

6 May 2021

Dear Chairwoman Gleason and Superintendent Cobb,

We are writing to make a formal complaint about EWSD School Board Member Liz Cady, in regards to The School Board Governance & Operations Policy, Section A, Number 1: *A board member will not give the impression that he or she would represent special interests or partisan politics for personal gain.*

Below is a link to a post made by Liz Cady under the title of “Uppity Women Speak Out!”, published on May 4, 2021 on www.vermontdailychronicle.com:

https://vermontdailychronicle.com/2021/05/04/page-uppity-women-speak-out/?fbclid=IwARoldhXyl3pfo_7hyHleUoNDG8I-b8pH1coQ48-Yfc-mtN4zwRCw5BzCEoQ

Before we point out the clear breach of the policy, we must take a minute to point out that the word “uppity” has deeply troubling racial and sexist undertones. According to the Cambridge English Dictionary, *“an uppity person behaves in an unpleasant way because they think that they are more important than they really are. According to The Atlantic, during Segregation, racist southerners used the term “uppity” to describe Black people “who didn’t know their place,” socioeconomically speaking.”*

<https://www.yorkshirepost.co.uk/read-this/these-8-common-words-and-phrases-have-racist-connotations-you-might-not-know-about-2905266>

It is deeply disturbing to us that a school board member would post under such an offensive, racist, and sexist title, and yet, it is not even the most unsettling aspect of the post.

In the post, Ms. Cady repeats the misinformation that she presented at the May 3, 2021 EWSD School Board meeting, with claims that have been proven false. The article she links in this post to support her claims no longer exists. Her claims were also directly questioned and refuted by Erin Maguire and Beth Cobb during the meeting.

With this post, along with her continual campaign of misinformation and contextually inaccurate data, Ms. Cady has made it clear that she does not believe in the district’s equity work, and that she is actively encouraging others to join her in this crusade, which she has made political through this post on a conservative website.

As per the the policy regarding conflict of interest, we request that the proper procedure is followed:

When a conflict of interest claim against a board member is brought to the board in writing and is signed by another board member or a member of the public, and the board member against whom the claim is made does not concur that a conflict in fact exists, the following board procedures will be followed:

Upon a majority vote of the remaining board members, or upon order of the chair, the board will hold an informal hearing on the conflict of interest claim, giving both the board member and the person bringing the claim an opportunity to be heard.

At the conclusion of the informal hearing, the remaining board members will determine by majority vote whether to:

Issue a public finding that the conflict of interest charge is not supported by the evidence and is therefore dismissed;

Issue a public finding that the conflict of interest charge is supported by the evidence and that the member should disqualify him or herself from voting or otherwise participating in the board deliberations or decision related to that issue, as required by Vermont statute; and/or

Issue a public finding that the conflict of interest charge is supported by the evidence and the board member should be formally censured or subjected to such other action as may be allowed by law.

This flagrant policy breach demonstrates what is apparent to many of us: EWSD School Board Member Liz Cady has a personal agenda that is not in the best interests of our schools, our students, or our community.

We are both strong supporters of the EWSD and its work on equity and inclusion. We feel that each and every member of the School Board should be as well.

Chairwoman Gleason and Superintendent Cobb, we appreciate your time and attention to this matter, as well as your steadfast and unwavering support of equity and inclusion.

Sincerely,

Laura Taylor

Emily Franz