these individuals. To have done so, was in my opinion, irresponsible journalism.
>
> As a result, the Harper Woods community and HW School are unfairly cast in a negative light. I urge all supporters of the Harper Woods community and it's schools to contact Channel 2 to register your outrage. Their website is: myfoxdetroit.com<http://myfoxdetroit.com>. Simply scroll to the bottom and look at the left corner, you will find the contact information there. All you need to do is click on it..... and register your opinion under the "hall of shame" link.
>
> Please find the link to the video below. It is not "positive viewing". In my opinion, it perpetuates negative stereotypes and inaccurately "connects" the HW community to this incident, despite no indications in the coverage that the student seen is now, or ever was, associated with the HW community.
>
> While I am outraged by this media coverage, I also believe it is important to remind ourselves that these negative perceptions came from individuals, not from the Grosse Pointe Communities, nor from Grosse Pointe Schools. In fact, I



was contacted by the Superintendent of Grosse Pointe Schools earlier today, who was equally outraged, and apologetic, that this media coverage unnecessarily "dragged" HW schools into the coverage of this issue. In my tenure as Superintendent, the Grosse Pointe Schools have been "good neighbors" to Harper Woods Schools. I certainly appreciated that the Grosse Pointe Superintendent, Dr. Thomas Harwood, called to express his support for us.

>
> As above, my belief is the origins of this coverage can be traced to individuals with prejudiced opinions, and irresponsible media coverage. Please join me in contacting Fox TV News, Channel 2, to express your disappointment with how this matter was handled.

>
>
> <http://www.myfoxdetroit.com/story/27865472/video-of-teen-assaulting-a-female-student-surfaces-in-grosse-pointe>

>
>
> Respectfully,

>
>
> Todd Biederwolf, Superintendent

>
>
> Todd Biederwolf
> Superintendent, Harper Woods Schools
> todd.biederwolf@hwschools.org
> O) 313-245-3016
> F) 313-839-1249



From: School Board <SchoolBoard@gpschools.org>
Sent: Saturday, January 17, 2015 11:29 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca;
cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Information

From: Judy Gafa
Sent: Saturday, January 17, 2015 11:28:44 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Information

I am sharing a story that happened here just a few years ago, for those who were not on the board. It is for information but it is a time when I think "we" did the right thing. It involved a student out of South who was expelled for bringing a knife to school. He was remorseful, he came before the entire board to plead his case, his expulsion was upheld, he applied for reinstatement and finished high school. He graduated from South. I look for students to learn from their mistakes and for us as a district to use these times as teachable moments and help these students to "do the right thing".
Thank you for your time
Judy Gafa

Sent from my iPhone

From: School Board <SchoolBoard@gpschools.org>
Sent: Saturday, January 17, 2015 11:30 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ;
cindybangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Support

From: Murray, Kate
Sent: Saturday, January 17, 2015 11:30:05 AM (UTC-05:00) Eastern Time (US & Canada)
To: GafaJ
Cc: School Board
Subject: RE: Support

Mrs. Gafa,

Thank you for your kind words and support. It was a tough day at North, but it ended better than it started. Our building as a whole, students and staff, were deeply saddened by this news cast's attempts to diminish us. But the reverse has happened. We are now stronger than ever.

Go North!
Kate Murray

From: Judy Gafa [2158mos@comcast.net]
Sent: Friday, January 16, 2015 8:12 AM
To: Murray, Kate
Cc: School Board
Subject: Support

Dear Mrs Murray,

I am writing to you today as a North parent and a Schoolboard member. I want you to know that I value your leadership, mentoring and guidance of the staff and students at Grosse Pointe North. I have witnessed you follow district policy throughout your tenure in the role as principal.

I have witnessed the dedication and compassion you have for our students.

I have witnessed you be extremely saddened when students make wrong choices. You have held them accountable though, and I appreciate that.

You have my unwavering support. My 3 children are better people due to your leadership.

Thank you

Judy Gafa parent of students class of 14, 17 and 18. Secretary of the Board of Education

Sent from my iPhone

From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, January 21, 2015 5:42 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: ARTICLE ON FARMINGTON AND IMPORTANCE SURVEYS BEING DONE BY THIRD PARTY--Delete Now if Not Interested
Attachments: facebook_icon.png; twitter_icon.png; district_header.jpg

From: Ahmed Ismail
Sent: Wednesday, January 21, 2015 5:41:54 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: ARTICLE ON FARMINGTON AND IMPORTANCE SURVEYS BEING DONE BY THIRD PARTY--Delete Now if Not Interested

Having our surveys prepared and completed by a third party would add a lot of credibility to the validity of the results in the eyes of the public.

[cid:14b4c836336e458185090e67a274d302]

Farmington Public Schools issues survey to gather feedback from parents and community members

Farmington Public Schools periodically issues a formal customer satisfaction survey to receive feedback from parents and community members on how the District is doing. The last time the District issued this survey was in 2011. This year's survey was launched today, January 21, to a random sample of 1,500 residents. Results of the Survey expect to be completed in March and then presented to the Board of Education and shared back with the community.

"These are challenging times, and insight from the community will help strengthen the planning and budget decisions we face," said George Heitsch, superintendent of Farmington Public Schools. "We ask that everyone who receives a survey to please take a few moments to fill it out and send it back."

Those who wish to participate but do not receive a survey can do so by going to www.CobaltCommunityResearch.org/FPS <<http://www.CobaltCommunityResearch.org/FPS%20>> The survey will officially close on Sunday, February 15.

It is important to note that the identity of citizens will not be tied to the results. Confidentiality is an important part of this study.

The study is being conducted by a non-profit program called Cobalt School Engagement and Priority Assessment. It gives local schools solid community-based data to support resource decisions, improve services, measure progress, and build public trust. Because the assessment is a trusted independent assessment, the credibility of the data is solid.

The assessment is powered by the patented technology of the American Customer Satisfaction Index (theACSI.org<<http://theACSI.org>>), the well-respected standard of customer satisfaction metrics for both government and the private sector. The ACSI measures more than two-thirds of the United States economy and produces scores for more than 100 federal government agencies.

This tool is a combined effort of the nonprofit Cobalt Community Research and the CFI Group, who developed the technology behind the ACSI. Cobalt (www.cobaltcommunityresearch.org<<http://www.cobaltcommunityresearch.org>>) is a 501c3 nonprofit organization with a mission to provide research and educational tools that help local governments, schools and other nonprofit organizations thrive as changes emerge in the economic, demographic and social landscape. Cobalt is located in Lansing, MI. CFI Group (www.cfigroup.com<<http://www.cfigroup.com>>) turns the "voice of the customer" survey data into customer satisfaction improvement strategies.

For questions regarding the Survey or for help with the translation of the Survey, please call School/Community Relations at 248. 489. 3349.

32500 Shiawassee St. | Farmington, Michigan 48336 | info@farmington.k12.mi.us<<mailto:info@farmington.k12.mi.us>>

[FPS on Facebook]<<http://www.facebook.com/FarmingtonPublicSchools>> [Follow FPS on Twitter]
<<http://twitter.com/fpsinformation/>>



From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, January 22, 2015 7:10 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca;
cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: NorthPointe Editorial

From: Judy Gafa
Sent: Thursday, January 22, 2015 7:07:14 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: NorthPointe Editorial

Here is a nice response to the inaccurate Fox 2 News story by the students who attend North. The editorial board wrote it. They spoke to the young lady who was in the video.
We should all be proud of our students
<http://fb.me/3QIYnCMF>

Judy Gafa

Sent from my iPhone

From: School Board <SchoolBoard@gpschools.org>
Sent: Friday, January 23, 2015 10:47 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Situation at GP North today

From: ValentL
Sent: Friday, January 23, 2015 10:46:50 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: Situation at GP North today

Thank goodness

> On Jan 23, 2015, at 7:13 AM, School Board <SchoolBoard@gpschools.org> wrote:

>
>
>
>
>
> _____
> From: Harwood, Thomas
> Sent: Friday, January 23, 2015 10:13:06 AM (UTC-05:00) Eastern Time (US & Canada)
> To: School Board
> Subject: Re: Situation at GP North today

>
> To the members of the GPPSS Board of Education,

>
> I have corresponded with the GP North administration regarding Policy 5540 - Interrogation of Students to obtain more information with their alignment with actions associated with the policy. Mr. Beach will be providing to me more specifics about this situation that occurred yesterday.

>
> The student who was removed is over the age of 18.

>
> Tom Harwood

>
> Sent from my iPad

>
>> On Jan 22, 2015, at 5:56 PM, School Board <SchoolBoard@gpschools.org> wrote:

Date: January 24, 2015 at 3:44:43 PM EST

From: Cindy Pangborn <cindypangborn@gmail.com>

Subject: School Board meeting

Date: January 24, 2015 at 3:44:43 PM EST

To: Thomas Harwood <Thomas.Harwood@gpschools.org>, Daniel Roeske <roesked@gpschools.com>, Lois Valente <valentl@gpschools.com>, "<ahmed@portraitplacegpw.com>" <ahmed@portraitplacegpw.com>, Brian Summerfield <Summerb@gpschools.com>, <weertzm@aol.com>, <Gafaj@gpschools.org>

Sent from my iPad

Board members,

I really think that the North rally at the School Board meeting is a mistake. The story is over as far as the media is concerned. The story was a bust because the reporter blended three stories together that were not related and tried to make something out of the phone video they received. Why would we want this to be back in the news? Clearly the report was poor quality and the management at channel 2 realizes it. The letters, calls etc. they received sent a clear message to them. Why are we asking for more coverage? Who is the support rally supposed to convince? It is being presented to the Board who all proudly support North? Is it for the television audience of Grosse Pointe residents? Is it for our local Detroit news? If it is to make themselves feel better then it should be a pep rally held at North.

Every time we protest the diversity question we are raising doubt. We should be secure enough that we don't play into these questionable controversies.

Let's stick to the problem. First, the Board should have been told about this when it happened because it was reported to the police. Second, if a letter was going to go to the parents of the student body, it should have been four weeks earlier when the event happened.

The delayed letter plus the arrogance of students using social media to broadcast everything, caught the community by surprise, and this community does not like surprises.

We must stop diverting the issue.

The issue is discipline and safety. We need to do the right thing, all the time, in every situation and then there will be no room for the wrong perceptions.

Thank you,

Cindy

Of course this is my opinion and I have no intent for this to be discussed by other Board members in this venue. I am always available for individuals to contact me.

Sent from my iPa

Sent from my iPad

Date: January 24, 2015 at 5:21:59 PM EST

From: Daniel Roeske <roesked@gpschools.com>

Subject: Re: School Board meeting

Date: January 24, 2015 at 5:21:59 PM EST

To: Cindy Pangborn <cindypangborn@gmail.com>

Cc: Thomas Harwood <Thomas.Harwood@gpschools.org>, Lois Valente <valenti@gpschools.com>, "<ahmed@portraitplacegpw.com>" <ahmed@portraitplacegpw.com>, Brian Summerfield <Summerb@gpschools.com>, Margaret Weertz <weertzm@aol.com>, <Gafaj@gpschools.org>

Mrs. Pangborn,

I don't know what North rally you are referring to, but we certainly have no power to stop people from coming to Board meetings and speaking during the Public Comment section of an agenda. Are you asking for some action on the part of the Board?

Dan

On Sat, Jan 24, 2015 at 3:44 PM, Cindy Pangborn <cindypangborn@gmail.com> wrote:

Sent from my iPad

Board members,

I really think that the North rally at the School Board meeting is a mistake. The story is over as far as the media is concerned. The story was a bust because the reporter blended three stories together that were not related and tried to make something out of the phone video they received. Why would we want this to be back in the news? Clearly the report was poor quality and the management at channel 2 realizes it. The letters, calls etc. they received sent a clear message to them. Why are we asking for more coverage? Who is the support rally supposed to convince? It is being presented to the Board who all proudly support North? Is it for the television audience of Grosse Pointe residents? Is it for our local Detroit news? If it is to make themselves feel better then it should be a pep rally held at North.

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We must stop diverting the issue.

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Thank you,

Cindy

Of course this is my opinion and I have no intent for this to be discussed by other Board members in this venue. I am always available for individuals to contact me.

January 24, 2015 at 5:18:48 PM EST

From: Judy Gafa <2158mos@comcast.net>
Subject: Re: School Board meeting
Date: January 24, 2015 at 5:18:48 PM EST
To: Cindy Pangborn <cindypangborn@gmail.com>
Cc: Thomas Harwood <Thomas.Harwood@gpschools.org>, Daniel Roeske <roesked@gpschools.com>, Lois Valente <valentl@gpschools.com>, "<ahmed@portraitplacegpw.com>" <ahmed@portraitplacegpw.com>, Brian Summerfield <Summerb@gpschools.com>, "<weertzm@aol.com>" <weertzm@aol.com>, "<Gafaj@gpschools.org>" <Gafaj@gpschools.org>

The arrogance of students broadcasting everything? It was grown-ups who work in the school system that provided Fox 2 the video.

The then self identified employees went on to trash an entire school, the administration of that school and the students from Harper Woods.

Just correcting some of the facts in your email.

Judy Gafa

Sent from my iPhone

On Jan 24, 2015, at 3:44 PM, Cindy Pangborn <cindypangborn@gmail.com> wrote:

Sent from my iPad

Board members,

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The issue is discipline and safety. We need to do the right thing, all the time, in every situation and then there will be no room for the wrong perceptions.

Thank you,

Cindy

Of course this is my opinion and I have no intent for this to be discussed by other Board members in this venue. I am always available for individuals to contact me.

Sent from my iPa

Sent from my iPad

From: School Board <SchoolBoard@gpschools.org>
Sent: Saturday, January 24, 2015 10:10 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca;
cindypanborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: GP North--School Board Meeting Rally??

From: Judy Gafa
Sent: Saturday, January 24, 2015 10:09:12 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypanborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: GP North--School Board Meeting Rally??

Mr Roeske

I have grave concerns regarding the attempt to possibly prevent community members to attend a board meeting and publicly comment I would like a legal opinion regarding a board member or the superintendent of the schools to prevent any "rally" they may occur at the next board meeting. I think the board could face legal repercussions Thank you Judy Gafa

Sent from my iPhone

> On Jan 24, 2015, at 8:47 PM, School Board <SchoolBoard@gpschools.org> wrote:

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>
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>
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> _____

> From: Ahmed Ismail
> Sent: Saturday, January 24, 2015 8:46:45 PM (UTC-05:00) Eastern Time
> (US & Canada)
> To: Harwood, Thomas
> Cc: School Board
> Subject: GP North--School Board Meeting Rally??

>
> Tom,
>
> I must be missing some background on the email below from Cindy.
> Please forward it to me as soon as you can.
>
> It doesn't take a rocket scientist to see that there are serious
> negative PR implications to any kind of "rally" like this, not only to

> North, but to our entire school system.
>
> What have you done to talk to the organizers of this?
>
> I would very much like to understand the logic behind this as well as
> the names of who is spearheading this PR nightmare so that I can try
> to explain the damage it will do to North and school system to them
> before it is too late.
>
> Thank you,
>
> Ahmed
>
> -----Original Message-----
> From: Cindy Pangborn [mailto:cindypangborn@gmail.com]
> Sent: Saturday, January 24, 2015 3:45 PM
> To: Thomas Harwood; Daniel Roeske; Lois Valente;
> <ahmed@portraitplacegpw.com>; Brian Summerfield; weertzm@aol.com;
> Gafaj@gpschools.org
> Subject: School Board meeting
>
>
>
> Sent from my iPad
> Board members,
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> the time, in every situation and then there will be no room for the
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> Cindy
> Of course this is my opinion and I have no intent for this to be
> discussed by other Board members in this venue. I am always available
> for individuals to contact me.
> Sent from my iPa
> Sent from my iPad=
>



From: School Board <SchoolBoard@gpschools.org>
Sent: Sunday, January 25, 2015 9:58 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: FW: GP North--Police Visit/Tom Beach Report

From: Daniel Roeske
Sent: Sunday, January 25, 2015 9:58:02 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: FW: GP North--Police Visit/Tom Beach Report

Dr. Harwood,
Thanks you for the clarification email.

Dan

On Sun, Jan 25, 2015 at 9:54 AM, School Board <SchoolBoard@gpschools.org<mailto:SchoolBoard@gpschools.org>> wrote:

From: Harwood, Thomas
Sent: Sunday, January 25, 2015 9:54:44 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com<mailto:cindypangborn@gmail.com>; Lois Valente (valentl@gpschools.com<mailto:valentl@gpschools.com>); 'Daniel Roeske' (roesked@gpschools.com<mailto:roesked@gpschools.com>); (roesked@gpschools.com<mailto:roesked@gpschools.com>); summerb@gpschools.com<mailto:summerb@gpschools.com>; Ahmed Ismail (ahmed.ismail@comcast.net<mailto:ahmed.ismail@comcast.net>); weertzm@aol.com<mailto:weertzm@aol.com>
Subject: Re: GP North--Police Visit/Tom Beach Report

To the members of the GPPSS Board of Education,

This email to you is in regard to the GP Woods police removal of the student from GP North HS last week due to allegations that he engaged in a breaking and entering into a house of a friend.

First of all, there was no interrogation that took place at the school. The school administrators were informed that the GP Woods police were going to discretely remove him from the school based on these allegations. They requested that the parent not be contacted prior to the removal to decrease the likelihood that the parent would electronically text the student which may result in his being a fugitive in the neighborhood. He is also 18 years old.

After he was removed from the school, the North administration did contact the parent to inform them of the removal from school by the GP Woods police.

Again, please keep in mind that there was no interrogation at the school. Therefore, Board Policy and Administrative Guidelines may not come into place associated with this situation.

However, below is the Administrative Guidelines that exist with Board Policy 5540 - Interrogation of Students.

Taking a Student into Custody

Students shall not be released to law enforcement authorities voluntarily by school officials unless the student has been placed under arrest or unless the parent, guardian, or legal representative (or the student if over eighteen (18)) agrees to the release.

When a student is removed from school for any reason by law enforcement authorities, every reasonable effort will be made to notify the student's parents, guardian, or representative immediately. Such effort shall be documented.

When an attempt to remove a student from school occurs without an arrest warrant or court order or without acquiescence of the parent, guardian, or legal representative, and the student (if over age eighteen (18)), the administrator shall refuse to surrender the student and immediately notify a superior to the law enforcement officers involved to make objection to the removal of the student. An exception to this procedure may be made if the law enforcement officers are properly identified and can convince the principal that there is a probable cause for this action. The Superintendent's office shall be notified immediately of any removal of a student from school by law enforcement officers under any circumstances.

The school principal shall make reasonable efforts to persuade law enforcement officers not to arrest or take students into custody on school premises. Whenever the need arises to arrest or take students into custody on school premises, the principal shall make reasonable efforts to persuade law enforcement officers to use a non-uniformed officer in making the arrest.

When it is necessary to take a student into custody on school premises and time permits, a law enforcement officer shall be requested to notify the school principal and relate the circumstances necessitating such action. When possible, the principal shall have the student summoned to the principal's office where the student may be taken into custody.

When an emergency exists, the principal may summon law enforcement officials to the school to take a student into custody.

When a student has been taken into custody or arrested on school premises without prior notification to the principal, the school staff present shall encourage the law enforcement officers to notify the principal of the circumstances as quickly as possible. If the officers decline to notify the principal, the school staff members present shall immediately notify the principal or the Superintendent. If at all possible, the principal or other school administrator shall notify the parents, guardian, or legal representative of the student before the student is taken into custody by law enforcement officers or as quickly thereafter as possible. The administrator shall document such notification or attempted notification. The Superintendent's office shall be notified immediately of any removal of a student from school by law enforcement officers under any circumstances.

Upon review and discussion with the GP North administration, they followed the process and procedures associated with the Administrative Guidelines. This situation with the GP Woods police and their correspondence with the GP North administration was handled appropriately.

Dr. Thomas Harwood
Superintendent of Schools



Grosse Pointe Public School System

On Jan 24, 2015, at 8:31 PM, School Board
<SchoolBoard@gpschools.orgmailto:SchoolBoard@gpschools.org><mailto:SchoolBoard@gpschools.orgmailto:School
Board@gpschools.org>> wrote:

From: Ahmed Ismail
Sent: Saturday, January 24, 2015 8:30:38 PM (UTC-05:00) Eastern Time (US & Canada)
To: Harwood, Thomas
Cc: School Board
Subject: GP North--Police Visit/Tom Beach Report

Hi Tom,

Are we going to receive the specifics of the issue below before Monday's Board meeting?

If they were already sent, if someone could please forward the details to me, it would be most appreciated.

Thank you,

Ahmed

313-343-9060<tel:313-343-9060> (studio)
313-969-1541<tel:313-969-1541> (cell--doesn't work in studio, thank you Verizon!) 313-447-5600<tel:313-447-5600>
(home)

From: Harwood, Thomas
> Sent: Friday, January 23, 2015 10:13:06 AM (UTC-05:00) Eastern Time
> (US & Canada)
> To: School Board
> Subject: Re: Situation at GP North today
>
> To the members of the GPPSS Board of Education,
>
> I have corresponded with the GP North administration regarding Policy 5540 - Interrogation of Students to obtain
more information with their alignment with actions associated with the policy. Mr. Beach will be providing to me more
specifics about this situation that occurred yesterday.
>
> The student who was removed is over the age of 18.
>
> Tom Harwood



From: School Board <SchoolBoard@gpschools.org>
Sent: Sunday, January 25, 2015 10:21 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net)
Subject: FW: The Goal of any Group Attending a Board Meeting

From: weertzm@aol.com
Sent: Sunday, January 25, 2015 10:20:28 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board; Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; valentl@gpschools.com; roesked@gpschools.com; summerb@gpschools.com; ahmed.ismail@comcast.net
Subject: Re: The Goal of any Group Attending a Board Meeting

I believe this discussion about a future meeting is in violation of the Open Meetings Act, including trying to disallow people to speak. I understand that it's not easy to have hundreds of students, parents and alumni upset about the news report. But we must allow people to have dissenting voices.

Margaret

-----Original Message-----

From: School Board <SchoolBoard@gpschools.org>
To: Harwood, Thomas <Thomas.Harwood@gpschools.org>; Fenton, Christian <Christian.Fenton@gpschools.org>; Dean, Jon <Michael.Dean@gpschools.org>; Fannon, Rebecca <Rebecca.Fannon@gpschools.org>; GafaJ <2158mos@comcast.net>; cindypangborn <cindypangborn@gmail.com>; Lois Valente (valentl@gpschools.com) <valentl@gpschools.com>; 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com) <roesked@gpschools.com>; summerb <summerb@gpschools.com>; Ahmed Ismail (ahmed.ismail@comcast.net) <ahmed.ismail@comcast.net>; weertzm <weertzm@aol.com>
Sent: Sat, Jan 24, 2015 11:24 pm
Subject: FW: The Goal of any Group Attending a Board Meeting

From: Ahmed Ismail
Sent: Saturday, January 24, 2015 11:23:51 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: The Goal of any Group Attending a Board Meeting

Judy et al,

There is nothing illegal about anyone on this board talking to anyone regarding this issue, especially when it comes to trying to understand why something is happening that may not only hurt the reputation of their alma mater but also the

entire school system. Possibly there is a better and more productive way of accomplishing their goal. No one (that I know of) is trying to "prevent" anyone from talking at a board meeting.

There is certainly nothing illegal about the superintendent being proactive rather than reactive when he is made aware of any kind of event that may have a negative impact on the public perception of our school system. In my mind, that is one of their jobs. If any superintendent in any school system didn't try to reach out to any group who is upset about anything in the school system, they would (in my mind) be derelict in their duties.

I believe that communicating with constituents and understanding their concerns is one of the most important jobs I have as a board member. That is why I try to personally answer every email I receive by way of the schoolboard@gpschools.org email address. I am not asking anyone on the board to do the same, just to respect my right and the personal obligation I feel to do so.

Thank you,

Ahmed

-----Original Message-----

From: School Board [<mailto:SchoolBoard@gpschools.org><<mailto:SchoolBoard@gpschools.org>>?>]

Sent: Saturday, January 24, 2015 10:10 PM

To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com<<mailto:cindypangborn@gmail.com>>; Lois Valente (valentl@gpschools.com<<mailto:valentl@gpschools.com>>); 'Daniel Roeske' (roesked@gpschools.com<<mailto:roesked@gpschools.com>>)
(roesked@gpschools.com<<mailto:roesked@gpschools.com>>); summerb@gpschools.com<<mailto:summerb@gpschools.com>>; Ahmed Ismail (ahmed.ismail@comcast.net<<mailto:ahmed.ismail@comcast.net>>); weertzm@aol.com<<mailto:weertzm@aol.com>>
Subject: FW: GP North--School Board Meeting Rally??

From: Judy Gafa

Sent: Saturday, January 24, 2015 10:09:12 PM (UTC-05:00) Eastern Time (US & Canada)

To: School Board

Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com<<mailto:cindypangborn@gmail.com>>; Lois Valente (valentl@gpschools.com<<mailto:valentl@gpschools.com>>); 'Daniel Roeske' (roesked@gpschools.com<<mailto:roesked@gpschools.com>>)
(roesked@gpschools.com<<mailto:roesked@gpschools.com>>); summerb@gpschools.com<<mailto:summerb@gpschools.com>>; Ahmed Ismail (ahmed.ismail@comcast.net<<mailto:ahmed.ismail@comcast.net>>); weertzm@aol.com<<mailto:weertzm@aol.com>>
Subject: Re: GP North--School Board Meeting Rally??

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> before it is too late.

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> Thank you,

>
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>
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> From: Cindy Pangborn
> [mailto:cindypangborn@gmail.com<mailto:cindypangborn@gmail.com?>]
> Sent: Saturday, January 24, 2015 3:45 PM
> To: Thomas Harwood; Daniel Roeske; Lois Valente;
> <ahmed@portraitplacepw.com<mailto:ahmed@portraitplacepw.com>>; Brian
> Summerfield; weertzm@aol.com<mailto:weertzm@aol.com>;
> Gafaj@gpschools.org<mailto:Gafaj@gpschools.org>
> Subject: School Board meeting

>



>
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> Sent from my iPad
> Board members,
> I really think that the North rally at the School Board meeting is a
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> Of course this is my opinion and I have no intent for this to be
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> Sent from my iPad=
>



From: School Board <SchoolBoard@gpschools.org>
Sent: Sunday, January 25, 2015 1:18 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: OMA and Discussing an Upcoming Meeting

From: Ahmed Ismail
Sent: Sunday, January 25, 2015 1:17:17 PM (UTC-05:00) Eastern Time (US & Canada)
To: weertzm@aol.com
Cc: School Board
Subject: OMA and Discussing an Upcoming Meeting

There is no violation of the OMA by board members discussing a future meeting as long as no one is deliberating towards a final decision on which a vote should have been taken in public. Asking the reason for a gathering is not deliberating, nor is asking the administration for the purpose of the gathering, who is organizing it and/or the results of the administration (at whatever level) have done to address the concerns of those who are coming to talk. This is information we as Board members should have received by now.

I certainly don't, and would be shocked if any of you, have an issue with any group coming to one of our meetings to speak, no matter how large the group. We have Board policies in place that address these gatherings. I wish students would come to them more often and express their opinions.

My question, which I can't seem to get an answer to, is what is the goal of the gathering. If it is about a topic or problem we don't know about, then we certainly should educate ourselves about it before Monday and understand what the administration has done to address their concerns. As most of you know (unless it has been changed), the lead in speech by the president to public comments includes that "....speakers should first go to their building administration, then to the central administration, there will be no discussion about personnel, etc....." Has that happened? I would hate to see that this path to problem solving hadn't been followed, as it will then put all of us in an awkward situation.

If this upward path to resolution has been followed, then someone at some level of administration must know the issue in detail, which means we should have been brought up to date by now. If we don't, then we certainly should find out, as their goal may be something we can help them reach, either individually, as a school board or as a school system.

Thank you,

Ahmed

From: weertzm@aol.com [mailto:weertzm@aol.com]
Sent: Sunday, January 25, 2015 10:20 AM
To: SchoolBoard@gpschools.org; Thomas.Harwood@gpschools.org; Christian.Fenton@gpschools.org; Michael.Dean@gpschools.org; Rebecca.Fannon@gpschools.org; 2158mos@comcast.net; cindypangborn@gmail.com; valentl@gpschools.com; roesked@gpschools.com; summerb@gpschools.com; ahmed.ismail@comcast.net

Subject: Re: The Goal of any Group Attending a Board Meeting

I believe this discussion about a future meeting is in violation of the Open Meetings Act, including trying to disallow people to speak. I understand that it's not easy to have hundreds of students, parents and alumni upset about the news report. But we must allow people to have dissenting voices.

Margaret



From: School Board <SchoolBoard@gpschools.org>
Sent: Tuesday, January 27, 2015 12:44 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Clarification re: Letter of Rec

From: Judy Gafa
Sent: Tuesday, January 27, 2015 12:43:09 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: Clarification re: Letter of Rec

Thank you for the quick and thorough report to the board. I commend Mrs Sherman for going and above to help these students Judy Gafa

Sent from my iPhone

> On Jan 27, 2015, at 11:52 AM, School Board <SchoolBoard@gpschools.org> wrote:

>

>

>

> From: Harwood, Thomas
> Sent: Tuesday, January 27, 2015 11:52:27 AM (UTC-05:00) Eastern Time
> (US & Canada)
> To: School Board
> Subject: FW: Clarification re: Letter of Rec

>

> To the members of the GPPSS Board of Education,

>

> As a follow up to the parent's comments last night regarding a letter of recommendation for their child to attend Liggett, Mr. Hartley provided clarification of the situation and the actions that took place with regard to this request. Please review his email below.

>

> Tom Harwood

>

> From: Hartley, Dan
> Sent: Tuesday, January 27, 2015 8:04 AM
> To: Harwood, Thomas
> Subject: Clarification re: Letter of Rec

>



> Good Morning Tom –

>

> I hope all is well. I just wanted to write a quick clarification regarding what I heard was brought up by [REDACTED] at last night's Board Meeting. The reason the Letters of Recommendation were not completed earlier was because [REDACTED] daughter did not bring the forms to our teachers. Steve Wolf had notified both Mr. Bens and Mrs. Krier to do them, and they complied, but never received the correct paperwork from [REDACTED]. In fact, when they were given the forms by other students this year, they have completed them and sent them over. On January 12th, I was notified by Rebecca Fannon, through [REDACTED] that the letters were still not completed. As soon as I informed Mrs. Sherman, she printed them herself, brought them to the teachers, the teachers filled them out that day, and faxed them to Liggett that same day. Mrs. Sherman went above and beyond by calling Liggett several times to make sure they were received and turned in by the deadline, to which she was assured that they were.

>

> Please feel free to forward this on to the board and let me know if you or they have any other questions regarding this issue. I just want to make sure the record shows that Mrs. Sherman, Mr. Bens, Mrs. Krier, and Mr. Wolf acted accordingly and professionally in handling this situation.

>

> I hope the meeting went well – I had a PTO Meeting last night, otherwise I'd have been there to show my support for our North end students. I'm proud to be a part of such a great school and community!

>

> Take care,

>

> Dan Hartley

> Principal

> Parcels Middle School

> 313-432-4604

>

> Go Panthers!

>



From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, January 28, 2015 11:49 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: School Board Committee Involvement

From: Ahmed Ismail
Sent: Wednesday, January 28, 2015 11:48:15 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: School Board Committee Involvement

Judy,

I am happy to help out in any way possible. From what I understand, the only standing committee we have is the Policy Committee. I have the training necessary for chairing or being a member of this committee, whatever you and the board members feel I can do to best serve the school system.

If we go back to having any kind of Finance, Facility, Curriculum or Public Relations Committees, I would be happy to help with these as well, either as the chair or as a member.

Thank you for asking,

Ahmed

P.S. Good job on running the meetings last night. I thought they both went very well.

-----Original Message-----

From: School Board [mailto:SchoolBoard@gpschools.org]
Sent: Wednesday, January 28, 2015 8:13 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Interests

From: Judy Gafa
Sent: Wednesday, January 28, 2015 8:12:03 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board

Subject: Interests

Dear Board members please send me what standing committees you might be interested in serving on by noon Friday.
Thank You
Judy Gafa

Sent from my iPhone



From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, January 28, 2015 1:38 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Interests

From: ValentL
Sent: Wednesday, January 28, 2015 1:37:33 PM (UTC-05:00) Eastern Time (US & Canada)
To: weertzm@aol.com
Cc: School Board; Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; roesked@gpschools.com; summerb@gpschools.com; ahmed.ismail@comcast.net
Subject: Re: Interests

I would be interested in being the GPFPE liaison.

On Jan 28, 2015, at 9:24 AM, weertzm@aol.com<mailto:weertzm@aol.com> wrote:

Judy,
I would be interested in the reinstatement committee or the employee recognition committee.
Margaret

-----Original Message-----

From: School Board <SchoolBoard@gpschools.org<mailto:SchoolBoard@gpschools.org>>
To: Harwood, Thomas <Thomas.Harwood@gpschools.org<mailto:Thomas.Harwood@gpschools.org>>; Fenton, Christian <Christian.Fenton@gpschools.org<mailto:Christian.Fenton@gpschools.org>>; Dean, Jon <Michael.Dean@gpschools.org<mailto:Michael.Dean@gpschools.org>>; Fannon, Rebecca <Rebecca.Fannon@gpschools.org<mailto:Rebecca.Fannon@gpschools.org>>; cindypangborn <cindypangborn@gmail.com<mailto:cindypangborn@gmail.com>>; Lois Valente (valentl@gpschools.com<mailto:valentl@gpschools.com>) <valentl@gpschools.com<mailto:valentl@gpschools.com>>; 'Daniel Roeske' (roesked@gpschools.com<mailto:roesked@gpschools.com>) (roesked@gpschools.com<mailto:roesked@gpschools.com>) <roesked@gpschools.com<mailto:roesked@gpschools.com>>; summerb <summerb@gpschools.com<mailto:summerb@gpschools.com>>; Ahmed Ismail (ahmed.ismail@comcast.net<mailto:ahmed.ismail@comcast.net>) <ahmed.ismail@comcast.net<mailto:ahmed.ismail@comcast.net>>; weertzm <weertzm@aol.com<mailto:weertzm@aol.com>>
Sent: Wed, Jan 28, 2015 8:12 am
Subject: FW: Interests

From: Judy Gafa

Sent: Wednesday, January 28, 2015 8:12:03 AM (UTC-05:00) Eastern Time (US & Canada)

To: School Board

Subject: Interests

Dear Board members please send me what standing committees you might be interested in serving on by noon Friday.

Thank You

Judy Gafa

Sent from my iPhone



From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, January 28, 2015 11:30 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ;
cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Your Email to the School Board re: Social Media Posts

From: Ahmed Ismail
Sent: Wednesday, January 28, 2015 11:29:02 PM (UTC-05:00) Eastern Time (US & Canada)
To: 'Allison Baker'
Cc: School Board
Subject: Your Email to the School Board re: Social Media Posts

Dear Ms. Baker,

This email is in follow up to your email to the school board yesterday (below). I am sorry that I didn't have the opportunity to respond earlier.

First, I apologize for any perceived insult or negativity toward our school system or any representative of our district which you felt I made through my comments on the social media. Staff that know me know that I hold them in the highest regard. The posts you have referenced in your email were certainly not intended to offend any of our staff or community members.

As you well know, our community is made up of passionate individuals with many varied points of view. In my opinion, we have to be able to agree to disagree on some issues respectfully. The vast difference between my intention and how others may interpret social media posts as evidenced by your email is not a distraction from the true reason I re-joined the school board that anyone in the community (including the undersigned) should deem acceptable.

My personal feeling (which your email has reinforced) is that our community has every right to hold those of us in elected or appointed leadership roles to a higher standard when it comes to what we share through the social media. This is a commitment both of us as community leaders have to keep in the forefront and I fully intend to make every effort to meet this higher standard.

As always, I would be happy to meet with you in person to discuss this issue (or any other concern or suggestion you may have) further. Please feel free to call me at 313-343-9060 at your convenience if and when you would like to do so.

Again, thank you for taking the time to write. In addition, thank you to your valuable contribution to our community as President of The Family Center. Like our school system, it is one of the jewels of our community.

Sincerely,

Ahmed Ismail

Notice to Original and/or Secondary Recipient(s) of this Email:

■

The opinions expressed in this communication above and its attachment(s) if any are those of the author exclusively and are not necessarily shared by the other members of any public or private boards and/or their respective organizations which the author serves.

It is in no way an attempt to establish any kind of "round robin" communication with other members of any aforementioned organization which may be subject to the requirements of The Open Meetings Act.

1. Subject:

Mr. Ismail's lack of decorum on social media

2. Name:

Allison Baker

3. Email Address:

taka43@comcast.net<mailto:taka43@comcast.net>

4. Phone:

313-300-9060

5. Comments or Concern:

Dear School Board Trustees,

Last night after listening to the comments from the tremendous North High School students that spoke about how hurt they were with the mischaracterization about their school from Fox 2 news I was shocked to be handed a flyer of a Facebook post that Mr. Ismail had made. If I could attached the flyer to this message I would, but I will describe it instead.

The flyer showed Mr. Ismail shared the link to the Fox 2 story on Facebook and posted this in the status line'. Just what we don't need-negative publicity. Thank God, the young lady who was assaulted didn't hit her head on her locker shelf an inch lower, as she might have lost an eye.". This type of post was made purely to excite the community and to exasperate the situation. Certainly Mr. Ismail knew the short clip on the video was not an assault, but a prank gone wrong. As a board member certainly he must have received the same information that our community received prior to the video's release that this was not an assault, the Woods Police had investigated it as did the North administration and the punishment had already been given out and served by the student in question. Why did Mr. Ismail feel the need to rile up the community more with the inflammatory post? Completely unnecessary, and actually harmful to the students as you saw last night.

After I got home from the meeting I saw another Facebook post by Mr. Ismail, this one was shared on Twitter, and I became even more upset about his outlandish social media behavior. I would consider this second post bordering on bullying. In this post Mr. Ismail writes about a picture that he donated to South High School, ". Last year, someone at South asked if I would be willing to donate an enlargement to hang in Cleminson Hall. So (being the nice guy that I am) I made a 16 x 20 made of it, framed in in a custom frame (\$\$\$) to match the other in Cleminson and dropped it off at South. A month or so later, I was at a party in Cleminson Hall and I didn't see the picture hanging anywhere. I asked the new principal where it was and it was hung in his office! I don't know what the politics around t not being hung in Cleminson were, but I was fuming after going to all that trouble. If I had known it was just going in his office, I would have printed an 8 x 10 and put it in a plastic frame from Costco!". How dare a sitting board member be SO disrespectful to the principals of our High Schools!! I did some checking and no one at the Mothers' Club knows anything about this picture, the Mothers' Club is the group that maintains the displays in Cleminson, so whoever that 'Someone' was had no authority to hang a picture in Cleminson to begin with!! Mr. Ismail's comments above make it look like our new principal stole a picture that did not belong to him. This is bullying if I have ever seen it.

I urge this board to reprimand Mr. Ismail for his outlandish behavior on Facebook, and I encourage Mr. Ismail to take a school board social media course, perhaps that is one of the 2 courses he is missing!!



Thank you,

Allison Baker



From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, January 29, 2015 1:49 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindybangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Your Email to the School Board re: Social Media Posts

From: Ahmed Ismail
Sent: Thursday, January 29, 2015 1:48:20 AM (UTC-05:00) Eastern Time (US & Canada)
To: Hamka, Moussa
Cc: School Board
Subject: FW: Your Email to the School Board re: Social Media Posts

Sorry, I forgot to put you on the recipient list.

Her warped perception of comments I made which were the clearest of intent is saddening to me. It is also sad to me that the bullying comments could have been the result of ANY of our conversations. In light of our upbringings and the tenets we memorized as youth as in Quran 4:112 and Quran 49:12, the definition of bullying as used by Mrs. Baker in her letter seems impossible to me.

Our faiths holds each of us to a much, much higher level that anyone in this school system could possibly understand.

Best wishes,

Ahmed

From: Ahmed Ismail [mailto:ahmed@portraitplacegpw.com]
Sent: Wednesday, January 28, 2015 11:29 PM
To: 'Allison Baker'
Cc: 'School Board'
Subject: Your Email to the School Board re: Social Media Posts

Dear Ms. Baker,

This email is in follow up to your email to the school board yesterday (below). I am sorry that I didn't have the opportunity to respond earlier.

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others may interpret social media posts as evidenced by your email is not a distraction from the true reason I re-joined the school board that anyone in the community (including the undersigned) should deem acceptable.

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As always, I would be happy to meet with you in person to discuss this issue (or any other concern or suggestion you may have) further. Please feel free to call me at 313-343-9060 at your convenience if and when you would like to do so.

Again, thank you for taking the time to write. In addition, thank you to your valuable contribution to our community as President of The Family Center. Like our school system, it is one of the jewels of our community.

Sincerely,

Ahmed Ismail

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1. Subject:

Mr. Ismail's lack of decorum on social media

2. Name:

Allison Baker

3. Email Address:

taka43@comcast.net<mailto:taka43@comcast.net>

4. Phone:

313-300-9060

5. Comments or Concern:

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The flyer showed Mr. Ismail shared the link to the Fox 2 story on Facebook and posted this in the status line'. Just what we don't need-negative publicity. Thank God, the young lady who was assaulted didn't hit her head on her locker shelf an inch lower, as she might have lost an eye.". This type of post was made purely to excite the community and to exasperate the situation. Certainly Mr. Ismail knew the short clip on the video was not an assault, but a prank gone wrong. As a board member certainly he must have received the same information that our community received prior to the video's release that this was not an assault, the Woods Police had investigated it as did the North administration and the punishment had already been given out and served by the student in question. Why did Mr.



Ismail feel the need to rile up the community more with the inflammatory post? Completely unnecessary, and actually harmful to the students as you saw last night.

After I got home from the meeting I saw another Facebook post by Mr. Ismail, this one was shared on Twitter, and I became even more upset about his outlandish social media behavior. I would consider this second post bordering on bullying. In this post Mr. Ismail writes about a picture that he donated to South High School, ". Last year, someone at South asked if I would be willing to donate an enlargement to hang in Cleminson Hall. So (being the nice guy that I am) I made a 16 x 20 made of it, framed in in a custom frame (\$\$\$) to match the other in Cleminson and dropped it off at South. A month or so later, I was at a party in Cleminson Hall and I didn't see the picture hanging anywhere. I asked the new principal where it was and it was hung in his office! I don't know what the politics around t not being hung in Cleminson were, but I was fuming after going to all that trouble. If I had known it was just going in his office, I would have printed an 8 x 10 and put it in a plastic frame from Costco!". How dare a sitting board member be SO disrespectful to the principals of our High Schools!! I did some checking and no one at the Mothers' Club knows anything about this picture, the Mothers' Club is the group that maintains the displays in Cleminson, so whoever that 'Someone' was had no authority to hang a picture in Cleminson to begin with!! Mr. Ismail's comments above make it look like our new principal stole a picture that did not belong to him. This is bullying if I have ever seen it.

I urge this board to reprimand Mr. Ismail for his outlandish behavior on Facebook, and I encourage Mr. Ismail to take a school board social media course, perhaps that is one of the 2 courses he is missing!!

Thank you,

Allison Baker



From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, January 29, 2015 11:07 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca;
cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Kerby facebook

From: Judy Gafa
Sent: Thursday, January 29, 2015 11:06:32 AM (UTC-05:00) Eastern Time (US & Canada)
To: simoncini_lynn@yahoo.com
Cc: School Board
Subject: Kerby facebook

The members of the board have received your email. I believe a few of us are already on the page but am glad the board has the opportunity to follow The great things happening at Kerby Regards Judy Gafa

Sent from my iPhone

From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, January 29, 2015 4:25 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ;
cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Willett, Gordon--Email to the School Board re: GP North Locker Slamming Issue

From: Ahmed Ismail
Sent: Thursday, January 29, 2015 4:24:24 PM (UTC-05:00) Eastern Time (US & Canada)
To: 'ghw44'
Cc: School Board
Subject: Willett, Gordon--Email to the School Board re: GP North Locker Slamming Issue

Dear Mr. Willett,

Thank you for the email you sent to the school board members (below).

Feel free to email me any time at ahmed@portraitplacegpw.com<<mailto:ahmed@portraitplacegpw.com>>.

If it more convenient for you or you would just prefer to call, I am normally at The Portrait Place (313-343-9060) from 10am to 5pm Tuesday through Saturday and can most evenings be reached at 313-447-5600 (home) between 8pm and 12 midnight.

My personal preference is to chat eyeball-to-eyeball. If you are cruising Mack Avenue, you are welcome to stop in and chat at The Portrait Place. We are located at 20231 Mack Avenue, which is one block south of The Pancake House in the same building as we used to have Speedi Photo. We have the rear half of the building. You will see The Knotted Needle now occupies the front of the building, so it is best to park in the rear parking lot and just come in the door with the blue awning above it. If you are on a tight schedule, it would be best to call me first so that you don't have to wait if I am working with a client.

Thank you again for writing us with your concerns.

Ahmed Ismail
Trustee, Grosse Pointe Public School System

20231 Mack Avenue
Grosse Pointe Woods, MI 48236
313-343-9060

Notice to Original and/or Secondary Recipient(s) of this Email:

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This email is in no way an attempt to establish any kind of "round robin" communication with other members of any aforementioned organization(s) which may be subject to the requirements of The Open Meetings Act.

Please proceed accordingly if you feel a response is warranted.

From: ghw44 [mailto:ghw44@comcast.net]

Sent: Thursday, January 29, 2015 4:11 PM

To: 2158mos@comcast.net; daniel.roeske@gmail.com; bsummerfield@bodmanlaw.com; loisvalente@gmail.com; weertzm@gmail.com; ahmed@portraitplacegpw.com; cindypangborn@gmail.com

Subject: North

Dear School Board Members,

Since the Grosse Pointe School System's website no longer provides the individual school board member's email addresses on the Grosse Pointe Schools website, it is not possible to determine whether or not our correspondence reaches the intended audience. Administrative staff principals – yes; school board members – no. There may be instances citizens wish to address a concern to a particular board member. I suggest the school system set up email accounts for each board member within the gpschool.org website – that way we are not invading the privacy of board members' private email accounts.

As to the incident at Grosse Pointe North and the Administrators' letter of January 15th to the Grosse Pointe North Family, I was disappointed with both. Admittedly, videos don't always tell the whole story, but in this particular case it was compelling. The assault and battery on the student was clearly planned, evidenced by the student who was in place to take the video and the fellow students congregating in the immediate vicinity of the assault. The assault was intentional and not horseplay, for the victim was not a willing participant, and the victim was physically injured.

What might have been tolerated years ago as horseplay or innocent fun gone awry can no longer be tolerated in today's social environment. Student and teacher safety must be paramount. And to fend off spurious claims of injustice by students and parents alike, no unacceptable behavior can be tolerated by anyone at any time. Furthermore, if there is an assault or an assault and battery, the police should be called at once and it should become a criminal matter.

There is a maxim that comes to mind – perception is everything. If citizens perceive an unruly environment in our schools, that's all that matters in the court of public opinion. I hope you get the message.

Gordon Willett



From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, January 29, 2015 4:53 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Oratorical Contest for GP Students

From: Ahmed Ismail
Sent: Thursday, January 29, 2015 4:50:29 PM (UTC-05:00) Eastern Time (US & Canada)
To: Harwood, Thomas
Cc: School Board
Subject: Oratorical Contest for GP Students

Hi Tom,

Below you will find information on an oratorical contest taking place in Farmington.

What are the procedures a group or business would have to follow to sponsor a similar contest for GP students?

There are a lot of us old timers in the business community who feel our students are sorely in need of this kind of training. I know I could put together a group to make this happen with the system's cooperation.

Thank you,

Ahmed Ismail
Trustee, Grosse Pointe Public School System

20231 Mack Avenue
Grosse Pointe Woods, MI 48236
313-343-9060

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Earl Friedman Oratorical Contest Sponsored by the Farmington / Farmington Hills Breakfast Optimist Club Contest Dates: Girls' Contest: Wednesday, March 18, 2015, at 7:30 a.m. (arrive by 7:15 to register) Boys' Contest: Wednesday, March 25, 2015, at 7:30 a.m. (arrive by 7:15 to register) Contest Location: Jon Grant Community Center, 29260 Grand River, Farmington Hills, MI 48336 (North side of Grand River, East of Middlebelt - at East side of the fire station) Application Deadline: Applications must be received by 5 p.m. Friday, March 6, 2015. Mail to Bruce Fowler, P.O. Box 2203, Farmington Hills, MI 48333-2203. Application available at the link below.

http://www.farmington.k12.mi.us/news/efriday/optimist_oratorical_contest.pdf

If we receive more applications than can be accommodated in one contest, we will hold a second preliminary contest at 4:00 in the afternoon and a final contest (for the finalists of the preliminary contests) in the evening on the same day (locations to be determined, if needed).

Special Note: Because contest rules specify the maximum number of contestants in a single contest, we reserve the right to cut off registration when the maximum has been reached. We will attempt to refer/assign late entries (received after the maximum has been reached) to contests held by other Optimist Clubs, but we cannot guarantee that this can be achieved.

Title/Topic: "How My Optimism Will Help Me Press on to Greater Achievements of the Future"

Length of Speech: The speech should be at least four minutes but not more than five minutes. Penalties will be assigned for under- and over-time.

Age Qualification: The contest is open to students under the age of 19 who have not yet graduated from high school or the equivalent. Contestants must be educated in the United States, Canada or the Caribbean. There is no minimum age. A copy of the contestant's birth certificate or passport must be submitted at the time of the contest.

Prizes: Medallions and monetary prizes will be given to the winner (first, second and third place in the final contest). Certificates of participation will be given to all contestants.

The contestants and their parents or guests are welcome to attend the contests. Light refreshments will be served.

For additional information, contact Bruce Fowler at fowlerbe@sbcglobal.net <<mailto:fowlerbe@sbcglobal.net>> or 248-921-7579.



From: School Board <SchoolBoard@gpschools.org>
Sent: Friday, January 30, 2015 1:35 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ;
cindybangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: MSU Extension Courses--OMA and Safe School Environments

From: Ahmed Ismail
Sent: Friday, January 30, 2015 1:34:54 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Hamka, Moussa; Murray, Kate
Subject: MSU Extension Courses--OMA and Safe School Environments

Hello all,

This may be old news to some of you, but I thought I would share it in case you didn't know about it.

MSU has a wonderful series of courses and webinars. The guru of the Open Meetings Act, Dr. Kurt Schindler and Karen Pace are excellent, excellent teachers and I would highly recommend attending any of their seminars to any of you who want to truly understand healthy school environments, bullying and The Open Meetings Act.

One of Karen's posts that ties into some of our recent challenges is:

http://msue.anr.msu.edu/news/positive_school_climates_are_critical_to_raising_academic_success_for_stude

A document Karen uses a lot is here:

<http://www2.ed.gov/policy/gen/guid/school-discipline/guiding-principles.pdf>

Enjoy your weekends!

Ahmed Ismail
Trustee, Grosse Pointe Public School System

20231 Mack Avenue
Grosse Pointe Woods, MI 48236
313-343-9060

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■

From: School Board <SchoolBoard@gpschools.org>
Sent: Friday, January 30, 2015 4:40 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: GPPSS--Adult Pool Lap Time History

From: Judy Gafa
Sent: Friday, January 30, 2015 4:40:05 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Harwood, Thomas; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: GPPSS--Adult Pool Lap Time History

Dear Board members

We have a specific policy in regards to fees and pool usage. Policy 7510 it lays out access to the pool and by what groups It appears to me that Mrs Zedan is indeed following the policy.

If a trustee would like the policy changes they can address it to the policy committee.

Respectfully

Judy Gafa

Sent from my iPhone

> On Jan 30, 2015, at 3:50 PM, School Board <SchoolBoard@gpschools.org> wrote:

>

>

>

>

>

>

 > From: Fenton, Christian

> Sent: Friday, January 30, 2015 3:50:43 PM (UTC-05:00) Eastern Time (US & Canada)

> To: School Board; Harwood, Thomas; Dean, Jon; Fannon, Rebecca; Gafa; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com

> Subject: RE: GPPSS--Adult Pool Lap Time History

>

> All of our scheduling for gyms and pools put kids first in early evening/after school slots. School swim teams always get priority.

>

- > There are no free swims except on a few occasions where we have opened South for open swims on a few Sundays, for all ages.
- > All outside groups/individuals pay to use the pools. The Gators pay over 30K to use our pools.
- > The parents of Gator kids are taxpayers as well.
- > Diane Zedan does a fantastic job in scheduling the pools. Many want more time and want it at a cheaper rate.
- > We have more kids swimming now and that is a good thing.
- > It is a difficult thing to schedule pools and make everyone happy.
- > Chris
- >
- >
- > -----Original Message-----
- > From: School Board
- > Sent: Friday, January 30, 2015 3:39 PM
- > To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca;
- > Gafaj; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com);
- > 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com);
- > summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net);
- > weertzm@aol.com
- > Subject: FW: GPPSS--Adult Pool Lap Time History
- >
- >
- >
- >



From: School Board <SchoolBoard@gpschools.org>
Sent: Friday, January 30, 2015 4:42 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: GP North--Athletics Department Website (Low Priority Request)

From: Judy Gafa
Sent: Friday, January 30, 2015 4:41:51 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Fwd: GP North--Athletics Department Website (Low Priority Request)

Subject: Re: GP North--Athletics Department Website (Low Priority Request)

I am going to remind board members to send all questions to administrators through the superintendent per board policy. The administrators have been instructed to forward all board inquiries through the superintendent and responses will go to all board members

It is important that we as board members respect the policies, we expect our students and staff to follow the rules, we need to set that example Respectfully Judy Gafa

Thanks. If possible.

Sent from my iPhone

On Jan 30, 2015, at 3:17 PM, Shelson, Brian <Brian.Shelson@gpschools.org<mailto:Brian.Shelson@gpschools.org>> wrote:

Please see email below.

From: Ahmed Ismail [mailto:ahmed@portraitplacegpw.com]
Sent: Thursday, January 29, 2015 10:11 PM
To: Shelson, Brian
Subject: GP North--Athletics Department Website (Low Priority Request)

Hi Brian,

I hope this email finds you and your family well.

I was trying to find a copy of the GPPSS Athletics Code of Conduct this morning so that I could answer a parent question and can't find it anywhere on your site. If you could send me a link to it, I would appreciate it.

Who is in charge of your website? It looks like it is still being done by an outside firm that contracted with Ben. It is woefully outdated as you can see from this snippet:

<image001.jpg>

Is there anything I can do to help you with it so that it is current?

If so, please let me know, as the website isn't at all reflective of the wonderful athletics programs we have at North.

Thank you and best wishes,

Ahmed

P.S. Sorry for all the fine print below, but unfortunately it comes with the job. :(

Trustee, Grosse Pointe Public School System

20231 Mack Avenue
Grosse Pointe Woods, MI 48236
313-343-9060

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Please proceed accordingly if you feel a response is warranted.



From: School Board <SchoolBoard@gpschools.org>
Sent: Friday, January 30, 2015 11:00 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: GP North--Another "Dunking" Incident?

From: Judy Gafa
Sent: Friday, January 30, 2015 10:59:10 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: GP North--Another "Dunking" Incident?

Thank you Dr Harwood. I
Could not agree more.
Judy Gafa

Sent from my iPhone

> On Jan 30, 2015, at 6:50 PM, School Board <SchoolBoard@gpschools.org> wrote:

>
>
> _____

> From: Harwood, Thomas
> Sent: Friday, January 30, 2015 6:50:14 PM (UTC-05:00) Eastern Time (US
> & Canada)
> To: <ahmed@portraitplacegpw.com>
> Cc: School Board
> Subject: Re: GP North--Another "Dunking" Incident?

>

> To the members of the GPPSS Board of Education,

>

> Today, I spent the entire morning with Mrs. Murray. I have been on the phone with her on two separate occasions this afternoon. There has not been a day that I am not in contact with the GP North administration as part of my duties and responsibilities as the current superintendent of schools for the GPPSS.

>

> At no time over the last week or the last few days has there been any discussion or information shared about an additional alleged activity as presented by this parent to Mr. Ismail. We contacted Mrs. Murray today to find out if she was aware of such an incident and she responded that she was not aware of any incident as described by this parent.

>



> But, there is a bigger issue here that needs to be shared. I fully respect my administrators across the district and know that they have the appropriate professional skills, experience, and capacity to address the issues within their buildings. That is why we hired them to do their jobs. If they believe that a situation warrants my attention, they have been consistent in providing that information as necessary. I hired these professionals based on their skills to do the job and make the right decisions on behalf of the students, staff, and families that they serve. I respect their decisions and I do not micromanage what they do in each of their buildings.

>

> With regard to the comments made by this parent to Mr. Ismail, the response should have been to direct the parent to the GP administration to share any factual information so they can appropriately and effectively answer that issue. To assume that this information shared with a board member is correct and that we are somehow shielding, screening, and censoring information shared with the board is concerning and frustrating.

>

> I would hope that we are working collaborating to champion the support of what we do on behalf of our students in the GP school system that exists in all of our school buildings and the leadership that is displayed by all administrators.

>

> Dr. Thomas Harwood

> Current Superintendent of Schools

> Grosse Pointe Public School System

>

>

> Sent from my iPad

>

> On Jan 30, 2015, at 3:39 PM, Ahmed Ismail <ahmed@portraitplacegpw.com<mailto:ahmed@portraitplacegpw.com>> wrote:

>

> Hi Tom,

>

> A parent from North was just in and brought up that there was another incident of "dunking" (or whatever you call what was done to Mackenzie Simon) at North in the past week or so.

>

> She said it was done to another unsuspecting student (this time a young man), who was apparently able to turn quickly enough to block his assailant so that he had no physical damage.

>

> Is this true?

>

> Please advise. I really don't like hearing about any of these kind of problems from parents before we hear anything (even if it's only a head up) from you.

>

> Thank you,

>

> Ahmed Ismail

> Trustee, Grosse Pointe Public School System

>

> 20231 Mack Avenue

> Grosse Pointe Woods, MI 48236

> 313-343-9060

>

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> robin" communication with other members of any aforementioned organization(s) which may be subject to the requirements of The Open Meetings Act.

> Please proceed accordingly if you feel a response is warranted.

>

>

Date: January 31, 2015 at 8:45:10 PM EST

From: Dan Roeske <daniel.roeske@gmail.com>
Subject: Re: GP North--Another "Dunking" Incident (Copying Error)
Date: January 31, 2015 at 8:45:10 PM EST
To: "ahmed@portraitplacegpw.com" <ahmed@portraitplacegpw.com>
Cc: "Harwood, Thomas (GPPSS)" <thomas.harwood@gpschools.org>, Judy Gafa <2158mos@comcast.net>, "Summerfield, Brian (Bodman)" <bsummerfield@bodmanlaw.com>, "Valente, Lois" <loisvalente@gmail.com>, "Pangborn, Cindy" <cindypangborn@gmail.com>, "Weertz, Margaret" <weertzm@aol.com>

For all BoE emails please use my District email roesked@gpschools.com. Thank you

On Saturday, January 31, 2015, Ahmed Ismail <ahmed@portraitplacegpw.com> wrote:

Tom,

Mrs. Gafa was correct in that I accidentally copied the schoolboard@gpschools.org with the email below. Please accept my apology for misstating that I didn't forward the email below to the other members of the school board and whoever else get emails sent to that email address.

This was a serious error on my part. Forwarding the "heads up" email below to the recipients of the schoolboard@gpschools.org address was totally unnecessary and even though it was an error, it was serious one in my mind.

I had my Outlook account set up so that every email I sent to you was also sent to the other board members as a courtesy unless I manually disabled the "auto cc" plug-in. I erred in not manually disabling the "auto cc" plug-in before I sent you the email below.

I have disabled that option so that schoolboard@gpschools.org will no longer automatically gets copied on emails I send to you. If you choose to forward them to the other members of the board, or anyone else, feel free to do so.

Thank you, and again, I am sorry,

Date: January 31, 2015 at 5:19:35 PM EST

From: Cindy Pangborn <cindypangborn@gmail.com>

Subject: Personnel files

Date: January 31, 2015 at 5:19:35 PM EST

To: <Gafaj@gpschools.org>, Lois Valente <valentl@gpschools.com>, Brian Summerfield <Summerb@gpschools.com>, Daniel Roeske <roesked@gpschools.com>, "<ahmed@portraitplacegpw.com>" <ahmed@portraitplacegpw.com>, <weertzm@aol.com>, Thomas Harwood <Thomas.Harwood@gpschools.org>, Jon Dean <Michael.Dean@gpschools.org>

Hello Judy,

Thank you for asking Dr. Dean for information on submitting letters to be put in personnel files. Please have him include the procedures for everyone; Board members, administrators, teachers and community members, whether it be complimentary or complaint. I asked for this last year on several occasions but have never received an answer.

Thank you, Cindy

I want to thank Ahmed for apologizing about the email that included more people than he intended. It is a lesson in manners that we all should prescribe to. I myself have received emails from Board members that were not intended for me to see. I wish I would have received an apology for the unprofessionalism of their conduct.

Sent from my iPad

Date: January 31, 2015 at 7:22:47 PM EST

From: Cindy Pangborn <cindypangborn@gmail.com>

Subject: Re: Personnel files

Date: January 31, 2015 at 7:22:47 PM EST

To: Judy Gafa <2158mos@comcast.net>

Cc: "<Gafaj@gpschools.org>" <Gafaj@gpschools.org>, Lois Valente <valentl@gpschools.com>, Brian Summerfield <Summerb@gpschools.com>, Daniel Roeske <roesked@gpschools.com>, "<ahmed@portraitplacegpw.com>" <ahmed@portraitplacegpw.com>, "<weertzm@aol.com>" <weertzm@aol.com>, Thomas Harwood <Thomas.Harwood@gpschools.org>, Jon Dean <Michael.Dean@gpschools.org>

Just wanted to make sure that you realized that my question was for general knowledge not for someone specific, including how letters that are complimentary are added. Please have Dr. Dean include with each example, including the statement you just sent us, where the authority lies, including policy number, AG number, contractual agreement or if it is just tradition .
Thank you, Cindy

Sent from my iPad

On Jan 31, 2015, at 5:36 PM, Judy Gafa <2158mos@comcast.net> wrote:

A single board member cannot request that a disciplinary or letter of complaint be put in any employee of the districts file. Dr Harwood is employed by the entire board and it would take a motion and approval of the majority to add such a letter to the file. I will get the full answer from Dr Dean and forward to the board. Thank you for inquiring about the proper procedure I appreciate it
Respectfully
Judy Gafa

January 31, 2015 at 8:45:10 PM EST

From: Dan Roeske <daniel.roeske@gmail.com>
Subject: Re: GP North--Another "Dunking" Incident (Copying Error)
Date: January 31, 2015 at 8:45:10 PM EST
To: "ahmed@portraitplacegpw.com" <ahmed@portraitplacegpw.com>
Cc: "Harwood, Thomas (GPPSS)" <thomas.harwood@gpschools.org>, Judy Gafa <2158mos@comcast.net>, "Summerfield, Brian (Bodman)" <bsummerfield@bodmanlaw.com>, "Valente, Lois" <loisvalente@gmail.com>, "Pangborn, Cindy" <cindypangborn@gmail.com>, "Weertz, Margaret" <weertzm@aol.com>

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Ahmed Ismail

Trustee, Grosse Pointe Public School System

20231 Mack Avenue

Grosse Pointe Woods, MI 48236

313-343-9060

From: Ahmed Ismail [mailto:ahmed@portraitplacegpw.com]

Sent: Friday, January 30, 2015 3:39 PM

To: Harwood, Thomas (GPPSS)

Cc: School Board

Subject: GP North--Another "Dunking" Incident?

Hi Tom,

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She said it was done to another unsuspecting student (this time a young man), who was apparently able to turn quickly enough to block his assailant so that he had no physical damage.

Is this true?

Please advise. I really don't like hearing about any of these kind of problems from parents before we hear anything (even if it's only a head up) from you.

Thank you,

Ahmed Ismail

Trustee, Grosse Pointe Public School System

20231 Mack Avenue

Grosse Pointe Woods, MI 48236

313-343-9060

Date: January 31, 2015 at 5:36:43 PM EST

From: Judy Gafa <2158mos@comcast.net>

Subject: Re: Personnel files

Date: January 31, 2015 at 5:36:43 PM EST

To: Cindy Pangborn <cindypangborn@gmail.com>

Cc: "<Gafaj@gpschools.org>" <Gafaj@gpschools.org>, Lois Valente <valentl@gpschools.com>, Brian Summerfield <Summerb@gpschools.com>, Daniel Roeske <roesked@gpschools.com>, "<ahmed@portraitplacegpw.com>" <ahmed@portraitplacegpw.com>, "<weertzm@aol.com>" <weertzm@aol.com>, Thomas Harwood <Thomas.Harwood@gpschools.org>, Jon Dean <Michael.Dean@gpschools.org>

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Respectfully

Judy Gafa

Sent from my iPhone

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Sent from my iPad

: January 31, 2015 at 8:09:38 PM EST

From: "Dean, Jon" <Michael.Dean@gpschools.org>
Subject: FW: Your Mind Boggling Response to My Email re: My Conversation with a Parent
Date: January 31, 2015 at 8:09:38 PM EST
To: "McInerney, Mark W." <MMcInerney@ClarkHill.com>, "Gierak, John L." <JGierak@ClarkHill.com>
Cc: GafaJ <2158mos@comcast.net>

Email #2

M. Jon Dean
Deputy Superintendent for Educational Services
Grosse Pointe Public School System
313.432.3015 jon.dean@gpschools.org
twitter: @jdeanlearner

From: Ahmed Ismail [ahmed@portraitplacegpw.com]
Sent: Saturday, January 31, 2015 12:35 AM
To: Harwood, Thomas
Cc: Fenton, Christian; Dean, Jon; Bur, Maureen; GafaJ; 'Daniel Roeske'; 'Lois Valente'; Weertz, Margaret; Summerfield, Brian (Bodman); 'Pangborn, Cindy'
Subject: Your Mind Boggling Response to My Email re: My Conversation with a Parent

Tom,

This email is in response to your email time stamped January 30, 2015 at 6:50PM which I am assuming is in response to my email to you dated this date sent at 3:39PM.

Your "spanking" me in front of the admin, staff and the board members who receive the emails sent to schoolboard@gpschools.org email with your ".. With regard to the comments made by this parent to Mr. Ismail, the response should have been to direct the parent to the GP administration to share any factual information so they can appropriately and effectively answer that issue. To assume that this information shared with a board member is correct and that we are somehow shielding, screening, and censoring information shared with the board is concerning and frustrating.", was not only unprofessional, it was downright stupid. The second sentence in your diatribe makes absolutely no sense, as I didn't assume ANYTHING was true. If I had assumed it was true, out of courtesy to them, I would have emailed the entire board and not just you.

First, If you felt this incredible concern about my email, why didn't you have the common sense to do what any other professional I have dealt over

the past 40 years (even if they were a client) would have done--pick up the phone and chat about it privately or ask to get together? What did you possibly think you would accomplish by emailing your response to the entire board and your admin?

Second, the public way in which you voiced your concern is so disappointing to me on so many counts, Tom. Not only was it disrespectful and so very inappropriate to send to any board member and copy to others, it was so very disappointing to me as someone who considered you a friend, was suicidal school system PR wise, was even more suicidal job search wise and, most distressing, was so very blind to what the community expects from you and me. Be assured that I will be asking for a public apology at the next televised Board meeting.

With all due respect, I think you are starting to take information from residents who care about the system personally and not objectively. I didn't have to extend the courtesy to you by taking time out of my already busy day to stop and send you a quick and private email about the conversation to give you a heads up in case there was any truth to it. If I was a total idiot that just fell off of a pumpkin truck, I could have copied schoolboard@gpschools.org on my email to you, but didn't think it warranted their time, and more important, I felt out of respect for you that I should just forward the info to you so that you could follow up on it, and if necessary, then advise the board so that we all would know what was going on in case someone brought it up to them. A simple email back saying "I talked to Kate and no one reported any such issue" was all I was expecting. Case closed and end of story.

Just to I am clear on how you want it handled in the future, please guide me. First, here is the jest of the conversation when the parent was in:

* Parent: "Hi Ahmed. Mary Ann did a great job on our family portraits. Thanks for tucking in my chin a bit. How are things going on the new superintendent search?"

* Ahmed: "Things are going fine. We had a meeting a few days ago and we all agreed to hire a firm called School ExecConnect. They did the searches in Farmington, Bloomfield Hills and Rochester. The board members I talked to in those systems thought they did a great job, so I think it was a good choice."

* Parent: "Sorry to see the Fox 2 report. All of my friends thought Fox 2 should fire the reporter for putting clips of fights at Harper Woods High School into the news clip. Seems like that is all over, which is good."

* Ahmed: "I think the whole community thought he was an idiot. A lot of parents coming in have told me they wrote Fox 2 about it, which is great."

* Parent: "For what it's worth, I thought you'd want to know that my daughter came home and told me that her friend had the same kind of thing done to him in the past week or so and luckily he blocked the kid from hitting him. Glad no one was hurt this time. You may want to let someone at the school know about it."

* Ahmed: "Thanks for caring enough to tell me. I will send Dr. Harwood an email and let him know. By the way, please tell your daughter she is on our list to be one of our models this year."

* Parent: "She will be so excited. One of her friends was a model for you last year and she had a great time. By the way, my sister told me about the generous donation you and Mary Ann made for our auction. Thank you so much."

* Ahmed: "No problem. Your kids have always been our kids, ever since we took their baby pictures. Anything we can do to help, just let us know. Enjoy your weekend."

* Parent: "Thanks, you too."

Before I joined the school board again, if this conversation took place, I would have told the parent that I have known the principal for many, many years, would be surprised if it was true, and that I would let the principal know about it. I would have then dropped Kate a quick email so that she knew what her parents were talking about and she could deal with it accordingly. Now, everyone has made it clear that I am not allowed to communicate with Kate, so I sent the info to you. Shame on me for letting you know about this parent's comments!!

In your world, what should I have done?

* Should I just ignore it, and then if it happens to be true and a parent comes to a board meeting and says that "I told Mr. Ismail about this a month ago. Didn't he tell you?" to which I would answer, "I wanted to send the superintendent a quick email to let him know what you told me, but since I didn't want to get spanked by the superintendent in an email he copied to administrators and other board members, I thought it was best to just ignore your comments and not let him know what parents are talking about. After all, now that you elected me, your concerns are no longer mine."

* Or, would you prefer that when the parent started telling me about what her daughter told her, I say, "STOP. I don't want to hear about it. Even though we have been friends for twenty years and even though you and 6,000 other residents wanted me to represent you on our school board, now that I am on the school board, I can't call Kate even though I have known her since before she was married because I would be breaking a policy. I can't give our superintendent a heads up, because if I do, instead of telling me he'll check into it and thanks for the heads up, he will lecture me in an email he copies my peers and his senior administration about the fact that I should have told you to contact the principal. In the future, when I see you and the family at dinner or when you stop in to the studio, and you want to share a concern about our schools with me, DON'T DO IT. Instead, call the principal. If he or she thinks it is important, they'll tell the superintendent and if he decides it's important, he might tell the school board. Personal service, treating you as a friend and neighbor like I have always treated and I treated your parents when they were clients 20 years ago? No way--now that I am on the school board, I have found out that if you want to be treated like that, find another school system. By the way, don't forget to continue to donate to the Foundation, and be sure to tell your parents and their senior citizens to be happy when they pay their taxes and to vote for our next bond, because we really DO care about you and our kids."

If you or anyone in your admin thinks I am EVER going to treat anyone as above, or am going to hand ANYONE a copy of Board Policy No. "Don't Tell Me, Tell Your Principal" when they start sharing concerns or information about our schools, YOU ARE DREAMING. That is NOT what this community is all about, and I am NOT going to treat ANYONE with that kind of disrespect, especially now that I WORK FOR THEM.

In any event, thank you for sharing your thoughts on what will never happen in your wildest dreams with me. Most of all, thank you for the great material for a new MASB class. I am sure it will be sold out every time it is offered and that all of the students will think I made it up.

One last thing. Please consider this email my formal request that this entire email interchange be put in your personnel file. Note to Jon Dean--please confirm that this is done in writing to me.

One VERY disappointed Board member,

Ahmed Ismail
Trustee, Grosse Pointe Public School System

20231 Mack Avenue
Grosse Pointe Woods, MI 48236

313-343-9060

Notice to Original and/or Secondary Recipient(s) of this Email:
The opinions expressed in the email above and its attachment(s) if any are those of the author exclusively and are not necessarily shared by the other members of any public or private boards and/or their respective organizations on which the author serves. This email is in no way an attempt to establish any kind of "round robin" communication with other members of any aforementioned organization(s) which may be subject to the requirements of The Open Meetings Act. Please proceed accordingly if you feel a response is warranted.

-----Original Message-----

From: Harwood, Thomas [<mailto:Thomas.Harwood@gpschools.org>]
Sent: Friday, January 30, 2015 6:50 PM
To: <ahmed@portraitplacegpw.com>
Cc: School Board
Subject: Re: GP North--Another "Dunking" Incident?

To the members of the GPPSS Board of Education,

Today, I spent the entire morning with Mrs. Murray. I have been on the phone with her on two separate occasions this afternoon. There has not been a day that I am not in contact with the GP North administration as part of my duties and responsibilities as the current superintendent of schools for the GPPSS.

At no time over the last week or the last few days has there been any discussion or information shared about an additional alleged activity as presented by this parent to Mr. Ismail. We contacted Mrs. Murray today to find out if she was aware of such an incident and she responded that she was not aware of any incident as described by this parent.

But, there is a bigger issue here that needs to be shared. I fully respect my administrators across the district and know that they have the appropriate professional skills, experience, and capacity to address the issues within their buildings. That is why we hired them to do their jobs. If they believe that a situation warrants my attention, they have been consistent in providing that information as necessary. I hired these professionals based on their skills to do the job and make the right decisions on behalf of the students, staff, and families that they serve. I respect their decisions and I do not micromanage what they do in each of their buildings.

With regard to the comments made by this parent to Mr. Ismail, the response

should have been to direct the parent to the GP administration to share any factual information so they can appropriately and effectively answer that issue. To assume that this information shared with a board member is correct and that we are somehow shielding, screening, and censoring information shared with the board is concerning and frustrating.

I would hope that we are working collaborating to champion the support of what we do on behalf of our students in the GP school system that exists in all of our school buildings and the leadership that is displayed by all administrators.

Dr. Thomas Harwood
Current Superintendent of Schools
Grosse Pointe Public School System

Sent from my iPad

On Jan 30, 2015, at 3:39 PM, Ahmed Ismail
<ahmed@portraitplacegpw.com<<mailto:ahmed@portraitplacegpw.com>>> wrote:

Hi Tom,

A parent from North was just in and brought up that there was another incident of "dunking" (or whatever you call what was done to Mackenzie Simon) at North in the past week or so.

She said it was done to another unsuspecting student (this time a young man), who was apparently able to turn quickly enough to block his assailant so that he had no physical damage.

Is this true?

Please advise. I really don't like hearing about any of these kind of problems from parents before we hear anything (even if it's only a head up) from you.

Thank you,

Ahmed Ismail
Trustee, Grosse Pointe Public School System

20231 Mack Avenue
Grosse Pointe Woods, MI 48236
313-343-9060

Notice to Original and/or Secondary Recipient(s) of this Email:

The opinions expressed in the email above and its attachment(s) if any are those of the author exclusively and are not necessarily shared by the other members of any public or private boards and/or their respective organizations on which the author serves.

This email is in no way an attempt to establish any kind of "round robin" communication with other members of any aforementioned organization(s) which may be subject to the requirements of The Open Meetings Act.

Please proceed accordingly if you feel a response is warranted.

Ahmed Ismail

Trustee, Grosse Pointe Public School System

20231 Mack Avenue

Grosse Pointe Woods, MI 48236

313-343-9060

From: Ahmed Ismail [mailto:ahmed@portraitplacegpw.com]

Sent: Friday, January 30, 2015 3:39 PM

To: Harwood, Thomas (GPPSS)

Cc: School Board

Subject: GP North--Another "Dunking" Incident?

Hi Tom,

A parent from North was just in and brought up that there was another incident of "dunking" (or whatever you call what was done to Mackenzie Simon) at North in the past week or so.

She said it was done to another unsuspecting student (this time a young man), who was apparently able to turn quickly enough to block his assailant so that he had no physical damage.

Is this true?

Please advise. I really don't like hearing about any of these kind of problems from parents before we hear anything (even if it's only a head up) from you.

Thank you,

Ahmed Ismail

Trustee, Grosse Pointe Public School System

20231 Mack Avenue

Grosse Pointe Woods, MI 48236

313-343-9060

From: School Board <SchoolBoard@gpschools.org>
Sent: Sunday, February 01, 2015 5:59 PM
To: Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: GP Schools closed for tomorrow

From: Harwood, Thomas
Sent: Sunday, February 01, 2015 5:59:07 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Re: GP Schools closed for tomorrow

Thanks Judy. That was our thoughts also so that families would have time to make arrangements. Enjoy the day with your family.

Tom

Sent from my iPad

> On Feb 1, 2015, at 5:18 PM, School Board <SchoolBoard@gpschools.org> wrote:

>
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>
>
>
>

> From: Judy Gafa
> Sent: Sunday, February 01, 2015 5:17:52 PM (UTC-05:00) Eastern Time
> (US & Canada)
> To: School Board
> Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca;
> cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel
> Roeske' (roesked@gpschools.com) (roesked@gpschools.com);
> summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net);
> weertzm@aol.com
> Subject: Re: GP Schools closed for tomorrow

>
> Thank you Tom. I think this makes sense. The roads are terrible. This
> also will give young parents options for child care Respectfully Judy
> Gafa

>
> Sent from my iPhone

>
>> On Feb 1, 2015, at 5:02 PM, School Board <SchoolBoard@gpschools.org> wrote:

>>
>>
>>
>>
>>

>> From: Harwood, Thomas

>> Sent: Sunday, February 01, 2015 5:02:21 PM (UTC-05:00) Eastern Time

>> (US & Canada)

>> To: School Board

>> Subject: GP Schools closed for tomorrow

>>

>> With the continued snow throughout the evening and the morning along with high winds, we are announcing that we are closed for tomorrow, Monday, February 2nd.

>>

>> Tom Harwood

>>

>> Sent from my iPad



From: School Board <SchoolBoard@gpschools.org>
Sent: Tuesday, February 03, 2015 8:57 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: GPPSS are open today

From: Judy Gafa
Sent: Tuesday, February 03, 2015 8:56:33 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: GPPSS are open today

Thank you Tom and Chris for the excellent communication. Thank you also to all of our crews who did not get a snow day yesterday, as they worked to clear the snow from the district buildings.
We appreciate it
Judy Gafa

Sent from my iPhone

> On Feb 3, 2015, at 7:40 AM, School Board <SchoolBoard@gpschools.org> wrote:

>
>
>

> From: Harwood, Thomas
> Sent: Tuesday, February 03, 2015 7:40:58 AM (UTC-05:00) Eastern Time
> (US & Canada)
> To: School Board
> Subject: Fwd: GPPSS are open today

>
> To the GPPSS Board of Education,
> Mr. Fenton sent out the following correspondence to our administrative staff this morning. Throughout the evening last night and early this morning, Mr. Fenton and I spoke quite often to determine our ability to open school today. Based on the information we have, we determined that we would be able to have school today.

>
> Tom Harwood
>
> Sent from my iPad

>
> Begin forwarded message:
>



> From: "Fenton, Christian"
> <Christian.Fenton@gpschools.org<mailto:Christian.Fenton@gpschools.org>
> >
> Date: February 3, 2015 at 7:06:01 AM EST
> To: Admin All <AdminAll@gpschools.org<mailto:AdminAll@gpschools.org>>
> Cc: "VanGorder, Rich"
> <Rich.VanGorder@gpschools.org<mailto:Rich.VanGorder@gpschools.org>>,
> "Truance, Janet"
> <Janet.Truance@gpschools.org<mailto:Janet.Truance@gpschools.org>>,
> "Johnson, Helen"
> <Helen.Johnson@gpschools.org<mailto:Helen.Johnson@gpschools.org>>,
> "Zaglaniczny, Thomas"
> <Thomas.Zaglaniczny@gpschools.org<mailto:Thomas.Zaglaniczny@gpschools.
> org>>, "Niforos, Dean"
> <Dean.Niforos@gpschools.org<mailto:Dean.Niforos@gpschools.org>>,
> "Smith, Isha"
> <Isha.Smith@gpschools.org<mailto:Isha.Smith@gpschools.org>>
> Subject: GPPSS are open today
>
> I know we all would have enjoyed another snow day.
> And I know you might get some complaints from some parents.
>
> Here is some information:
>
> Despite the high numbers of closings today (650 plus), it is down from yesterdays 900 plus.
> Besides GP Schools, Harper Woods, Liggett and GP Academy are also open today.
> And despite the myths, Harper Woods, Liggett and GP Academy do not follow our lead.
> That was true many years ago but not in the past 10 years. They act on their own.
>
> There will be large piles of plowed snow in lots and on the fields.
> Some parking places will be lost due to the snow piles. The
> maintenance crews and building staff have done a great job of plowing, salting and cleaning the snow.
> Our buildings are ready for kids. The crews will continue to move snow and haul some snow away over the next
several days.
> Make sure your building engineers and custodians, periodically check for drifting snow etc throughout the day.
>
> The roads in general are in pretty good shape. Some intersections are messy.
> Most but certainly not all walkways have been plowed by the various cities.
> Unlike some neighboring cities, the cities in the District do a great job cleaning, plowing and salting.
>
> As in the past, parents always have the option to keep their children home.
>
> The good news: It will be sunny and a high of 23 today The bad news:
> we will get a couple more inches on Wednesday.
> Enjoy the day
> Chris
>
>
> Christian A. Fenton
> Deputy Superintendent for Business and Operations



From: School Board <SchoolBoard@gpschools.org>
Sent: Tuesday, February 03, 2015 5:26 PM
To: Harwood, Thomas; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: New response for survey 'Contact the Board'

From: Fenton, Christian
Sent: Tuesday, February 03, 2015 5:26:15 PM (UTC-05:00) Eastern Time (US & Canada)
To: GafaJ; School Board
Cc: Harwood, Thomas; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com; MMcInerney@ClarkHill.com
Subject: RE: New response for survey 'Contact the Board'

Just so you know some background information that I have shared with Ms. Karabetsos. I cannot meet this week. (Ms. Karabetsos says I do not have to be there.) Originally I thought Wednesday night could work however I have a meeting at 5:30PM with GP Woods on Wednesday (2/4) at 5:30PM and church rehearsal and meeting after that. Thursday is the Full Circle concert at the War Memorial. I am on the other side of town on Friday (not that it is relevant). I also gave her dates for next week as well. Tuesday through Thursday 2/10 to 2/12. Mark McInerney will be out of town next week. Just wanted you all to know this for what it is worth. I have copied Mr. McInerney on this as he has been a part of the ongoing discussion from the administration's side. Chris

Christian A. Fenton
Deputy Superintendent for Business and Operations _____
From: Judy Gafa [2158mos@comcast.net]
Sent: Tuesday, February 03, 2015 5:10 PM
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: New response for survey 'Contact the Board'

To the Board
Mr Fenton has been working with the committee to find a mutually agreeable date for a meeting. This type of meeting should be posted, it should be open to the public and an administrator should be present.
Respectfully
Judy Gafa

From: School Board <SchoolBoard@gpschools.org>
Sent: Tuesday, February 03, 2015 9:39 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: School for tomorrow

From: ValentL
Sent: Tuesday, February 03, 2015 9:38:42 PM (UTC-05:00) Eastern Time (US & Canada)
To: Fenton, Christian
Cc: School Board; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: School for tomorrow

Yeah, well I never said social media was based in reality.

> On Feb 3, 2015, at 8:44 PM, Fenton, Christian <Christian.Fenton@gpschools.org> wrote:

>
> Well that runs contrary to what I saw last night at 9:30pm and this morning at 4:30am, the majority were plowed.
Again not all but the majority

>
> Sent from my iPhone

>
>> On Feb 3, 2015, at 8:05 PM, "ValentL" <valentl@gpschools.com> wrote:

>>
>> I realize this after the fact but just for the sake of information, it appears the Woods has a slower street and sidewalk cleaning schedule than the other cities. All of the complaints (and I use the term loosely) were from families in the Woods who talked about sidewalks and roads not being plowed.

>>
>>
>>
>>> On Feb 2, 2015, at 9:20 PM, School Board <SchoolBoard@gpschools.org> wrote:

>>>
>>>
>>>
>>> _____
>>> From: Harwood, Thomas
>>> Sent: Monday, February 02, 2015 9:20:33 PM (UTC-05:00) Eastern Time (US & Canada)
>>> To: School Board



>>> Subject: School for tomorrow

>>>

>>> Both Mr. Fenton and I continue to review our status for tomorrow. Our parking lots and sidewalks are majority cleared. There is an amazing amount of snow and so areas will be covered at some schools that will result in tighter areas for drop offs. However we do believe a majority of our students will be able to get to school tomorrow. We may have our share of some complaints. GP Academy and GP Liggett are open tomorrow. Chris and I will reconnect again very early tomorrow morning. Tom

>>>

>>> Sent from my iPhone



>
> Ahmed
>
> Response Start Time: 2/3/2015 10:20:37 PM
>
> Response End Time: 2/3/2015 10:28:12 PM
>
> IP Address: 71.227.91.214
>
> Completed Survey: Yes
>
> Respondent: Anonymous
>
>
> SURVEY RESPONSES
>
>
> SCORE: 0
>
> 1. Subject:
> residency meeting
>
> 2. Name:
> diane karabetsos
>
> 3. Email Address:
> djkarabetsos@gmail.com
>
> 4. Phone:
> 3132684060
>
> 5. Comments or Concern:
> Dear Board Members,
> I have been trying to set up a meeting with three board members(to
> adhere to the open meetings act) last week and this week. I have
> decided because of the various conflicting schedules to ask you to
> meet with me privately for one hour. I am available wed, thurs. and
> fri. this week (4-6th) during the day or evening. These are urgent and
> sensitive matters that should remain private. Please email me or call 313-268-4060 to schedule your appointment..
> Thank You, Diane Karabetsos
>



From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, February 04, 2015 10:08 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Committees

From: Cindy Pangborn
Sent: Wednesday, February 04, 2015 10:05:27 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: Committees

Thank you Judy

Sent from my iPad

> On Feb 4, 2015, at 6:54 AM, School Board <SchoolBoard@gpschools.org> wrote:

>
>
>
>
>
>

> From: Judy Gafa
> Sent: Wednesday, February 04, 2015 6:54:16 AM (UTC-05:00) Eastern Time
> (US & Canada)
> To: School Board
> Subject: Committees

>

> Fellow Trustees
> After reviewing everyone's requests
> and interests I have put together the following committees Policy will
> continue to be chaired by Mr Roeske he has lead the committee for
> several years and was not ready to step down as chair Mrs Valente and
> Mr Summerfield will be joining him

>

> Reinstatement Committee
> Mrs Pangborn has served on this and done an excellent job of listening
> to all sides and reaching a fair decision Mrs Weertz will be on this
> committee as well With Mr Ismail serving as an alternate.
> As we get closer to distinguished volunteers I will select 2-3



- > trustees to review the nominees and make their recommendation to the
- > board Respectfully Judy Gafa
- >
- > Sent from my iPhone



From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, February 04, 2015 2:54 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: FYI Lockdown Drill at North 12:24 today

From: Judy Gafa
Sent: Wednesday, February 04, 2015 1:45:58 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: FYI Lockdown Drill at North 12:24 today

Thank you for the communication Tom it is appreciated Respectfully Judy Gafa

Sent from my iPhone

> On Feb 4, 2015, at 12:39 PM, School Board <SchoolBoard@gpschools.org> wrote:

>
>
>
> _____

> From: Harwood, Thomas
> Sent: Wednesday, February 04, 2015 12:39:50 PM (UTC-05:00) Eastern
> Time (US & Canada)
> To: School Board
> Subject: Fwd: FYI Lockdown Drill at North 12:24 today

>
> Just a heads up. Tom

>
> Sent from my iPhone

>
> Begin forwarded message:

>
> From: "Beach, Thomas"
> <Tom.Beach@gpschools.org<mailto:Tom.Beach@gpschools.org>>
> Date: February 4, 2015 at 12:17:16 PM EST
> To: "Fannon, Rebecca"
> <Rebecca.Fannon@gpschools.org<mailto:Rebecca.Fannon@gpschools.org>>,
> "Harwood, Thomas"
> <Thomas.Harwood@gpschools.org<mailto:Thomas.Harwood@gpschools.org>>,
> "Truance, Janet"

> <Janet.Truance@gpschools.org<mailto:Janet.Truance@gpschools.org>>,
> "Dean, Jon"
> <Michael.Dean@gpschools.org<mailto:Michael.Dean@gpschools.org>>, "Bur,
> Maureen" <Maureen.Bur@gpschools.org<mailto:Maureen.Bur@gpschools.org>>
> Subject: FYI Lockdown Drill at North 12:24 today
>
> Today at 12:24 we will be running one of our state required scheduled Lockdown Drills at North High School.
>
> The police have already been contacted and notified that this is a drill.
>
> The last couple of years, we have had an occasional parent call to ask what is going on because they get text messages
from their student in the middle of the drill.
>
> We cannot announce that it is a "drill", so we sometimes have these occurrences.
>
> I am informing you in case you get calls from the community.
>
> [Description: Color Norsemen Head.jpg] Tom Beach Assistant Principal
> Grosse Pointe North
> 313-432-3213
> Tom.Beach@GPSchools.org<mailto:Tom.Beach@GPSchools.org>
>
> <image001.jpg>



Date: February 5, 2015 at 1:10:19 PM EST

From: "Fenton, Christian" <Christian.Fenton@gpschools.org>
Subject: RE: Residency and Enrollment Cost summary
Date: February 5, 2015 at 1:10:19 PM EST
To: Cindy Pangborn <cindypangborn@gmail.com>
Cc: GafaJ <2158mos@comcast.net>, 'Daniel Roeske' <roesked@gpschools.com>, Brian Summerfield <Summerb@gpschools.com>, "<weertzm@aol.com>" <weertzm@aol.com>, Lois Valente <valentl@gpschools.com>, "<ahmed@portraitplacegpw.com>" <ahmed@portraitplacegpw.com>, "Harwood, Thomas" <Thomas.Harwood@gpschools.org>

Cindy et al,

Attached per your request is a two year comparison of Residency/Enrollment Actual/Estimated Actual for 13-14 and 14-15

I will supply the other information per your email tomorrow, Friday. This includes copies of letters sent to remove students. (I have been at an insurance meeting all day and I am meeting with GP City this afternoon.)

One additional point regarding investigations beyond what is explained in the footnote on the attached:

R K international. This company is owned by two former FBI agents with over 60 years' experience who do all the work from the start of the investigation to the end. By the end I mean telling us whether the person is in the District or not in the district. They live in the Grosse Pointes and are keenly aware of the issues. They are highly professional (and confidential) in all of their work. They charge \$75 an hour.

They are very detailed in their investigative procedures and techniques. The local Public Safety Directors know them and they have been in contact when doing their investigations. They have access to various databases that we do not have. They do a really thorough job. We, the employees of the district, do not do any investigations anymore. They carry full liability insurance.

They charge by the hour but it is by the case. For each case they give me a billing and very detailed multi page summary of what they did, who they contacted, what databases they used, observations, stake outs etc

More to follow

Chris

From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, February 11, 2015 10:34 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca;
cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Closed session

From: Judy Gafa
Sent: Wednesday, February 11, 2015 10:33:30 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Truance, Janet
Subject: Closed session

Fellow Trustees

I have asked Dr Harwood to post a close session scheduled for Monday 6:30pm in Brownells library for the purpose of a legal opinion.

You will be receiving information regarding this issue in your board packet this week Respectfully Judy Gafa

Sent from my iPhone

Date: February 11, 2015 at 12:39:20 PM EST

From: Cindy Pangborn <cindypangborn@gmail.com>

Subject: Superintendent salary

Date: February 11, 2015 at 12:39:20 PM EST

To: "<Gafaj@gpschools.org>" <Gafaj@gpschools.org>

Cc: <Summerb@gpschools.com>, Lois Valente <loisvalente@gmail.com>, Daniel Roeske <roesked@gpschools.com>, "<ahmed@portraitplacegpw.com>" <ahmed@portraitplacegpw.com>, "<weertzm@aol.com>" <weertzm@aol.com>

Hello Judy,

I have been thinking about the salary for the new superintendent and I do not agree with Dave Peterson's analysis about attracting top notch candidates without a salary range. This is something the Board needs to decide as part of our projected budget.

We need to budget a superintendent to leave a great job and consider us. We need candidates so strong in their profession that in order for them to even consider a change in their career we must be clear on the salary we would offer...at least a competitive range.

While I appreciate the kind words of Mr. Peterson about the strength and reputation of our system, it is somewhat naive. The transitions for school programs in Michigan, our financial changes, questions about Common Core and some very unfavorable press may not put us in the five star range. We also need to know what the salaries are in other states so we know where we need to be in order to be competitive. I would like to see the national salary averages for superintendents. I hope we all give some extra thought to this as I believe we need to make our position strong at the beginning. Not having a published salary range makes us look indecisive and weak.

I also wanted to mention that we need to include Residents for Residency in our focus groups.
Thank you, Cindy

Sent from my iPad

Date: February 11, 2015 at 8:27:57 PM EST

From: Cindy Pangborn <cindypangborn@gmail.com>
Subject: Re: Superintendent salary
Date: February 11, 2015 at 8:27:57 PM EST
To: Brian Summerfield <summerb@gpschools.com>
Cc: Lois Valente <valentl@gpschools.com>, Daniel Roeske <roesked@gpschools.com>, <weertzm@aol.com>, "<ahmed@portraitplacegpw.com>" <ahmed@portraitplacegpw.com>, <Gafaj@gpschools.org>

Hi Brian,

Just wanted to let you know that Board members are allowed to contact the entire Board to give their opinion. These "editorial" statements are not intended for discussion. If anyone wants to make a comment they should do so independently. We have had legal opinion on this almost every year for the past five years and emails not intended for discussion are allowed without violating the Open Meetings Act.

Recently I have put a disclaimer on any inclusive emails, that this is my opinion and I do not expect a discussion on my topic unless I am contacted individually. I thought this was understood by everyone and no longer necessary to make a statement. I will continue to add the disclaimer so there will be no question of the intent.

Cindy

Sent from my iPad

On Feb 11, 2015, at 1:36 PM, Brian Summerfield <summerb@gpschools.com> wrote:

Please do not include me on emails to the entire board to discuss Board business. I do not want to be involved in any suits involving the Open Meetings Act.

Feel free to give me a call or send me an email, though.

Thanks

Brian

On Wed, Feb 11, 2015 at 12:39 PM, Cindy Pangborn <cindypangborn@gmail.com> wrote:

Hello Judy,

I have been thinking about the salary for the new superintendent and I do not agree with Dave Peterson's analysis about attracting top notch candidates without a salary range. This is something the Board needs to decide as part of our projected budget.

We need to budget a superintendent to leave a great job and consider us. We need candidates so strong in their profession that in order for them to even consider a change in their career we must be clear on the salary we would offer...at least a competitive range.

While I appreciate the kind words of Mr. Peterson about the strength and reputation of our system, it is somewhat naive. The transitions for school programs in Michigan, our financial changes, questions about Common Core and some very unfavorable press may not put us in the five star range. We also need to know what the salaries are in other states so we know where we

need to be in order to be competitive. I would like to see the national salary averages for superintendents. I hope we all give some extra thought to this as I believe we need to make our position strong at the beginning . Not having a published salary range makes us look indecisive and weak.

I also wanted to mention that we need to include Residents for Residency in our focus groups.
Thank you, Cindy

Sent from my iPad

February 13, 2015 at 10:29:17 PM

From: "Ahmed Ismail" <ahmed@portraitplacegpw.com>
Subject: GPPSS Superintendent Search--Important Community Groups
Date: February 13, 2015 at 10:29:17 PM EST
To: "Gafa, Judy" <2158mos@comcast.net>
Cc: "Peterson, David" <dpeterson3@charter.net>, "Lobert, Larry" <larry@larrylobert.com>, "Valente, Lois" <loisvalente@gmail.com>, "Pangborn, Cindy" <cindypangborn@gmail.com>, "Roeske, Daniel \ (GPPSS)" <roesked@gpschools.com>, "Weertz, Margaret" <weertzm@aol.com>, "Summerfield, Brian \ (Bodman)" <bsummerfield@bodmanlaw.com>, "Fenton, Christian \ (GPPSS)" <Christian.Fenton@gpschools.org>, "Dean, M. Jon" <jon.dean@gpschools.org>
Reply-To: <ahmed@portraitplacegpw.com>

Hello, Judy et al,

I believe that all of us were to submit a list of important community groups to you no later than today.

[Attached is my list.](#) I believe that I have incorporated Dan's groups which would all have been on my list.

I will do my best to "fill in the blanks" over the weekend.

Thank you,

Ahmed
Trustee, Grosse Pointe Public School System
ahmed@portraitplacegpw.com

20231 Mack Avenue
Grosse Pointe Woods, MI 48236
313-343-9060

From: School Board <SchoolBoard@gpschools.org>
Sent: Saturday, February 14, 2015 1:53 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Email requests

From: ValentL
Sent: Saturday, February 14, 2015 1:52:26 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: Email requests

Thank you Judy. As I have mentioned previously I would like my gpschools email to be used for all school board communications.

> On Feb 14, 2015, at 12:53 PM, School Board <SchoolBoard@gpschools.org> wrote:

>
>
>
>
>
>

> From: Judy Gafa
> Sent: Saturday, February 14, 2015 12:52:54 PM (UTC-05:00) Eastern Time
> (US & Canada)
> To: School Board
> Subject: Email requests

>
> Fellow Trustees
> I have had several board members request that in email communications that the gpschools email and not business or personal emails be used.
> I will be correcting my contact information to ensure I am respecting
> the request of my fellow board members I encourage all of the trustees to do the same.
> Respectfully
> Judy Gafa
>
> Sent from my iPhone

Date: February 14, 2015 at 4:48:26 PM EST

From: "Ahmed Ismail" <ahmed@portraitplacegpw.com>
Subject: GPPSS Superintendent Search Collateral Materials and Surveys
Date: February 14, 2015 at 4:48:26 PM EST
To: "Gafa, Judy" <2158mos@comcast.net>
Cc: "Dean, M. Jon" <jon.dean@gpschools.org>, "Fenton, Christian \ (GPPSS\)" <Christian.Fenton@gpschools.org>, "Pangborn, Cindy" <cindypangborn@gmail.com>, "Roeske, Daniel \ (GPPSS\)" <roesked@gpschools.com>, "Summerfield, Brian \ (Bodman\)" <bsummerfield@bodmanlaw.com>, "Valente, Lois" <loisvalente@gmail.com>, "Weertz, Margaret" <weertzm@aol.com>
Reply-To: <ahmed@portraitplacegpw.com>

Judy,

Please do me a favor and have School ExecConnect forward the items indicated in CAPS to me. I apologize in advance to all for "shouting" by using the CAPS, but I don't think that italics or color will show up if someone has their email set to only receive emails in "text" mode.

I have to say that I am more than disappointed (and frankly a bit disturbed) by the apparent lack of involvement as least this member of the board is being afforded in reviewing the community interface portions of this superintendent search process. Inasmuch as the selection of the superintendent is the most important fiduciary responsibility we have to our constituents, the fact that so much is apparently being done without a scintilla of input from or review by at least this board member should be troubling to all of us.

I didn't think that the decision to have you act as "liaison" to School ExecConnect meant you were appointed sole Board arbiter of all of the important items indicated below. While I totally understand and respect the concept of having one liaison person to act as a funnel, I am quite disappointed that School ExecConnect isn't going overboard to make sure that there is across the Board input and buy-in on the items which have apparently been rammed through for approval as listed below. This wasn't at all how I was lead to believe that they operated from their past clients.

In any event, when you do send any kind of communication to the public that I have not been afforded the courtesy of reviewing, please do not intimate that I was in any way involved in its creation. I will make this issue clear at our next Board meeting, but in the interim I do not want anyone in our community mislead.

Thank you for your understanding,

Ahmed Ismail
Trustee, Grosse Pointe Public School System
ahmed@portraitplacegpw.com

20231 Mack Avenue
Grosse Pointe Woods, MI 48236
313-343-9060

P.S. to Chris Fenton--if any of the items requested below need to be FOIA'd, please let me know prior to Tuesday, February 17, 2015 at 5PM EST. Thank you.

From: David Peterson <dpeterson3@charter.net>
Date: February 14, 2015 at 2:25:36 PM EST
To: Judy Gafa <2158mos@comcast.net>
Cc: Larry Lobert <larry@larrylobert.com>, Chris Fenton <Christian.Fenton@gpschools.org>, Janet Truance <Janet.Truance@gpschools.org>
Subject: Search Update

Hi Judy-

Here is an update that you can share with the Board on activities since our planning meeting last Monday. Please let us know if anyone has any questions.

Thanks,

Dave and Larry

Advertising

Print Ad- Advertising for the search has been finalized and posting has begun. We will be running the Education Week print ad for three weeks beginning the week of February 23rd and the two following weeks. **PLEASE FORWARD A COPY OF THE TEARSHEET OF THE PAGE ON WHICH THE AD IS PRINTED.**

On-Line Ad- The on-line version of the add will be posted on the American Association of School Administrators job site and Michigan Association of School Administrators job site early next week and will run for 5 weeks. **PLEASE FORWARD A LINK TO THE ONLINE VERSION OF THE AD. ARE WE AT LEAST ADDING SOME KIND OF COLOR?**

AASA Conference Daily On-Line and E-Mail Blasts- We are also taking advantage of a new service available in conjunction with the AASA Conference which begins February 24 and concludes on March 1. We will have an ad in the *Conference Daily Online* which offers daily multimedia coverage of the National Conference on Education. **PLEASE SEND A LINK TO OUR AD.** Our listing will be featured on the website each day. Most importantly, the position will be advertised in SIX e-mail blasts sent directly to more than 12,000 members of the national educational leadership community. **WHEN YOU RECEIVE A COPY OF THE EMAIL BLAST, PLEASE FORWARD A COPY.** Because we already have the position listed with AASA we get this additional service for only \$110.

School Exec Connect- The position has already been posted on the SEC website. Larry and I will be contacting each SEC partner and associate to begin recruitment of promising candidates.

Other Search Activities

Community Letter- The letter to the community has been finalized and approved by Mrs. Gaffa. **PLEASE FORWARD A COPY OF WHAT HAS BEEN APPROVED.** It will be posted when the focus groups calendar is complete.

Community Survey- The on-line community survey has been finalized (many thanks for the assistance of Chris Fenton and Maureen Bur in editing the survey). The survey link will be posted when the other search items are ready for posting. **PLEASE FORWARD A COPY OF OR A LINK TO THE SURVEY.**

Focus Groups- The focus groups and their composition have been finalized and approved by Mrs. Gaffa. **PLEASE SEND A LIST OF THE FOCUS GROUP NAMES SUBMITTED AND THE NAMES APPROVED BY MRS. GAFA.** We are planning 18 different focus group sessions. Janet Truance and Chris Fenton are now working on the logistics of invitations, scheduling and locations. We are most appreciative for their assistance.

Board Interviews- Larry and Dave will be contacting Board members via e-mail in the next several days to schedule phone conferences to discuss the Superintendent profile.

From: School Board <SchoolBoard@gpschools.org>
Sent: Saturday, February 14, 2015 8:44 PM
To: Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Feb 23rd agenda

From: Harwood, Thomas
Sent: Saturday, February 14, 2015 8:43:33 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: Feb 23rd agenda

We will add this item to the agenda under Information and Discussion: Superintendent Search.

Tom

Sent from my iPad

On Feb 14, 2015, at 6:36 PM, School Board <SchoolBoard@gpschools.org<mailto:SchoolBoard@gpschools.org>> wrote:

From: Judy Gafa
Sent: Saturday, February 14, 2015 6:35:49 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Feb 23rd agenda

Tom

Could you please add an item to the Feb. 23rd agenda under information and discussion superintendent search.

Mr ismail has some concerns that should be addressed. I have forwarded his emails to Exec Connect and will be asking either Mr Lobert or Mr Peterson to be present to address his concerns and answer his questions.

Thank You
Respectfully
Judy Gafa

Sent from my iPhone

Begin forwarded message:

From: "Ahmed Ismail" <ahmed@portraitplacegpw.com<mailto:ahmed@portraitplacegpw.com>>
Date: February 14, 2015 at 4:04:47 PM EST

To: "Gafa, Judy" <2158mos@comcast.net<mailto:2158mos@comcast.net>>
Cc: "Dean, M. Jon" <jon.dean@gpschools.org<mailto:jon.dean@gpschools.org>>, "Fenton, Christian \\\(GPPSS\\)" <Christian.Fenton@gpschools.org<mailto:Christian.Fenton@gpschools.org>>, "Pangborn, Cindy" <cindypangborn@gmail.com<mailto:cindypangborn@gmail.com>>, "Roeske, Daniel \\\(GPPSS\\)" <roesked@gpschools.com<mailto:roesked@gpschools.com>>, "Summerfield, Brian \\\(Bodman\\)" <bsummerfield@bodmanlaw.com<mailto:bsummerfield@bodmanlaw.com>>, "Valente, Lois" <loisvalente@gmail.com<mailto:loisvalente@gmail.com>>, "Weertz, Margaret" <weertz@aol.com<mailto:weertz@aol.com>>
Subject: Ed Week Ads--Fine Tuning Them
Reply-To: <ahmed@portraitplacegpw.com<mailto:ahmed@portraitplacegpw.com>>

Judy et al,

I must have misunderstood, as I thought that our ideas on the prints ads were to be turned in by Friday. My mistake.

In any event, here are few thoughts from the peanut gallery---

With all due respect to Dave and Larry, if we are sincere about finding the BEST possible superintendent, then every print and web piece we put out has to be a notch above and be different from what is being done by others or what has been done in the past. My personal opinion, again in all due respect to Dave and Larry, is that the School ExecConnect logo with their mailing address and no phone number is not a good use of ad dollars. Collectively, they are eating up 20% of the ad. More disappointing to me is that these column inches are NOT selling anyone on the virtues of our school system.

Beyond that, how many applicants are going to write a letter or stop by and visit School ExecConnect versus call or email them? These ads need to be selling Grosse Pointe. In my personal opinion, the ad copy as approved by you and Chris isn't selling anyone on Grosse Pointe or getting anyone "geeked" on what an incredible opportunity we have to offer, which is what I believe these ads need to communicate.

Dave made mention in our meeting the other night that the "Grosse Pointe" name alone will attract a lot of interest. That may be true, but name alone isn't going to carry the day on this recruitment, not if we are truly committed to delivery what our community wants. While our school system has a good name nationally, it surely isn't what it was and Michigan certainly isn't the state of choice when it comes to relocating your family.

If you don't believe me, please take the time to think about what the last small ad was that caught your eye. In some way, it was different. That's the ONLY reason you can remember it. Since we aren't going to be the biggest spender on our ads in EdWeek, they need to set us apart and differentiate us in a sea of possibly larger print ads all saying the same thing in virtually the same words in virtually the same type font.

If we don't start taking a "we are different" approach in our marketing our brand and our school system in these ads (as well as in everything else we do), we are going to get the same candidates applying for our position that every other recruiting agent is going to get--those who are looking to step up from being an assistant superintendent at another system, those who are superintendents at very small and very NOT like school systems or those who are ready to or have retired, are fully vested and looking for something to fill their time for a few years. Our community wants none of these, and neither should we.

Even if the deadline has passed for the first insert, there is no reason not to look at it closely for the second insert and EVERY other kind of print or web marketing we do on this project to make sure we project we are a DIFFERENT kind of school system, one that someone who is an innovator would leave a well-paying job to join.

I am willing to help set GPPSS perceptually apart from the masses and know how to do it. If you want my help and are willing to listen, please let me know.



Best wishes to all (and Happy Valentine's Day),

Ahmed Ismail

Trustee, Grosse Pointe Public School System ahmed@portraitplacegpw.com<<mailto:ahmed@portraitplacegpw.com>>

20231 Mack Avenue
Grosse Pointe Woods, MI 48236
313-343-9060

Notice to Original and/or Secondary Recipient(s) of this Email:

The opinions expressed in the email above and its attachment(s) if any are those of the author exclusively and are not necessarily shared by the other members of any public or private boards and/or their respective organizations on which the author serves.

This email is in no way an attempt to establish any kind of "round robin" communication with other members of any aforementioned organization(s) which may be subject to the requirements of The Open Meetings Act.

Please proceed accordingly if you feel a response is warranted.

<2014 0214 GPPSS Superintendent Search Ad Iterations.pdf>



From: School Board <SchoolBoard@gpschools.org>
Sent: Monday, February 16, 2015 5:56 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: School Board Member Email Addresses You Would Like Used

From: Judy Gafa
Sent: Sunday, February 15, 2015 8:13:36 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: School Board Member Email Addresses You Would Like Used

Please correct my email to gafaj@gpschools.com. I will be using that email moving forward.

Also Chris Fenton is on vacation until the end of next week. Any information that was requested will be gathered and distributed to all board members upon his return.

Respectfully
Judy Gafa

Sent from my iPhone

> On Feb 14, 2015, at 8:28 PM, School Board <SchoolBoard@gpschools.org> wrote:
>
>
> _____
> From: Ahmed Ismail
> Sent: Saturday, February 14, 2015 8:28:16 PM (UTC-05:00) Eastern Time
> (US & Canada)
> To: School Board
> Cc: Kilimas, Mary; Truance, Janet
> Subject: School Board Member Email Addresses You Would Like Used
>
> Hello all,
>
> Please accept my apologies for not sending email to you at your preferred email addresses.
>
> I have gone through and changed everyone's email addresses in Outlook to the email address for you that is shown when I receive an email from the schoolboard@gpschools.org<mailto:schoolboard@gpschools.org> auto-forwarding. They are:

>
> Gafa, Judy: 2158mos@comcast.net<mailto:2158mos@comcast.net>
> Ismail, Ahmed:
> ahmed@portraitplacegpw.com<mailto:ahmed@portraitplacegpw.com>
> Pangborn, Cindy:
> cindypangborn@gmail.com<mailto:cindypangborn@gmail.com>
> Roeske, Daniel: roesked@gpschools.com<mailto:roesked@gpschools.com>
> Summerfield, Brian:
> summerb@gpschools.com<mailto:summerb@gpschools.com>
> Valente, Lois: valentl@gpschools.com<mailto:valentl@gpschools.com>
> Weertz, Margaret: weertzm@aol.com<mailto:weertzm@aol.com>
>
> There is no need to respond to this email if the email address listed above is your preferred email address. If you'd like me to use a different email address from the one listed above, please let me know.
>
> If you are sending me an email, please use ahmed@portraitplacegpw.com<mailto:ahmed@portraitplacegpw.com>. I do not use the "gpschools.com" email address that Mary Kilimas set up for me and by way of this email I am asking her to delete that email address so that I don't accidentally miss any emails.
>
>
> Thank you,
>
> Ahmed Ismail
> Trustee, Grosse Pointe Public School System ahmed@portraitplacegpw.com
>
> 20231 Mack Avenue
> Grosse Pointe Woods, MI 48236
> 313-343-9060
>
> Notice to Original and/or Secondary Recipient(s) of this Email:
> The opinions expressed in the email above and its attachment(s) if any
> are those of the author exclusively and are not necessarily shared by the other members of any public or private boards and/or their respective organizations on which the author serves.
> This email is in no way an attempt to establish any kind of "round
> robin" communication with other members of any aforementioned organization(s) which may be subject to the requirements of The Open Meetings Act.
> Please proceed accordingly if you feel a response is warranted.
>



From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, February 19, 2015 8:42 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ;
cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Policy 0166

From: Judy Gafa
Sent: Thursday, February 19, 2015 8:41:19 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Policy 0166

Information from our attorney regarding policy 0166.
He was copied by Mr Ismail on yesterday's email and weighed in on the policy Respectfully Judy Gafa

Sent from my iPhone

On Feb 18, 2015, at 8:24 PM, McInerney, Mark W. <MMcInerney@ClarkHill.com<mailto:MMcInerney@ClarkHill.com>> wrote:
Judy –

- 1) Policy 0166 provides that “Individual Board members may include items on the agenda upon the concurrence of the Board President.” Thus, if you don’t concur, it doesn’t go on the agenda. That implicitly gives you the discretion to condition approval on whatever requirements you want to apply.
- 2) The Open Meetings Act does not require an agenda, so the failure to have an agenda (or to have particular items on the agenda) does not violate OMA. Policy 0166 contains the only requirements governing agendas, and, as discussed above, it gives the President discretion about whether to include something requested by a Board member.

Mark W. McInerney
CLARK HILL PLC
500 Woodward Avenue | Suite 3500 | Detroit, Michigan 48226 313.965.8383<tel:313.965.8383> (direct) |
313.309.6983<tel:313.309.6983>(fax)

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

From: Judy Gafa [mailto:gafaj@gpschools.com]
Sent: Wednesday, February 18, 2015 4:16 PM
To: ahmed@portraitplacegpw.com<mailto:ahmed@portraitplacegpw.com>
Cc: Dean, Jon (GPPSS); Fenton, Christian (GPPSS); Pangborn, Cindy; Roeske, Daniel (GPPSS); Summerfield, Brian (GPPSS); Valente, Lois (GPPSS); Weertz, Margaret
Subject: Re: GPPSS February 23Agenda Addition Formal Request

Thank you for the input. Items under information and discussion do not need to be detailed as it does not require an action.

The item will read superintendent search update. You can bring up my role and your disappointment under that item.

Larry and Dave have already prepared information for the board packet regarding the questions and concerns you sent the board.

Transparency is of the utmost importance, addressing board members concerns are also of the utmost importance and are a positive step in this process.

Having Brian facilitate a conversation between you and I puts Brian in an awkward position, removes 4 other board members from participating in the conversation and can violate the spirit of the OMA.

Respectfully
Judy Gafa

On Wednesday, February 18, 2015, Ahmed Ismail
<ahmed@portraitplacegpw.com<mailto:ahmed@portraitplacegpw.com>> wrote:

[REDACTED]

Judy,

It's obviously your call, but my personal opinion is that you are making a big mistake which will hurt rather than help the superintendent search process and having it move forward in a positive direction. You, Brian and I meeting will only bring focus to the issues to be discussed, not hinder the transparency of the search process.

In any event, pursuant to Policy 166, please consider this email my formal request to add "School Board Involvement and Board Liaison Authority in the Superintendent Search Process" as captioned to the agenda in addition to any other agenda items you are planning relating to the Superintendent Search Process.

Thank you,

Ahmed

From: Judy Gafa [mailto:gafaj@gpschools.com]

Sent: Wednesday, February 18, 2015 2:47 PM

To: ahmed@portraitplacegpw.com

Cc: Harwood, Thomas (GPPSS); Dean, Jon (GPPSS); Fenton, Christian (GPPSS); Pangborn, Cindy; Roeske, Daniel (GPPSS); Summerfield, Brian (GPPSS); Valente, Lois (GPPSS); Weertz, Margaret

Subject: Re: February 23 Board Meeting Agenda

I stated from the beginning that this will be a transparent process. I have your emails with your concerns. They will be addressed at Monday's board meeting. It will be presented as superintendent search update. If you have an issue with my being the liaison or how I am handling the communication the entire board should be able to weigh in.

Larry will be at the meeting to address any and all concerns.

Respectfully

Judy Gafa



From: School Board <SchoolBoard@gpschools.org>
Sent: Friday, February 20, 2015 3:35 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ;
cindypanborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Agenda

From: Judy Gafa
Sent: Friday, February 20, 2015 3:34:56 PM (UTC-05:00) Eastern Time (US & Canada)
To: Truance, Janet; Harwood, Thomas; School Board
Subject: Agenda

hi Tomorrow and Janet

Can the Agenda be amended and placed at board members seats on Monday night. The amended agenda would include an item under information and discussion VII D superintendent search needs an added item It would be listed as VII D 1 Board Liason Authority

Thank you
Judy Gafa

From: School Board <SchoolBoard@gpschools.org>
Sent: Monday, February 23, 2015 7:37 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: We are open today, February 23rd

From: Judy Gafa
Sent: Monday, February 23, 2015 7:36:31 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: We are open today, February 23rd

Thank you Tom
Judy Gafa

Sent from my iPhone

> On Feb 23, 2015, at 6:27 AM, School Board <SchoolBoard@gpschools.org> wrote:

>

>

>

>

From: Harwood, Thomas

> Sent: Monday, February 23, 2015 6:27:08 AM (UTC-05:00) Eastern Time (US & Canada)

> To: School Board

> Subject: We are open today, February 23rd

>

> To the members of the GPPSS Board of Education,

>

> Per review and conversation with Chris Fenton early this morning, we looked closely at the Accuweather forecast to determine predicted temperatures this morning. Per their report, the wind chill temps were scheduled to be around 10 below this morning when students are scheduled to arrive at school. We also took into consideration that today is a late start day for all schools. Also, at the end of the school day, the wind chill temps are suppose to get better. Given these factors, we determined to keep school open today.

>

> Tom

From: School Board <SchoolBoard@gpschools.org>
Sent: Monday, February 23, 2015 3:55 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca;
cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: GPPSS--Being Copied on Thank You Emails

From: Judy Gafa
Sent: Monday, February 23, 2015 3:54:45 PM (UTC-05:00) Eastern Time (US & Canada)
To: <ahmed@portraitplacegpw.com>
Cc: School Board
Subject: Re: GPPSS--Being Copied on Thank You Emails

Sure be happy to
Judy Gafa

Sent from my iPhone

> On Feb 23, 2015, at 10:30 AM, Ahmed Ismail <ahmed@portraitplacegpw.com> wrote:
>
> Judy et al,
>
> While I do appreciate being copied on emails of substance, if you
> would be so kind as to exclude me from being copied on "thank you"
> emails such as the one below, it would be most appreciated.
>
> Thank you,
>
> Ahmed
>
> -----Original Message-----
> From: Judy Gafa [mailto:2158mos@comcast.net]
> Sent: Monday, February 23, 2015 7:37 AM
> To: School Board
> Cc: Fenton, Christian; Dean, Jon; Fannon, Rebecca;
> cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
> (roesked@gpschools.com) (roesked@gpschools.com);
> summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net);
> weertzm@aol.com
> Subject: Re: We are open today, February 23rd
>
> Thank you Tom
> Judy Gafa

From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, February 25, 2015 12:57 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Survey concerns
Attachments: PastedGraphic-6.pdf

From: Judy Gafa
Sent: Wednesday, February 25, 2015 12:56:17 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Fwd: Survey concerns

More information from Mr Lobert
Respectfully
Judy Gafa

----- Forwarded message -----

From: Lawrence Lobert <larry@larrylobert.com<mailto:larry@larrylobert.com>>
Date: Wednesday, February 25, 2015
Subject: Survey concerns
To: "Fenton, Christian" <Christian.Fenton@gpschools.org<mailto:Christian.Fenton@gpschools.org>>, gafaj@gpschools.com<mailto:gafaj@gpschools.com>
Cc: Dave Peterson <dpeterson3@charter.net<mailto:dpeterson3@charter.net>>

Judy:

I will just share a couple of additional comments for you to use as you see fit.

The data collection process for the search is simply an additional vehicle for persons in the community to be heard who may not be able to attend a focus group meeting. Like the multitude of voluntary online surveys, these do not pretend to be scientific studies of community opinion.

All of the information gained from focus groups and the survey merely informs the Board decisions about the superintendent search profile. The Board ultimately decides what that profile should be, not by survey results or focus group comments but by using their best judgement in conjunction with this information and deciding what the district needs at this point in time.

We will certainly share with you the frequency of responses in each category, but as stated, would not pretend that a voluntary input mechanism of this nature offers a scientific sample of public opinion. These kinds of surveys can be controlled by IP (which we do) or email. Email can suppress participation if participants think their remarks are being tracked, so IP is preferred for this situation. It is certainly true that if someone wanted to spend their time inputting

data on multiple computers they could surely provide multiple entries. For purposes such this (and likely any voluntary online surveys) folks generally feel that the value of collecting the information outweighs the fact that it is not a scientific sample and those who use the information should be well aware of that when making decisions.

A true and precise measure of public opinion would require the employment of a separate survey firm that would develop a statistically accurate random sample, generate voice calls to participants and analyze the results. This would likely cost multiples of your search fee, would be a large endeavor, would not fit into our time frame and was not envisioned in our bid. I know of no other firm that would do this as part of a superintendent search because we will have a very good handle on what our community is thinking by the methods we are using. It is simply not needed.

I suspect you know all of this, but I just thought I would pass along my thoughts.

Larry



From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, February 25, 2015 8:19 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Revised Ad

From: Ahmed Ismail
Sent: Wednesday, February 25, 2015 8:17:55 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board; Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; 'Lois Valente'; roesked@gpschools.com; summerb@gpschools.com; 'Ahmed Ismail'; weertzm@aol.com
Subject: RE: Revised Ad

Smart move.

-----Original Message-----

From: School Board [mailto:SchoolBoard@gpschools.org]
Sent: Wednesday, February 25, 2015 7:13 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Revised Ad

From: Judy Gafa
Sent: Wednesday, February 25, 2015 7:12:34 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: David Peterson
Subject: Fwd: Revised Ad

Hi Dave
I appreciate the update and am sharing it with my fellow trustees. I appreciate your ability to adjust and incorporate Mrs Pangborns suggestions Respectfully Judy Gafa

Sent from my iPhone

Begin forwarded message:

From: Dave Peterson <dpeterson3@charter.net<mailto:dpeterson3@charter.net>>

From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, February 26, 2015 6:22 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Reminder for Community Luncheon

From: ValentL
Sent: Thursday, February 26, 2015 6:22:23 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Re: Reminder for Community Luncheon

I am unable to attend

Lois

> On Feb 26, 2015, at 1:10 PM, School Board <SchoolBoard@gpschools.org> wrote:
>
>
> _____
> From: Carlisle, Alicia
> Sent: Thursday, February 26, 2015 1:10:46 PM (UTC-05:00) Eastern Time (US & Canada)
> To: School Board
> Subject: Reminder for Community Luncheon
>
> Will you be attending? Please RSVP by tomorrow.
>
> Thank you,
> Alicia
>
> Alicia Carlisle
> SERVE Director
> Grosse Pointe Public School System
> 432-3770
> <monteith invite.pdf>

From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, February 26, 2015 10:01 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca;
cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: North Bathrooms

From: Judy Gafa
Sent: Thursday, February 26, 2015 10:00:54 PM (UTC-05:00) Eastern Time (US & Canada)
To: haynes@butzel.com
Cc: School Board
Subject: North Bathrooms

Good Evening Lisa

I will ask Mr Fenton and Mr VanGorder to look into your concerns about the bathrooms at North and get back to you and the Schoolboard.

Thank you for sharing your concerns.

We will have a full answer for you by the middle of next week Sincerely Judy Gafa

Sent from my iPhone

From: School Board <SchoolBoard@gpschools.org>
Sent: Saturday, February 28, 2015 11:26 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Follow Up on North Student

From: Judy Gafa
Sent: Saturday, February 28, 2015 11:25:35 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: Follow Up on North Student

Hmmm ok. Moving forward I will respond to just administration.
If anyone would like to be copied on my response just let me know and I will cc you Respectfully Judy Gafa

Sent from my iPhone

> On Feb 28, 2015, at 11:22 AM, School Board <SchoolBoard@gpschools.org> wrote:

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> **From:** Ahmed Ismail
> **Sent:** Saturday, February 28, 2015 11:21:59 AM (UTC-05:00) Eastern Time
> (US & Canada)
> **To:** School Board
> **Subject:** RE: Follow Up on North Student

>
> Thanks for trying to remove me, Judy. For some reason, I still got it.

>
> Ahmed

> -----Original Message-----

> **From:** School Board [mailto:SchoolBoard@gpschools.org]
> **Sent:** Saturday, February 28, 2015 11:03 AM
> **To:** Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca;
> cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel
> Roeske' (roesked@gpschools.com) (roesked@gpschools.com);
> summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net);

> weertzm@aol.com
> Subject: FW: Follow Up on North Student
>
>
>
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> _____
> From: Judy Gafa
> Sent: Saturday, February 28, 2015 11:02:24 AM (UTC-05:00) Eastern Time
> (US &
> Canada)
> To: School Board
> Cc: Harwood, Thomas; Fenton, Christian; Fannon, Rebecca;
> cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel
> Roeske' (roesked@gpschools.com) (roesked@gpschools.com);
> summerb@gpschools.com; weertzm@aol.com
> Subject: Re: Follow Up on North Student

>
> Thank you Jon this is great news. T
>
> I have removed Mr Ismail from this email per his request

>
> Respectfully
> Judy Gafa
> Sent from my iPhone

>
>>> On Feb 28, 2015, at 10:43 AM, School Board
>>> <SchoolBoard@gpschools.org>
>> wrote:

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>> _____

>> From: Dean, Jon
>> Sent: Saturday, February 28, 2015 10:43:35 AM (UTC-05:00) Eastern
>> Time (US
> & Canada)
>> To: School Board
>> Subject: Follow Up on North Student

>>
>> Good morning.

>>
>> I just heard from Kate Murray that the North student [REDACTED]
>> [REDACTED]
> [REDACTED] My understanding is that the student [REDACTED]

>
>>
>> Jon
>>
>> M. Jon Dean
>> Deputy Superintendent

■

>> Grosse Pointe Public School System

>



From: School Board <SchoolBoard@gpschools.org>
Sent: Saturday, February 28, 2015 12:41 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Thank You Email Distribution

From: Ahmed Ismail
Sent: Saturday, February 28, 2015 12:40:50 PM (UTC-05:00) Eastern Time (US & Canada)
To: GafaJ
Cc: School Board
Subject: Thank You Email Distribution

Don't kill yourself over this, Judy, or all of the rest on the schoolboard@gpschools.org email distribution list.

I certainly want to receive informational emails from all of you, but I thought if there was some simple way that we could avoid sending a blanket email copy to everyone on the "schoolboard@gpschools.org" distribution list when the email is a "thank you" email, it would help (at least me) keep the emails in my GPPSS email inbox down to the ones of substance.

Again, if it is too hard to do, then don't worry about it. I will just delete them.

Thank you to all, and enjoy your weekends,

Ahmed

-----Original Message-----

From: Judy Gafa [mailto:2158mos@comcast.net]
Sent: Saturday, February 28, 2015 11:26 AM
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: Follow Up on North Student

Hmmm ok. Moving forward I will respond to just administration.

If anyone would like to be copied on my response just let me know and I will cc you Respectfully Judy Gafa

Sent from my iPhone

> On Feb 28, 2015, at 11:22 AM, School Board <SchoolBoard@gpschools.org> wrote:

>
>
>
>
>

> From: Ahmed Ismail
> Sent: Saturday, February 28, 2015 11:21:59 AM (UTC-05:00) Eastern Time
> (US & Canada)
> To: School Board
> Subject: RE: Follow Up on North Student

>
> Thanks for trying to remove me, Judy. For some reason, I still got it.
>
> Ahmed

>
> -----Original Message-----
> From: School Board [mailto:SchoolBoard@gpschools.org]
> Sent: Saturday, February 28, 2015 11:03 AM
> To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca;
> cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel
> Roeske' (roesked@gpschools.com) (roesked@gpschools.com);
> summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net);
> weertzm@aol.com
> Subject: FW: Follow Up on North Student

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>
>

> From: Judy Gafa
> Sent: Saturday, February 28, 2015 11:02:24 AM (UTC-05:00) Eastern Time
> (US &
> Canada)
> To: School Board
> Cc: Harwood, Thomas; Fenton, Christian; Fannon, Rebecca;
> cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel
> Roeske' (roesked@gpschools.com) (roesked@gpschools.com);
> summerb@gpschools.com; weertzm@aol.com
> Subject: Re: Follow Up on North Student

>
> Thank you Jon this is great news. T
>
> I have removed Mr Ismail from this email per his request
>
> Respectfully
> Judy Gafa
> Sent from my iPhone

>
>>> On Feb 28, 2015, at 10:43 AM, School Board
>>> <SchoolBoard@gpschools.org>
>> wrote:
>>



From: School Board <SchoolBoard@gpschools.org>
Sent: Monday, March 02, 2015 9:36 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ;
cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: here is the most up to date list
Attachments: Superintendent Search Focus Groups 2 25 15 without contact info.docx

From: Judy Gafa
Sent: Monday, March 02, 2015 9:35:19 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Fwd: here is the most up to date list

----- Forwarded message -----

From: Fenton, Christian <Christian.Fenton@gpschools.org<mailto:Christian.Fenton@gpschools.org>>
Date: Monday, March 2, 2015
Subject: here is the most up to date list
To: "Ahmed Ismail (ahmed@portraitplacegpw.com<mailto:ahmed@portraitplacegpw.com>)"
<ahmed@portraitplacegpw.com<mailto:ahmed@portraitplacegpw.com>>
Cc: Judy Gafa <gafaj@gpschools.com<mailto:gafaj@gpschools.com>>, "Truance, Janet"
<Janet.Truance@gpschools.org<mailto:Janet.Truance@gpschools.org>>

We are in the process of confirming Rotary, and we will contact Sunrise rotary

From: School Board <SchoolBoard@gpschools.org>
Sent: Monday, March 02, 2015 2:24 PM
To: Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: A letter to Defer Parents from Principal Karen Sullivan - Stranger Danger alert

From: Harwood, Thomas
Sent: Monday, March 02, 2015 2:24:25 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Dean, Jon; Sullivan, Karen
Subject: A letter to Defer Parents from Principal Karen Sullivan - Stranger Danger alert

To the members of the GPPSS Board of Education,

The following letter will be sent to the Defer families later today with regard to an incident at Defer Elementary.

To the parents of Defer students,

This morning we were informed by a [REDACTED] grade student that when she was on the school playground prior to the start of school, a white middle-aged male wearing jeans and a black North Face jacket engaged her in a brief conversation by asking what her name was, where she lived, if she had any siblings, and did she have a Face Book page. The [REDACTED] grader answered no questions, moved away immediately, and then informed her teacher about the incident. Mrs. Sullivan contacted the Grosse Pointe Park police and an officer met with the student and Mrs. Sullivan this morning to provide information about this interaction.

As we work together as a school community to provide protection and safety for all of our students as they come to and from school, we wanted to provide you with a heightened awareness of this morning's interaction between this student and the unknown adult. This may have been just a brief conversation with no ill will or intent, however, we are always cautious of ensuring that we take all precautions to ensure the safe transitions of our students as they come to and leave school. As many adults walk with their children to school, we would also encourage that our students coordinate a walk to school with a friend whenever possible.

We will continue to monitor this situation and inform you if there is any additional information or updates. The Grosse Pointe Park police intend to be visible at Defer this week both before and after school.

Thank you for all of your assistance in support of our Defer Elementary School community.

Sincerely,

Karen Sullivan
Principal
Defer Elementary



Thomas R. Harwood, Ed.D.
Superintendent of Schools
Grosse Pointe Public School System
(313) 432-3004



[Redacted]

From: School Board <SchoolBoard@gpschools.org>
Sent: Monday, March 02, 2015 5:45 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Open Meetings Act issue
Attachments: 1683_001.pdf

From: Judy Gafa
Sent: Monday, March 02, 2015 5:44:17 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Fwd: Open Meetings Act issue

Mr Ismail had some concerns about the OMA and attending committee meetings. Mr McInerny responded and I am sharing his response with the entire board as it is important information.
As a friendly reminder requests for information should flow through the superintendent and/or the board president.
Respectfully
Judy Gafa

[Redacted]

[Redacted]

[Redacted]

[Redacted]

From: School Board <SchoolBoard@gpschools.org>
Sent: Monday, March 02, 2015 8:12 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ;
cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Board Governance--Extending Common Courtesy and Respect

From: Ahmed Ismail
Sent: Monday, March 02, 2015 8:11:35 PM (UTC-05:00) Eastern Time (US & Canada)
To: Gafa, Judy (GPPSS)
Cc: School Board
Subject: Board Governance--Extending Common Courtesy and Respect

Judy,

Normally, I would have responded to your 5:44PM email (copy below) to you personally, but since you sent your email to the schoolboard@gpschools.org which automatically involved fellow board members, our three top administrators and a staff member, I felt it only proper to share this email with the same recipients.

With all due respect, I am not the proper recipient of the "friendly reminder" on inquiries to Mark McInerney being submitted through the superintendent which you sent to the "schoolboard@gpschool.org" email address today at 5:44PM (see below).

I did not involve Mr. McInerney in this issue. I believe Dan did by way of his email to Mark and others of us on February 24 at 1:35PM, the email header of which is as follows:

From: Daniel Roeske [mailto:roesked@gpschools.com]
Sent: Tuesday, February 24, 2015 1:35 PM
To: Ahmed Ismail; Lois Valente; Dean, Jon; McInerney, Mark W.
Cc: Gafa, Judy (GPPSS); Harwood, Thomas (GPPSS)
Subject: Re: GPPSS--Policy Committee Meeting Attachments

Mark then responded to the recipients of Dan's email of February 24, I responded to Mark on February 25th, copying the same recipients of Mark's email. Mark sent me a follow up email this morning, again copying those who he copied on his March 24 email.

I responded to Mark's email this morning, copying those same recipients as follows:

Hi Mark,

Don't worry about it. When I get a chance to dig out the info I received at a meeting a number of years ago that conflicted with your take (at least as I can best recall), I will forward it to you for your comment.

Best wishes,

Ahmed

P.S. What is Barb Ruga up to these days? Is she still in your GR office or did she move down here? Please say "hi" to her the next time you see her for me.

A few suggestions I would like to offer up with the utmost of respect which I believe would make all of our many hours per week we devote to Board service more productive and certainly more pleasant:

1. DIRECTING EMAILS TO THE PROPER PARTIES. The only board members Mark didn't forward his email this morning re: the above issue were Cindy and Margaret. He didn't send it at all to Rebecca. Rather than using the "schoolbaord@gpschools.org" email address, which by its nature sends those who did receive Mark's email another copy, just send copies of emails you feel are important to those board members who haven't already received them. This will save us all time as we will not have to take time re-reading the entire email and all of its referenced emails twice just to make sure that we didn't miss any comments added. I certainly appreciate receiving information I haven't already received from all of our fellow board members, but just don't have the time to be reading emails twice.

2. ADDRESSING ISSUES WITH THOSE INVOLVED OUT OF RESPECT IN PRIVATE. When you or any of us feels the need to tell a fellow Board member we feel they didn't do something right, do it in a direct email from yourself to the violator's own email address or better yet, eyeball to eyeball. Certainly, it should not be done in public and/or by way of a widely distributed auto forwarded email address.

One of the first lessons I was taught when I started in business 40 plus years ago was that if you have a problem with a staff member (or anyone else), you dress them down as needed in private and not in front of the rest of the staff. This same common sense courtesy and level of professionalism has been extended to fellow board members by each other on any other board on which I have ever served. When I was serving on the DSO Education Board and on the GPW Planning Commission, I would never have even thought of copying the other board members on a problem which I had with one particular fellow board member or doing it in front of the other members. No one on these boards would have ever even think of doing it to a member of the administration and certainly not to a fellow board member. This is a level of professionalism we all need to make Priority One in my opinion.

With all due respect,

Ahmed

313-343-9060 (studio)

313-969-1541 (cell--doesn't work in the studio, thank you Verizon!)

313-447-5600 (home)

Notice to Original and/or Secondary Recipient(s) of this Email:

The opinions expressed in the email above and its attachment(s) if any are those of the author exclusively and are not necessarily shared by the other members of any public or private boards and/or their respective organizations on which the author serves.

This email is in no way an attempt to establish any kind of "round robin" communication with other members of

any aforementioned organization(s) which may be subject to the requirements of The Open Meetings Act.

Please proceed accordingly if you feel a response is warranted.



From: Judy Gafa

Sent: Monday, March 02, 2015 5:44:17 PM (UTC-05:00) Eastern Time (US & Canada)

To: School Board

Subject: Fwd: Open Meetings Act issue

Mr Ismail had some concerns about the OMA and attending committee meetings.

Mr McInerny responded and I am sharing his response with the entire board as it is important information.

As a friendly reminder requests for information should flow through the superintendent and/or the board president.

Respectfully

Judy Gafa



From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, March 05, 2015 4:10 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; GafaJ; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Emailing: Superintendent Search Focus Groups 3 5 15
Attachments: Superintendent Search Focus Groups 3 5 15.docx

From: Judy Gafa
Sent: Thursday, March 05, 2015 3:12:06 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Fwd: Emailing: Superintendent Search Focus Groups 3 5 15

Fellow Trustees

Attached is the updates focus group schedule. Chris, Janet, Rebecca and I are working diligently to address issues and keep this document current and updated. It is subject to change, please be respectful of the search firm we have hired. Of course we want to encourage everyone to attend and participate, but refer the community to the schedule and do not attempt to schedule or coordinate a different time, it only causes confusion.

Feel free to share this schedule on social media, and via email.

Respectfully

Judy Gafa

----- Forwarded message -----

From: Truance, Janet <Janet.Truance@gpschools.org<mailto:Janet.Truance@gpschools.org>>
Date: Thursday, March 5, 2015
Subject: Emailing: Superintendent Search Focus Groups 3 5 15
To: "gafaj@gpschools.com<mailto:gafaj@gpschools.com>" <gafaj@gpschools.com<mailto:gafaj@gpschools.com>>, "Fenton, Christian" <Christian.Fenton@gpschools.org<mailto:Christian.Fenton@gpschools.org>>
Cc: "Kilimas, Mary" <Mary.Kilimas@gpschools.org<mailto:Mary.Kilimas@gpschools.org>>

Updated focus group list attached.

From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, March 05, 2015 6:41 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Cimferences

From: Judy Gafa
Sent: Thursday, March 05, 2015 6:40:30 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Fwd: Cimferences

Mr Clark has responded to Mr Carrs concerns about the communication regarding parent teacher conferences
Respectfully Judy Gafa

Sent from my iPhone

Begin forwarded message:

From: "Clark, Chris" <Chris.Clark@gpschools.org<mailto:Chris.Clark@gpschools.org>>
Date: March 5, 2015 at 6:16:39 PM EST
To: "Harwood, Thomas" <Thomas.Harwood@gpschools.org<mailto:Thomas.Harwood@gpschools.org>>, GafaJ <2158mos@comcast.net<mailto:2158mos@comcast.net>>
Cc: "Dean, Jon" <Michael.Dean@gpschools.org<mailto:Michael.Dean@gpschools.org>>
Subject: RE: Cimferences

Tom,
Please see the e-mail response below to Mr. Carr. I'll try and connect with him in person at conferences as well. Thanks.
CC

From: Clark, Chris
Sent: Thursday, March 05, 2015 6:14 PM
To: 'mawgui@aol.com<mailto:mawgui@aol.com>'; Gaffrey, Judy
Subject: RE: Pierce Parent Teacher Conferences

Mr. Carr,
Ms. Lockwood forwarded the e-mail below that was sent to Pierce parents on March 2nd. In addition, we have social media notifications and electronic notices that we can help set up based on your preferences. We have a monthly parent newsletter, and send out an e-mail that identifies the significant items in the newsletter. If you did not receive the e-mail, or need more information, please don't hesitate to contact me. I'm sorry for any confusion, and please be aware that we also have conferences next week on March 12th in the afternoon (1:00pm-3:30PM) and in the evening (5:00pm-7:30pm).

The e-mail from March 2:

From: School Board <SchoolBoard@gpschools.org>
Sent: Friday, March 06, 2015 9:01 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: North Bathrooms

From: Judy Gafa
Sent: Friday, March 06, 2015 9:00:52 AM (UTC-05:00) Eastern Time (US & Canada)
To: haynes@butzel.com
Cc: School Board
Subject: North Bathrooms

Good Morning Lisa

Please see Mr Fentons response and update to the issue with the North Bathrooms.

Sincerely
Judy Gafa

On Friday, March 6, 2015, Fenton, Christian <Christian.Fenton@gpschools.org> wrote:
The faucets were ordered as well as the door locks for the 3rd floor girls rest room. Once they come in they will be installed, which should be by the end of next week or sooner. Hot water system was repaired and is up and running so all restrooms have hot water to them.

Christian A. Fenton
Deputy Superintendent for Business and Operations

Sent from my iPhone

From: School Board <SchoolBoard@gpschools.org>
Sent: Wednesday, March 11, 2015 6:37 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com; gafaj@gpschools.com
Subject: FW: PreK-Elementary Schedule

From: Cindy Pangborn
Sent: Wednesday, March 11, 2015 6:36:51 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Re: PreK-Elementary Schedule

Thank you Judy

Cindy

Sent from my iPad

> On Mar 11, 2015, at 6:12 PM, School Board <SchoolBoard@gpschools.org> wrote:

>
>
>

> From: Judy Gafa
> Sent: Wednesday, March 11, 2015 6:11:43 PM (UTC-05:00) Eastern Time (US & Canada)
> To: School Board
> Subject: PreK-Elementary Schedule

>
> Here is the timeline Dr Dean walked us through at the last meeting. Please note, the posting is still open and the paper screen will not take place for another week and a half.

> Respectfully

> Judy Gafa


>
>

> [cid:5bbd6fe4-42cd-46fa-8305-cd9511529653@gpschools.org]

>
>
>

> Sent from my iPad





From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, March 12, 2015 10:47 AM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca;
cindy pangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske'
(roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com;
Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: Closed session

From: Judy Gafa
Sent: Thursday, March 12, 2015 10:46:46 AM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Closed session

There will be a closed session of the board this coming Monday March 16th at 6:30 pm in the Brownell Library. It is for the purpose of a legal opinion regarding negotiations.

Respectfully
Judy Gafa



From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, March 12, 2015 3:03 PM
To: Smith, Isha
Subject: FW: FW: potential new residents

From: Judy Gafa [mailto:gafaj@gpschools.com]
Sent: Thursday, March 12, 2015 2:37 PM
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; weertzm@aol.com
Subject: Re: FW: potential new residents

Thank you Rebecca

On Thursday, March 12, 2015, School Board <SchoolBoard@gpschools.org<mailto:SchoolBoard@gpschools.org>> wrote:

From: Fannon, Rebecca
Sent: Thursday, March 12, 2015 2:01:53 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: potential new residents

FYI – Denise Sharples requested the specific addresses from [REDACTED] and checked those to ensure accurate information was relayed to this potential new resident (Whittier is one of the boundary roads). We also provided the contact information for her to tour Defer. She was very grateful for the customer service Denise provided.

On a related note, I have been working with the Chamber of Commerce to reach out to relocation specialists. We have some gaps in contact people for large corporations and those typically are not listed or searchable on their websites (we've tried). If you have a direct contact for Ford, GM, the Hospitals or any other contact you'd like us to call/visit, please send me that information. We have Rock/Quicken, the military and some key realtors outside GP, plus we continue to work closely with the Grosse Pointe Board of Realtors.

Many thanks,
Rebecca

From: schoolboard@gpschools.org<javascript:;> [mailto:schoolboard@gpschools.org<javascript:;>]
Sent: Wednesday, March 11, 2015 9:51 AM
To: School Board
Subject: New response for survey 'Contact the Board'

GENERAL RESPONSE INFORMATION

Response Start Time: 3/11/2015 9:43:17 AM

Response End Time: 3/11/2015 9:51:01 AM

■

IP Address: 141.217.13.101

Completed Survey: Yes

Respondent: Anonymous

SURVEY RESPONSES

SCORE: 0

1. Subject:

Maire Elementary School District

[REDACTED]

3. Email Address:

[REDACTED]@gmail.com<javascript:;>

[REDACTED]

5. Comments or Concern:

Good Morning,

My name is [REDACTED] and my husband, [REDACTED] and I are currently looking for a new home in Grosse Pointe Park. We recently had our first children - twins, two girls!!! I was hoping you could let us know what is the exact location for Maire Elementary School District? Meaning, what roads exactly encompass the Maire school district? Thank you so much for your time in assisting me. I really appreciate it!

Have a wonderful day!



From: School Board <SchoolBoard@gpschools.org>
Sent: Thursday, March 12, 2015 3:10 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com; gafaj@gpschools.com
Subject: FW: FW: Being Copied on Thank You Emails

From: Ahmed Ismail
Sent: Thursday, March 12, 2015 3:09:32 PM (UTC-05:00) Eastern Time (US & Canada)
To: 'Judy Gafa'
Cc: School Board
Subject: RE: FW: Being Copied on Thank You Emails

Judy,

Re: Mrs. Pangborn and thank you notes, I talked to her yesterday by phone about it. I am not selectively asking certain board members to not copy me on thank you emails with no relevant information in them--I am asking that anyone who uses the schoolboard@gpschools.org<mailto:schoolboard@gpschools.org> not use it for sending out thank you notes, as it means my email box is loaded with emails with no information relevant to my doing a better job as a board member.

I send thank yous all the time to Chris, Tom and many other district employees. My personal opinion is that it is improper to send them to other than the person being thanked unless someone was involved on a peripheral basis in accomplishing the task for which I am extending my thanks (in which case I would cc them). That is just me and certainly all of you are entitled to extend thanks as you wish.

To eliminate me (or anyone whose day is totally jammed) from receiving copies of thank you emails, all anyone has to do is not reply via or use the schoolboard@gpschools.org<mailto:schoolboard@gpschools.org> as a method of extending thanks. Instead, just cc the recipients you want to know you are thanking someone and those who want to know about every thank you extended.

Thank you all for your understanding,

Ahmed

From: Judy Gafa [mailto:gafaj@gpschools.com]
Sent: Thursday, March 12, 2015 2:46 PM
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: Re: FW: Being Copied on Thank You Emails

I don't think so Ahmed I specifically deleted you before I sent this. I do not know if you requested the same from Mrs Pangborn yesterday when she sent her thank you.

It appears the server won't let us delete you.

Judy

On Thursday, March 12, 2015, School Board <SchoolBoard@gpschools.org<mailto:SchoolBoard@gpschools.org>> wrote:

From: Ahmed Ismail
Sent: Thursday, March 12, 2015 2:42:50 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Subject: Being Copied on Thank You Emails

If there is some way I can be left off of email cc's of thank you emails, it would be most appreciated.

Thank you,

Ahmed

-----Original Message-----

From: School Board [mailto:SchoolBoard@gpschools.org]
Sent: Thursday, March 12, 2015 2:38 PM
To: Harwood, Thomas; Fenton, Christian; Dean, Jon; Fannon, Rebecca; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; Ahmed Ismail (ahmed.ismail@comcast.net); weertzm@aol.com
Subject: FW: FW: potential new residents

From: Judy Gafa
Sent: Thursday, March 12, 2015 2:37:09 PM (UTC-05:00) Eastern Time (US & Canada)
To: School Board
Cc: Harwood, Thomas; Fenton, Christian; Dean, Jon; cindypangborn@gmail.com; Lois Valente (valentl@gpschools.com); 'Daniel Roeske' (roesked@gpschools.com) (roesked@gpschools.com); summerb@gpschools.com; weertzm@aol.com
Subject: Re: FW: potential new residents

Thank you Rebecca

On Thursday, March 12, 2015, School Board <SchoolBoard@gpschools.org<mailto:SchoolBoard@gpschools.org>> wrote:

[REDACTED]

[REDACTED]