

From:

Sent:

To:

Cc:

Subject:

[REDACTED]
Friday, January 27, 2023 1:28 PM

Maughan, Laurie; Superintendent; Board

Sargent, Elise; Carlisle, John

Complaint-Tony Bradshaw

Some people who received this message don't often get email from [REDACTED]. [Learn why this is important](#)

WARNING: This email originated from a source outside of the Nampa School District.

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Hello. My name is [REDACTED], my son is a 5th grader at Lake Ridge Elementary School. I wanted to write to you some concerns I have about Tony Bradshaw.

[REDACTED] started at Lake Ridge when he was a 1st grader and his sister was a 4th grader. We loved everything about Lake Ridge and were grateful to be part of such a great school and community. That Christmas, there was a music program. I didn't have real high expectations as we had come from the Charter School and the teacher there was phenomenal. Although my kids are not musically inclined they always loved music class. To my surprise, the music concert was amazing and I was impressed how Mr. Bradshaw was able to put it together with all the different age groups. I was excited for what the future held.

Unfortunately, that was the last year for the Christmas program. Fast forward a couple of years and it was known that Mr. Bradshaw had come out as being gay. I did not have a conversation with my son at the time (my daughter was now in middle school so she was no longer at the school) because I did not think it would have any kind of an impact on his time at school. Not long after this [REDACTED] talked about how music was different and Mr. Bradshaw was also different even changing his appearance. I still didn't put much into it. However, after attending PTA meetings as well as various music concerts/assemblies at the school there was definitely a shift in the music curriculum and I did not feel it was going in a good direction. No longer did we have the fun Christmas program but a weird program with drums that made no sense.

In October of 2022 my son came home saying that Mr. Bradshaw had asked the students to pledge to his Rainbow Bulletin board that was outside of his classroom in place of the American Flag. My husband and I were extremely upset. I did contact his teacher as well as the principal as I am very well aware that kids can sometimes not get the whole story or misinterpret the incident. I did receive a call from the principal basically saying it wasn't anything and it wasn't implied to pledge to his bulletin board and it wasn't a rainbow. The students were walking to music class when the announcements came on to pledge to the

flag, Mr. Bradshaw asked the students to look through his bulletin board and pretend the flag was there as the American flag was in his classroom. Thankfully, there are now printed flags in the hallways so if this happens again they can direct their attention there. I voiced my concerns of things going on in the classroom and he said that administration visits often and makes sure the curriculum is being followed. Which in all honesty is sad that they have to take the time to ensure a teacher is doing their job appropriately. Later that week we had parent teacher conferences at the school, I noticed the bulletin board. Although it was not in the shape of a rainbow it had the colors of the rainbow across the board outside his classroom. A rainbow bulletin board outside of a gay teachers room definitely is implying something and I took it as him trying to push his beliefs on the children. If this would have happened with any other teacher in the school, I don't believe my son would have even said anything. However, he took it as something and I blame it on what has been implied and talked about in Mr. Bradshaw's classroom. Talking with a friend who is a teacher in the West Ada School District, she said they have a policy where there cannot be anything in their classroom that shows political or any beliefs of the teacher (rainbows, a cross, etc.) This definitely needs to be implemented in the Nampa School District.

My son has mentioned that he dislikes music and feels uncomfortable in Mr. Bradshaw's class. He has said he asks them to do weird things (his words) like hold hands with him and he dances differently with his body. What it comes down to is the kids at the school feel different when they are around him. He has said and done things in his classroom that make them question why his class is run so differently than the others in the school. However, they are so young they don't know what to do with that or how to express it to others.

We as a family do not agree with the choices Mr. Bradshaw is making with his personal life but we have taught our kids to be respectful. In return I expect that from Mr. Bradshaw. As a teacher he needs to be neutral and not force his beliefs on the kids. Him coming out as being gay has impacted his classroom and teaching and it isn't right nor fair to the students. These students are young and extremely impressionable. The students do not need to know what he does in his personal life when it comes to his sexuality, political beliefs, religion, etc. Even though we do not agree with his personal choices, it is after all his personal choice and should be kept private and not influence or set in motion a perceived agenda with the children.

If Mr. Bradshaw returns to the school, I would like to request [REDACTED] not attend his class. Please let me know if you have any questions. Thank you.



From: Maughan, Laurie
Sent: Monday, January 30, 2023 9:37 AM
To: [REDACTED]@nsd131.org; Superintendent; Board
Cc: Sargent, Elise; Carlisle, John
Subject: Re: Complaint-Tony Bradshaw

[REDACTED]

Thank you for sending your concerns about Mr. Bradshaw, his teaching, and the music class at Lake Ridge. I can assure you that we are looking into these concerns and are taking them very seriously. We are diligently working towards ensuring all students and families can feel comfortable in every classroom at Lake Ridge. Mr. Carlisle will find an alternate place for [REDACTED] to be during music class. Thank you again,

Laurie Maughan
Executive Director of Elementary Education
Nampa School District

[REDACTED]

Sent: Friday, January 27, 2023 1:28 PM
To: Maughan, Laurie <lmaughan@nsd131.org>; superintendent@nsd131.org <superintendent@nsd131.org>; Board <board@nsd131.org>
Cc: Sargent, Elise <esargent@nsd131.org>; Carlisle, John <jcarlisle@nsd131.org>
Subject: Complaint-Tony Bradshaw

Some people who received this message don't often get email from [REDACTED]. [Learn why this is important](#)

WARNING: This email originated from a source outside of the Nampa School District. Please only click links and attachments if you're sure they are safe.

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If Mr. Bradshaw returns to the school, I would like to request  not attend his class. Please let me know if you have any questions. Thank you.




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From: [REDACTED]
Sent: Thursday, January 12, 2023 9:13 AM
To: Russell, Gregg; Kirkman, Jeff; Board
Subject: Re: Concerns with Teacher at Lake Ridge

Thank you. I appreciate you replying and reassuring me that this is being taken seriously.

Have a good day.

[REDACTED]

From: Russell, Gregg <grussell@nsd131.org>
Sent: Wednesday, January 11, 2023 2:46 PM
To: Kirkman, Jeff <t_jkirkman@nsd131.org>; [REDACTED]; Board <board@nsd131.org>
Subject: Re: Concerns with Teacher at Lake Ridge

Hi [REDACTED]

Thank you for sharing your concerns. These are being taken seriously and being looked into by the district. Due to this being a personnel matter I will not be able to comment further other than to assure you we will address this issue.

Sincerely,

Gregg

Gregg Russell, Ph.D.
Superintendent
Nampa School District

From: Kirkman, Jeff <t_jkirkman@nsd131.org>
Sent: Wednesday, January 11, 2023 7:57 AM

[REDACTED]

Cc: Russell, Gregg <grussell@nsd131.org>

Subject: Re: Concerns with Teacher at Lake Ridge

Thank you for bringing these concerns to our attention. I have also forwarded this to the Superintendent for appropriate action.

Jeff Kirkman

Vice-Chair, NSD Board of Trustees

[REDACTED]
Sent: Wednesday, January 11, 2023 7:54 AM

To: Board <board@nsd131.org>

Subject: Fwd: Concerns with Teacher at Lake Ridge

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[REDACTED]
Sent: Monday, January 9, 2023 1:39:05 PM

To: Hamlin, Gwen <ghamlin@nsd131.org>; Bernard, Amber <ambbernard@nsd131.org>

Cc: Carpenter, Julie <jcarpenter@nsd131.org>; Carlisle, John <jcarlisle@nsd131.org>

Subject: Concerns with Teacher at Lake Ridge

Hello,

My daughter brought some concerning things to our attention on Friday after school. She told us that her music teacher Tony Bradshaw, taught them the sign language sign for gay. He also told her class that he used to be married to a woman and is now married to a man (I do not care if he is gay or not, I have family members who are gay) this is just inappropriate to be sharing with 9 and 10 year old children, they don't need to know about their teachers sexual preference. I understand that he is excited about his new marriage, but this is not something that needs to be discussed with elementary school aged children. He is a music teacher who should be teaching and discussing music.

He also made hand gestures making his hands kiss which made our daughter feel very uncomfortable. My daughter said that some of the students said "ewe" and he then began yelling at the students.

I am concerned that many children felt uncomfortable. As a parent I am concerned about the well-being of my child, she has not liked attending music for a while now, she likes every other class and has no complaints.

My husband and I do not want our daughter attending music with Mr. Bradshaw from now on.

[REDACTED] I also have concerns about the well-being of the students at Lake Ridge. I have students who come to see me regularly who have complained about not liking to go to music. I have been told by several students that a few months ago he shared with them a gesture meaning "respect" where he placed his head into their cupped hands and then they would place their hand into his hands and say "solama pus ???" (I don't know the correct spelling, origin or meaning of the word) My daughter did not want to do this as it made her uncomfortable, but she did it because she did not want to get in trouble. If a child does not feel comfortable doing something they should not be put in a position where they feel like they cannot say no. This takes away their consent and can have several negative impacts on them as they continue on in life. He is causing trauma to children at Lake Ridge. School is a safe place and many of the children do not feel safe in

Cc: Russell, Gregg <grussell@nsd131.org>
Subject: Re: Concerns with Teacher at Lake Ridge

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Jeff Kirkman
Vice-Chair, NSD Board of Trustees

[REDACTED]

Sent: Wednesday, January 11, 2023 7:54 AM
To: Board <board@nsd131.org>
Subject: Fwd: Concerns with Teacher at Lake Ridge

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[REDACTED]

Sent: Monday, January 9, 2023 1:39:05 PM
To: Hamlin, Gwen <ghamlin@nsd131.org>; Bernard, Amber <ambbernard@nsd131.org>
Cc: Carpenter, Julie <jcarpenter@nsd131.org>; Carlisle, John <jcarlisle@nsd131.org>
Subject: Concerns with Teacher at Lake Ridge

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music class. We had told her after that incident that she can say no and that it is ok to say no to something she is not comfortable with.

How many of the children who go to music with Mr. Bradshaw feel uncomfortable?
How many do not feel that they can speak up about what makes them feel uncomfortable?
How many just comply because he is an authority figure, and they fear getting in trouble?

I do not want my daughter attending Music class with Mr. Bradshaw, and this is upsetting because music should be a fun experience to learn about in school. My daughter enjoys trying instruments and making music.

Also, a [REDACTED] I needed to send out permission slips and provide information about the puberty lesson that will be presented to the 5th grade students (which parents have every right to know what is being taught to their children). But this teacher can talk about sexuality and sexual preference with 4th grade students with no consent or permission from the parents?

Parents should have a choice if their children are going to be talked to about puberty, sexuality and other sensitive topics.

I am so uncomfortable and disappointed with what has been happening in the music room here at Lake Ridge.

Thank you,

[REDACTED]

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From:

Sent:

To:

Cc:

Subject:

Monday, January 9, 2023 8:04 PM

Board

Hamlin, Gwen; Abernard@nsd131.org; Russell, Gregg; Carlisle, John;

jcarpenter@nad131.org

Formal Complaint- Lake Ridge- Tony Bradshaw

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WARNING: This email originated from a source outside of the Nampa School District.

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Dear Nampa School District,

I am writing to express my concern as a parent of children at Lake Ridge Elementary School. My three children, in grades 4th and 1st, have been attending this school for several years. However, during that time, I have become aware of concerning behaviors by a staff member, Mr. Tony Bradshaw, who teaches music class. There have been numerous reports of him acting inappropriately with his classmates.

I first learned of Mr. Bradshaw's behavior when I overheard children in my neighborhood talking about their experiences with him. From what I gathered, they have been subjected to sexual and inappropriate conversations that are not appropriate for a school environment or with a trusted adult.

Before my children started attending this school, an older neighbor girl told them that she and her friends were scared of Mr. Bradshaw. She mentioned that one of her close friends was not allowed in his classroom due to an incident that occurred. Although I do not have all the details, I understand that as a result of this incident, Mr. Bradshaw is no longer allowed to have his classroom door closed so that he can be supervised while interacting with children. These girls are now in middle school and have told my children that they are relieved to no longer be in his class. They even instructed my children to have an evacuation plan in place in case Mr. Bradshaw were to "get out of hand" in his classroom.

Knowing this information, our family has discussed what to do if any staff member or teacher makes them feel uncomfortable. For music class specifically, my children have been instructed to quietly get up and go to the office to let the front desk know about the situation. This is similar to having a fire drill in place, but for a teacher or adult.

Our daughters have reported that Mr. Bradshaw frequently raises his voice at students in the classroom. They have also told us that he has instructed them to "snub" their classmates by crossing their arms and looking away with their noses pointed up if someone is talking to them when they shouldn't be. When we heard about this, my husband and I told our children that this is not an appropriate way to communicate and that they should instead say "please pay attention" or quietly put a finger to their lips to remind their classmates to be quiet. Another option is to simply not speak until it is their turn to talk.

This year, my children have come home from music class feeling uneasy on multiple occasions. Despite practicing drills with them on what to do if they feel uncomfortable, they still feel scared to speak out against this teacher. These two situations stated below have had a significant impact on my children this year, causing them to feel fear, confusion, and dread about going to music class.

At the beginning of the school year, Mr. Bradshaw told a story about an international family that he had stayed with and then proceeded to cry extensively in front of the class. One of my daughters reported that this was very awkward and she didn't know how to react. The class sat quietly while Mr. Bradshaw cried for a significant amount of time. After that, each class that day was told that they had to put their heads in their hands and his head in their hands while saying a term in a different language. All three of my children felt uncomfortable doing this. My 1st grader said that she didn't want to do it

and would rather give him a high five. Mr. Bradshaw became angry and raised his voice, threatening the class that they could not leave unless they participated.

After some research, I learned that the term they were saying to Mr. Bradshaw and he was saying back to them was "sale pues," which translates to "come out then" in English. I did not become aware of this translation until a second incident involving my twins in their 4th grade class. When I received this information, I began to question everything my children had told me and started researching the translation of the term that every student was forced to repeat to Mr. Bradshaw and he said back to them.

There have been plenty of other countless situations that have stuck out to others. What truly crossed the line was an event that happened last week on Friday 01/06/2023. After leaving music class, one of my 4th graders reported to her teacher that Mr. Bradshaw was inappropriate in front of the class. Fighting through tears she then proceeded to say Mr. Bradshaw was telling the students "feel the music through their body" As he started to rub his body up and down side to side. He moved his hips and arms up and down. Throughout the class time he was texting his husband and reading to the students their detailed conversation. There came a point in time when he told the students what the sign was for being homosexual. She also mentioned he took his hands while telling a story " that there were two sad, single, music notes that then came together and fell in love." Proceeding to take both his hands bringing them together acting like they were kissing. My daughter said when he did that a male student asked if it was two boys kissing. He then shook his head with excitement saying yes! There were more things that went on in the class throughout the time spent there. My daughter was only able to tell so much as this situation really scared her.

I have taught my children to never judge or hate someone for the way they choose to live their life. That is their choice and their business. However, in my opinion, this situation goes beyond acceptance of someone's lifestyle. It is a clear example of pedophile grooming and should be taken very seriously.

My daughter had a difficult time reporting an incident to a trusted adult, such as her teacher. She became emotional and upset as she described the situation to her teacher, who then enlisted the help of the vice principal. My daughter bravely explained everything that had happened. After some time to reflect on the incident during recess, my daughter became scared and worried about returning to the class of Mr. Bradshaw. She cried and ran to her teacher, fearing that she might be reprimanded. However, her teacher reassured her that she wouldn't have to attend music class if it made her feel unsafe and that she did the right thing by reporting the incident to a trusted adult.

During this time I was never informed or notified that my children's class was subjected to extreme sexual harassment and grooming behaviors. My ability to make decisions about my child's well-being was taken away from me at a crucial time, and those moments can never be regained. I believe that I should have been contacted and informed that my child was experiencing difficulties with a staff member. I made it clear to my children that they should reach out to me if they need anything, and I have made myself available through various apps, email lists, and phone calls. I try to be as involved in the school as I am allowed, but unfortunately, the opportunities for parental involvement seem to be decreasing each year, with even the music teacher excluding parents from the Christmas recital.

I want to be very clear in my message: my three daughters will no longer be allowed to attend music class or be in the presence of this particular staff member. My husband and I have informed the principals, teachers, front desk, and nurse of this decision. If the school cannot accommodate this request, we will be forced to withdraw our children from the school and resume homeschooling. This is not a decision we take lightly, as our children love attending school and being part of their community. They have built strong friendships and hope to continue making them both inside and outside of school. In the future, we would like to see a new music teacher for all the children in the school. Music has always been an important part of our children's lives, as their grandfather, who recently passed away, instilled in them a deep love for it. Our youngest daughter in particular has made it her dream to become an opera singer, and music class and Opera Idaho help keep this dream alive. The thought of having to remove our children from music class is heart-breaking. I hope you understand that it took a lot of courage and determination for my child to speak up and say that what was happening was not acceptable.

Moving forward, I strongly recommend that staff members review the student handbook, specifically pages 23 to 25 regarding sexual harassment, to ensure the safety of students and staff. As well as reviewing the clarity of communication at Lake Ridge. All parents should be informed of any incidents that occur in the school when they happen. A child's right to have their parent's guidance should never be taken away. I hope that as a community, we can come together and strive for a better outcome. If we continue to tolerate this kind of behavior towards our children, when will we draw the line?

I appreciate you taking the time to read this. I hope that we can work towards a successful future for our students, staff, and parents.

Sincerely,

[Redacted signature]

—
Sincerely Yours,

[Redacted signature]

From:
Sent:
To:
Subject:

[REDACTED]
Monday, January 23, 2023 4:18 PM
Board; Russell, Gregg
Lake Ridge Music Teacher

**WARNING: This email originated from a source outside of the Nampa School District.
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Board of Trustees and Superintendent Russell,

I am writing to let you know of my concern with the music teacher returning to Lake Ridge. My child is missing music because of the inappropriate actions of this person and they are coming back to teach. I am not letting this go. There is no way the music teacher should be returning at all! He can't even teach without his door being closed for pity sake! I am not happy about this and I want to know how we can come to a better resolution.

Sincerely,
[REDACTED]

From: Russell, Gregg
Sent: Wednesday, January 11, 2023 2:48 PM
To: [REDACTED]; Maughan, Laurie; Carlisle, John; Board
Subject: Re: Lake Ridge music teacher

Hi [REDACTED]

Thank you for sharing your concerns. These are being taken seriously and being looked into by the district. Due to this being a personnel matter I will not be able to comment further other than to assure you we will address this issue.

Sincerely,

Gregg

Gregg Russell, Ph.D.
Superintendent
Nampa School District

From: [REDACTED]
Sent: Wednesday, January 11, 2023 11:18 AM
To: Maughan, Laurie <lmaughan@nsd131.org>; Carlisle, John <jcarlisle@nsd131.org>; Board <board@nsd131.org>
Subject: Lake Ridge music teacher

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Dear Nampa school district and Board of trustees,

I am writing today because of an incident that was brought to my attention yesterday and am lodging a formal complaint. The incident was involving the music teacher at Lake Ridge elementary, Mr. Bradshaw. This is not the first time something has been reported and it's sad that it had to get to this point before anything was done. I am aware of a file of reported incidents at Lake Ridge concerning Mr. Bradshaw from past principals, this is just the last straw. The beginning of this year I became aware of Mr. Bradshaw MAKING students bow to him, literally put their heads on his hands as a show of respect and wouldn't let them leave his room until it had been done. I found out after the fact and went and talked to Mr. Carlisle immediately. I'm not sure why any teacher or person for that matter would keep another trapped in a room until they performed some ritual, especially children!? If that wasn't weird or bad enough, I found out yesterday that in my daughter's 4th grade class he was talking about a lonely sad eight note who meets another sad lonely eight note (insert kissy hand noises) and they produce a quarter note. A child asked if they were boys to which Mr. Bradshaw replied "Yes! They were!" I also became aware that he has taught the children the sign for Homosexuality. I don't have a problem with someone who chooses a different lifestyle than me, I don't want it be propagated to my child.

He also told the children to feel the music with their bodies while rubbing his hands up and down himself. I also became aware that he was reading personal text messages between him and his partner to the class which in any circumstance is very inappropriate. In Mr. Bradshaw's class the children have only 3 bathroom passes a year and are scared to death to be yelled at or to be singled out to have a "talk" during recess. The children are scared of him and don't want the backlash that would surely come from standing up and telling someone about what is happening in that class. You can interview parents from kindergarten to fifth grade and they will tell you all the same things that I have said about Mr. Bradshaw. I am absolutely not going to back down from this and I want the situation to be resolved quickly to the satisfaction of parents who have children that attend Lake Ridge.

Thank you for your time in hearing my concerns.

Sincerely,

[REDACTED]

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From:
Sent:
To:
Cc:
Subject:

Tuesday, January 24, 2023 2:09 PM
Imaughan@nsd131.org
Superintendent; Board
Fwd: Complaint

Some people who received this message don't often get email from danandsarahbastian@gmail.com. [Learn why this is important](#)

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To whom it may concern;

I would like to voice my concerns regarding Tony Bradshaw the music teacher at Lakeridge. I have two children that attend that school, my son is in 5th grade and my daughter is in 3rd grade. There have been things happening at the school all year (not to mention last year) and nothing seems to be getting done about them. At the beginning of the year my son was in the hallway and when the pledge of allegiance was being said Mr. Bradshaw told the kids to look at his rainbow bulletin board (simulating a flag)...which according to his sexuality that should have NEVER been able to be in his classroom let along the rainbow sticker on his door to his classroom. I have no problem with people's sexuality but I do have a problem when they are being pushed on my innocent children. Luckily both of my kids were not pressured to place their heads in his hands and speak some phrase from a different language.....HIGHLY inappropriate. Mr. Bradshaw has referred to his "husband" in front of my daughters class as his mid boy??? He tells them that he needs to message him back and does it during class. He has also has multiple times in front of both kids classes says that the kids need to feel the music throughout there body and rubs himself inappropriately which again is not what you do as a teacher. Neither of my kids like to go to his class, he said they feel weird and uncomfortable which most of their schoolmates feel the same.

Furthermore my daughter was selected to be asked a few questions about the "school" most of the questions were directed at the music class, as a parent I would have like to have been given the opportunity to attend that meeting. When she came home and told me about it she said she was too scared to say anything about him being "gay"

because she thought she would get in trouble. She did say that she felt weird and uncomfortable in that class and didn't like to go. If I or her father were present she wouldn't be afraid to talk. Lets be honest there is a stigma about going to the principals office. The kids that were pulled out of my son's class told him the same thing that the said they felt weird in his class but again to afraid to say anything about his sexuality.

My kids used to love music when they were in Kinder and 1st grade. Since covid and the changes that Mr Bradshaw has made in his personal life they HATE it! The program they had last year was AWFUL and my kids were so embarrassed to play in it....as a parent after it was over I thought to myself.....what was that.

If he comes back to the school after his administrative leave, My kids will not be attending the music class.

Parents deserve to know what is going on.

[REDACTED]

From: Kirkman, Jeff
Sent: Tuesday, January 24, 2023 8:27 AM
To: Russell, Gregg; Board
Subject: Re: Lake Ridge Music Teacher

Gregg,

Was the parent on this email thread made aware of the decision?

Jeff Kirkman
Vice-Chair, NSD Board of Trustees

From: Russell, Gregg <grussell@nsd131.org>
Sent: Monday, January 23, 2023 8:17 PM
To: Board <board@nsd131.org>
Subject: Re: Lake Ridge Music Teacher

Trustees,

I spoke with our HR Department tonight and decided that we would not allow the teacher to return to work until the board has a meeting to discuss the matter. I believe clerk Lamont will be reaching out to you all to find a date sometime this week.

We are looking into Idaho Code as there may be a specific timeline that an individual may be under formal investigation and if no criminal conduct is determined they need to be allowed to be back at work.

Apologies for any confusion. I believe it would be best for the board to meet in executive session and have a discussion about the investigation. Again, since this may result in a formal hearing, we will do our best to inform without creating bias.

Gregg

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From: Russell, Gregg <grussell@nsd131.org>
Sent: Monday, January 23, 2023 8:26:21 PM
To: Board <board@nsd131.org>
Subject: Re: Lake Ridge Music Teacher

Trustees,

I reached out to this parent, and I am working on setting up a time to meet with her and some others. My hope is to meet with them first thing next week.

Gregg

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**Thursday, January 19, 2023
Special Board of Trustees Meeting**

**Location: West Conference Room, Ted J. Comstock Administration Building
619 S. Canyon St., Nampa, Idaho**

Time: 4:30 p.m.

Mission Statement - The mission of the Nampa School District is to ensure high levels of achievement for every student.

Vision Statement - Every student is fully engaged in extraordinary learning experiences, preparing for successful transition to the next stage of life.

1. CALL TO ORDER

A. Determine if Quorum is present.

2. APPROVAL OF AGENDA - Action Item

A. Approval of Agenda - Action Item

3. EXECUTIVE SESSION - per Idaho Code 74-206 (1)(b)(d) - Action Item

A. (b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student;

B. (d) To consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code;

4. ACTION ITEMS- the board may take action approve, deny, amend, modify, or postpone action on any of the items listed below

A. Possible Action may be taken regarding Executive Session

5. ADJOURNMENT

From: Russell, Gregg
Sent: Monday, February 6, 2023 9:17 AM
To: [REDACTED] Board
Subject: Re: Lake Ridge music teacher

Good Morning [REDACTED]

The district is conducting a thorough investigation. That includes interviewing numerous teachers, staff, and parents some that you may know of and others that you may not know of. Yes, we have gone back to some teachers several times as new information has been brought forth to us or as we seek new evidence.

To answer your question about leave. Employees are not allowed to provide workshops while on leave. We heard similar accusations and looked into them last week and did not find that any workshop or meeting occurred. If you have specific information that is contrary to that please let me know. I'd be happy to follow up!

Sincerely,

Gregg

Gregg Russell, Ph.D.
Superintendent
Nampa School District

From: [REDACTED]
Sent: Monday, February 6, 2023 8:58 AM
To: Board <board@nsd131.org>; Russell, Gregg <grussell@nsd131.org>
Subject: Lake Ridge music teacher

**WARNING: This email originated from a source outside of the
Nampa School District.**

Please only click links and attachments if you're sure they are safe.

Dr. Russell and Board of trustees,

I am having a hard time figuring out why HR is repeatedly interviewing the same teachers at Lake Ridge with the exception of adding one extra. At this point I'm wondering if HR is even doing their jobs! I also have a question regarding someone being put on Administrative leave. If you are put on Administrative leave are you to be going around different schools in the district doing workshops?? Because that is exactly what the music teacher is doing. Not only is HR interviewing the same people at Lake Ridge the music teacher, while on Administrative leave, is going around to other elementary schools doing music workshops! May' n you all should be looking into this because it is boggling my mind.

Sincerely,

[Redacted]

Notice: All communication transmitted within the Nampa School District email system may be a public record and may be subject to disclosure under the Idaho Public Records Act (Idaho Code 74-101 et seq.) and as such may be copied and reproduced by members of the public. In addition, all district emails are generally kept for a period of 400 days and are also subject to monitoring and review.



NAMPA SCHOOL DISTRICT BOARD OF TRUSTEES SPECIAL BOARD MEETING MINUTES

DRAFT

Thursday, January 19, 2023 Special Board of Trustees Meeting

West Conference Room, Ted J. Comstock Administration Building 619 S. Canyon St. Nampa, Idaho

Mission Statement - The mission of the Nampa School District is to ensure high levels of achievement for every student. Vision Statement - Every student is fully engaged in extraordinary learning experiences, preparing for successful transition to the next stage of life.

CALL TO ORDER

Vice-Chair Taylor called the meeting to order at 4:32 p.m. A quorum was present. Trustees Present: Jeff Kirkman, Tracey Pearson, Mandy Simpson, and Marco Valle. Absent: Trustee Brook Taylor was excused. Also Present: Interim Superintendent Gregg Russell and Board Clerk Krissy LaMont.

APPROVAL OF AGENDA – Action Item

Motion, Trustee Valle, Second, Trustee Pearson, to approve the agenda. All “ayes”, motion carried.

EXECUTIVE SESSION- per Idaho Code 74-206 (1)(b)(d) – Action Item

Be it resolved that the Board of Trustees of Nampa School District No. 131 recess from a public meeting into Executive Session in the manner and for the purpose authorized by Section § 74-206 Idaho Code to discuss matters pertinent to this district, specifically Subsection (1) (b)(d) (b) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student (d) To consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code;

Motion, Trustee Valle, Second, Trustee Pear, to enter into executive session pursuant to Idaho Code 74-206 (1) (b)(d) To consider the evaluation, dismissal or disciplining of, or to hear complaints or charges brought against, a public officer, employee, staff member or individual agent, or public school student; To consider records that are exempt from disclosure as provided in chapter 1, title 74, Idaho Code;

Board Clerk: Roll Call vote: Vice-Chair Kirkman: Aye Trustee Pearson: Aye Trustee Simpson: Aye Trustee Valle: Aye

The Board entered Executive Session at 4:33 p.m.

Personnel was discussed

The board exited executive session at 4:46 p.m.

RESUME INTO OPEN SESSION

The board resumed into Open Session at 4:46 p.m.

ACTION ITEMS –

Possible Action may be taken regarding Executive Session Motion, Trustee Simpson, Second, Trustee Pearson, to place Employee 20230119-01 on paid Administrative Leave beginning January 13, 2023, until further notice. All “ayes”, motion carried.

ADJOURNMENT

Vice-Chair Adjourned the meeting at 4:47 p.m.