

AGENDA

CONDUCT BOARD

November 29, 2004

**James W. Craig, Thomas R. Clark,
Douglas J. Wenners, Toni Pappas,
Dennis Smith**

4:30 PM

**Aldermanic Chambers
City Hall (3rd Floor)**

1. Chairman Craig calls the meeting to order.
2. The Clerk calls the roll.
3. Swearing in of all witnesses anticipated to testify before the Conduct Board on matters to be considered this evening, to be conducted by the Clerk.
4. Presentation of testimony regarding Issue #1 David Ryan, Issue #2 Athletic Personnel Matters and Issue #3 Arthur Adamakos to be considered in order as follows:

Allegation #6:

When Mr. Ryan asked for and received “time” to coach an out of town hockey game for his Trinity team, Mr. Beaudry was incensed and said to Ms. Donovan, “if some kind of disciplinary action is not taken, I’m going to the newspaper.” Ms. Donovan perceived this as a threat and immediately relayed the conversation to the Superintendent and Dr. Bass. Mr. Beaudry went so far as to ask for the “time slips” to verify the date and time of Mr. Ryan’s departure and also demanded to see the letter Dr. Bass sent to Mr. Ryan, and to Mr. Rist who had authorized his release. Ms. Donovan acting on the advice of the Superintendent declined to show Mr. Beaudry those letters. Mr. Beaudry also wanted the administration to insist that Mr. Ryan would no longer be allowed to either coach or work outside the school district for Mr. Beaudry made it very clear that he felt it interfered with Mr. Ryan’s duties as an AP at CHS. It should be noted that Mr. Ryan felt so “harassed” by Mr. Beaudry’s continual “concerns” and allegations that he referred the matter to his legal counsel.

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry.

Allegation #7:

Mr. Beaudry became so incensed over the issues involving Mr. Ryan's "release" from work that as recently as last week (4/23, 4/27) he made several phone calls to Ms. Donovan demanding information about the discipline, questioning what had been done! He also informed Ms. Donovan that he knew how much "personal time" had been charged against Mr. Ryan and that he wasn't satisfied; he wanted her to do something about it and to make sure that Mr. Ryan was not allowed any more "personal time." Ms. Donovan expressed her concern to the Superintendent and Dr. Bass that Mr. Beaudry may somehow have access to "time slips."

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry.

Allegation #8:

Mr. Beaudry complained to the Superintendent that he learned that Dr. Bass was chairing the "search committee" for Principal at Southside Middle School and he had it on "good authority" that Mr. Ryan was approached by Dr. Bass for the job, and as a result, it was going to be a "rubber stamp" for Mr. Ryan if something wasn't done about it. Mr. Beaudry wanted the Superintendent to investigate and monitor the committee interviews to ensure that Mr. Ryan wasn't "hand picked" by Dr. Bass. The Superintendent did approach Dr. Bass about Mr. Beaudry's concerns. Dr. Bass attested that the committee represented both school and community and included thirteen members whose charge was to seek a unanimous endorsement of the eventual candidate of choice, who in turn would be recommended to the Superintendent with other "secondary" candidates for his consideration before any "final" candidates were recommended to the BOS.

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry.

ATHLETIC PERSONNEL MATTERS

Allegation #9:

Mr. Beaudry approached Dr. Bass about the varsity baseball job at CHS and was concerned that the master contract might be "violated" if the administration did not support an applicant from Memorial High School (MHS). Although concerns over contract language and interpretation can never be taken lightly, it was unanimously felt that this particular individual's candidacy did not rise to a level of "qualified", especially after talking with former supervisors and coaches who

had direct observation and evaluation of this candidate's coaching ability and performance. Despite vigorous protests from the Principal, Athletic Coordinator, Athletic Director, and Assistant Superintendent, Mr. Beaudry refused to yield on his contention and went so far as to publicly state that he hoped the candidate would file a grievance against the district. Subsequently a grievance was filed and upon the recommendation of the Superintendent a "compromise" position was reached offering the Memorial teacher (the candidate) the junior varsity (JV) job. It should also be noted that the varsity coach of record would not have chosen this gentleman as his assistant. Furthermore, it should be noted that a "rash of complaints" about the JV coach's performance to date have prompted CHS Principal Rist to immediately assess and evaluate the JV Baseball Coach, with potential outcomes that could yield "dismissal" before the season is concluded.

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry.

Allegation #10:

Mr. Beaudry was so distressed by the athletic hiring committee selections at CHS that he complained to Dr. Bass that Mr. Rist was selecting the candidate before the interviews even took place, and as a result, told Dr. Bass that he wanted to be on every building level athletic "hiring" committee to ensure that proper procedure and protocol was followed. Dr. Bass made it very clear to him that this would be a violation of his role as Athletic Chair of the BOSC and would mitigate his "role and responsibility" as an appellate arbiter if something were to surface that warranted review by the BOSC. Mr. Beaudry pursued the matter with the Superintendent and the BOSC Vice-Chair, who were equally concerned by the request.

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry.

ARTHUR ADAMAKOS

Allegation #11:

Mr. Adamakos reports that on several occasions during the 2002-2003 academic year, Mr. Beaudry had come into MHS unannounced and held conversations as well as meetings with faculty and staff. This occurred without Mr. Adamakos' knowledge and certainly without his permission. Mr. Adamakos was disturbed over these events for Mr. Beaudry was acting on information provided by Memorial faculty and staff without direction, approval, or input from the Principal's office. Mr. Adamakos was also concerned that such "unauthorized contact" with faculty and staff if unabated could drive a "wedge" between MHS administration and faculty. During the 2003-04 academic year, Mr. Adamakos reports that on one occasion Mr. Beaudry was interviewing a student behind

closed doors, again without Mr. Adamakos' knowledge of permission. Mr. Adamakos found this breach more egregious for it involved a student without proper supervision as well as the customary permission and protocol.

Testimony to be presented on behalf of School District followed by testimony presented on behalf of Arthur Beaudry.

5. Discussion relative to establishing future meeting dates, any further matters to be considered, and any actions deemed appropriate by the Board.

6. If there is no further business, a motion would be in order to adjourn.