

May 2, 2024

Re: Parent/Caregiver Vote of No Confidence in MSUSD Superintendent Tami Beall-*Updated With Additional Signatures*

To the Governing Board of MSUSD,

In accordance with BP 1312.1(a), we, the undersigned parents and caregivers of the MSUSD community, hereby file a formal complaint and express a vote of no confidence in Superintendent Tami Beall. As partners with this district, we submit this vote to demonstrate our grave and sincere concerns as well as our commitment to supporting MSUSD's short- and long-term welfare. The following evidence outlines our concerns regarding Superintendent Beall's actions and decisions which are detrimental to the health and vitality of the district's educational programs, our children, and our broader community.

1. Unprofessional and Detrimental Communication with Parents/Caregivers:

Superintendent Beall has actively attempted to avoid meeting with MSUSD parents/caregivers; she has hindered professional, respectful communication with parents, and limited parent/caregiver involvement in district decisions. Additionally, Superintendent Beall has intentionally provided confusing and misleading information in an attempt to stifle parent/caregiver input and engagement.

- Violation of BP 1100(a): Superintendent Beall's actions directly contradict the Board Policy on Communication with the Public by failing to establish effective two-way communication strategies.
- Violation of BP 0100-Philosophy: Superintendent Beall's behavior undermines parents' rights and obligations to be engaged in their child's education and well-being.
- Violation of BP 1325-Community Relations: Superintendent Beall's actions do not promote positive relations between district schools and the community.
- Violation of the First Amendment: Censoring public comments on a school's social media page infringes on the public's First Amendment rights.

2. Negative Impact on School Climate:

Superintendent Beall's recommendation for the non-reelection of MSE TK teacher Courtney Marx has caused harm to students' learning, teachers' well-being, and MSUSD's reputation. The superintendent's subsequent communications with educational partners has further eroded parent trust, staff morale, and negatively impacted school climate.

- Conflict with BP 0100(a)-Philosophy: This action contradicts the district's commitment to providing a safe, nurturing environment and a positive school climate.

3. Lack of Required Parental Involvement in Vision Statement Generation:

Superintendent Beall failed to include parent input in creating the District's vision statement, violating BP 0000(a)-Vision which requires soliciting input from parents, students, staff, and

community members. As a result, the vision statement was hastily approved, immediately faced community backlash, and created credibility concerns among district partners.

4. Efforts to Limit the Community's Educational Options:

Superintendent Beall attempted to stifle Golden Eagle Charter School's W.A. Barr facility use permit, undermining educational choices for the community and jeopardizing the well-being and student learning of GECS students. Superintendent Beall should be actively engaged in supporting MSUSD as the preferred choice of local schools rather than actively undermining both school communities.

5. Non-compliance with State of California Community Engagement Initiative (CA Assembly Bill 1808, Section 140)

Superintendent Beall has stalled progress and failed to support the requirements and expectations of the Community Engagement Initiative to "conduct meaningful engagement" with district parents and the community. Non-compliance jeopardizes vital funding for the 2024-2025 MSUSD budget.

6. Direct Conflict with Job Duties to Increase Enrollment and Attendance

As the superintendent is charged with increasing MSUSD enrollment and attendance, recommending non-reelection of a highly sought-after teacher, limiting and blocking parent input and dismissing concerns, and actively working to make MSUSD the enemy of Golden Eagle Charter School families has already led to a decrease in enrollment and attendance. Most concerning is that Superintendent Beall's fear-based brand of leadership and communication has led teachers to feel not only less unsupported, but also fearful of losing their jobs. These teachers know their worth and will seek employment elsewhere. Families will follow. The longer Superintendent Beall remains in the district, the longer it will take MSUSD to recover its reputation and lost enrollments.

7. Potential Increase in District Legal Fees

Superintendent Beall's employment track record highlights a concerning pattern of behavior that has continued at MSUSD. Given how quickly the schools' climates and the district's relationships with the community have deteriorated, and given Superintendent Beall's questionable leadership and concerning communication style, the potential for litigation will continue to increase as long as Beall remains in the district. To protect the district from increased legal fees and financial hardship, Superintendent Beall must be removed from her position.

We urge the MSUSD Board of Trustees to proceed in accordance with BP 1312.1 (a) regarding complaints filed against the Superintendent. Superintendent Beall's actions and decisions do not support the well-being of our children, the district, and the community as a whole. They have, instead, proven detrimental to the health and vitality of our children's schools.

Should this vote of no confidence not result in the immediate removal of Superintendent Beall, we will take further action to ensure our concerns are addressed and that our children receive the quality education they deserve.

Sincerely,

MSUSD Parents and Caregivers

*Signatures have been redacted for publication and privacy purposes. In sum, 51 MSUSD families signed this document, representing 85 individuals and **101 current and incoming MSUSD students.***

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We trust that the Governing Board will act promptly and decisively in response to this vote of no confidence, prioritizing the well-being of our children and the MSUSD community.