



Whereas, the undersigned Hilliard Education Association (“HEA”) members have dedicated their working lives to the students of Hilliard City Schools (“HCS”); and

Whereas, the undersigned HEA members are striving to uphold the values reflected in the District’s 2021-2024 Commitment Plan; and

Whereas, it is the opinion of the undersigned HEA members that the following alleged actions of board members Nadia Long, Beth Murdoch, and Zach Vorst reflect the absence of responsible leadership:

- Flagrantly disregarding Board Policies BDDB, BDDC, and BF by adopting language that:
 - was not presented to the Policy Committee,
 - did not receive a second or third reading, and
 - was only shared with fellow members of the board and the community-at-large mere hours prior to a vote;
- Failing to uphold and enforce Board Policies AC and KGB when a student was heckled for sharing a personal experience, when district employees were vilified, and when all civility and decorum during a public meeting was abandoned;
- Ignoring Board Policy ABB, specifically the premise that open collaboration contributes to high-quality decision-making and that morale is enhanced when employees are assured that their voices are heard, by setting aside the input of every elementary administrator while considering a new board policy;
- Purposefully circumventing Board Policies KL and KLD by allowing constituents to lodge complaints about district staff directly with the Board instead of following the proper channels and resolving the concern as close to its origin as possible; and
- Failing to champion the goals, priorities, strategies, and action steps of the District’s Commitment Plan to:
 - ensure students are physically, intellectually, and socially safe,
 - develop and sustain positive, respectful, and caring relationships for everyone in a school environment where all are cared for, valued and respected, and
 - provide support for inclusive communities where all members feel safe, valued, seen, heard, and can positively contribute.

