

PUBLIC DISCLOSURE COMMISSION 711 CAPITOL WAY RM 206 PO BOX 40908 OLYMPIA WA 98504-0908 (360) 753-1111 Toll Free 1-877-601-2828	Candidate Registration	C1 <small>(1/12)</small>	JAN 28 2014
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Candidate's Name (Give candidate's full name.) MIKE D WILSON	Telephone Number (425) 754-5975
Candidate's Committee Name (Do not abbreviate.) Friends of Mike Wilson	Fax Number ()
Mailing Address PO Box 14744	Candidate's E-Mail Address mikewilson2014@yahoo.com
City Mill Creek	County Shohomish
Zip + 4 98083	Campaign E-Mail Address

1. What office are you running for? State Representative	Legislative District, County or City 44	Position No. 2	Do you now hold this office? Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>
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2. Political party (if partisan office) Democrat	3. Date of general or special election 11/4/14
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4. How much do you plan to spend during your entire election campaign, including the primary and general elections? Based on that estimate, choose one of the reporting options below. If no box is checked you are obligated to use Option II, Full Reporting. See instruction manuals for information about reports required and changing reporting options.

Option I MINI REPORTING: In addition to my filing fee of \$_____, I will raise and spend no more than \$5,000, including any charges for inclusion in state and local voters pamphlets. I will not accept more than \$500 in the aggregate from any contributor except myself.

Option II FULL REPORTING: I will use the Full Reporting system. I will file the frequent, detailed campaign reports required by law.

5. Treasurer's Name and Address. Does treasurer perform <u>only</u> ministerial functions? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/> . See WAC 390-05-243 and next page for details. List deputy treasurers on attached sheet.	Daytime Telephone Number (206) 325-5013
Jason Bennett, PO Box 9100, Seattle WA 98109	

6. Persons who perform only ministerial functions on your behalf and on behalf of other candidates or political committees. List name, title and address of these persons. See WAC 390-05-243 and next page for details. Continued on attached sheet.

7. Committee Officers and other persons who authorize expenditures or make decisions on your behalf. List name, title and address. See next page for definition of "officer." sheet. Continued on attached sheet.

Win Power Strategies, consultant

8. Campaign Bank or Depository Wells Fargo	Branch Everett/Mill Creek	City Everett
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9. Related or Affiliated Political Committees. List name, address and relationship. Continued on attached sheet.

10. Campaign books must be open to the public by appointment between 8 a.m. and 8 p.m. during the eight days before the election, except Saturdays, Sundays, and legal holidays. In the space below, provide contact information for scheduling an appointment and the address where the inspection will take place. It is not acceptable to provide a post office box or an out-of-area address.

Street Address, Room Number, City where campaign books will be available for inspection **1319 Dext - Ave N #180**
Seattle WA 98109

In order to make an appointment, contact the campaign at (telephone, fax, e-mail): **(206) 325-5013**

11. **CERTIFICATION:**
 I certify that this report is true, complete and correct to the best of my knowledge.

Candidate's Signature:

Date: **1/27/14**

SEE INSTRUCTIONS ON NEXT PAGE



3900 Broadway, Everett, WA 98201
www.everettsd.org

Board of Directors

November 3, 2014

Pam LeSesne
President

Carol Andrews
Vice President

Ted Wenta
Legislative Representative

Caroline Mason

Traci Mitchell

Administration

Dr. Gary Cohn
Superintendent

Dr. Tony Byrd
Associate Superintendent

Dr. Joyce Stewart
Associate Superintendent

Dr. Molly Ringo
Assistant Superintendent

Dr. Peter Scott
Assistant Superintendent

Mike Wilson, Teacher
Cascade High School

via Hand Delivery

Re: Letter of Reprimand Regarding Use of Public Facilities

Dear Mr. Wilson:

This letter constitutes a Letter of Reprimand for your inappropriate use of public facilities for campaign purposes. As you are aware, your emails over the last two years were reviewed as a part of a public records request. During the email review it was discovered that there were probable instances of utilization of school district copier/scanner and email system for your election campaign. An investigation was undertaken to determine the facts surrounding this issue.

On October 24, 2014, Randi Seaberg, director of human resources, and I met with you and your association representative, Jared Kink. In this interview you were cooperative and apologetic. You confirmed that you utilized a district-owned copier/scanner to scan campaign documents and expressed regret that those actions occurred.

The first scanned document was your PDC personal financial affairs statement scanned on Sunday, January 12, 2014, prior to your candidacy. On January 28, 2014, the Public Disclosure Commission received your form C-1 Candidate Registration formally establishing you as a candidate for public office. The second scanned document was your Winpower contract scanned on Thursday, February 27, 2014, at 10:44 a.m., during your regularly scheduled work day; you stated that this was during your planning period. You confirmed that once scanned, you forwarded both of these scanned documents from your district email account to your personal email account.

Additionally, you confirmed that you utilized your district email account twice to communicate with James Riley regarding campaign business. Your emailed replies to Mr. Riley are dated Friday, February 21, 2014, at 11:38 a.m. and Monday, February 24, 2014, at 3:07 p.m. The February 21, 2014, email was sent by you during your contracted work day.

November 3, 2014
Mr. Wilson
Page 2

Your use of public facilities to scan and email campaign-related documents and information is prohibited by RCW 42.17A.555, *Use of public office or agency in campaigns--Prohibitions--Exceptions*. Public facilities of the Everett Public Schools may not be used "for the purpose of assisting a campaign for election of any person to any office." Your actions contravene Board Policy 4412, which states that, "School property and school time, supported by public funds, may not be used for political purposes."

Effective immediately, you are to comply with all laws and policies relating to the use of district facilities.

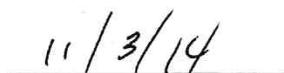
If you need any assistance in addressing the above expectations, please contact me.

Sincerely,



Jeff Moore
Executive Director
Finance and Business Services
jmoore@everettsd.org
425-385-4150

cc: Personnel file
Debbie Kovacs, executive director, human resources
Jared Kink, president- EEA/UTE

 _____ Mike Wilson	 _____ Date
<i>My signature above indicates receipt of this letter.</i>	



3900 Broadway, Everett, WA 98201
www.everettsd.org

Board of Directors October 31, 2014

Pam LeSesne
President

Michael Wilson

Carol Andrews
Vice President

Ted Wenta
Legislative Representative

**Re: Cascade High School and Jackson High School Cross
Country Athletes Campaigning for Mike Wilson**

Caroline Mason

Traci Mitchell

Dear Mr. Wilson:

Administration

Dr. Gary Cohn
Superintendent

This letter will inform you of the result of an investigation of the Cascade High School and Jackson High School cross country athletes campaigning in support of your election to a legislative position. The complaint alleged that cross country athletes from Cascade High School and Jackson High school participated in a campaign event for you on Wednesday, October 15, 2014. The District investigated whether staff violated any District policies or procedures in connection with this event.

Dr. Tony Byrd
Associate Superintendent

Dr. Joyce Stewart
Associate Superintendent

The investigation has now been concluded. Based on my review of the investigative report prepared by the district's investigator, as well as your account of your role in this activity, I have determined that you did not use district time or resources in support of this event. As a result, the district will take no action against you related to this activity.

Dr. Molly Ringo
Assistant Superintendent

Dr. Peter Scott
Assistant Superintendent

Should you have questions or need clarification related to these findings, feel free to contact me or the human resources department.

Sincerely,

Tony Byrd
Associate Superintendent
Curriculum, Assessment & Special Programs
tbyrd@everettsd.org
425-385-4050

cc: Cathy Woods, Principal, Cascade High School
Personnel File

by **Mike P Tiufekchiev** on **Tue, 22 Dec at 1:37 PM** via **Portal**

Complaint against Mike Wilson, Everett School District

Michael Wilson PDC Complaint

ALLEGED VIOLATION

As a teacher and coach for the Everett School District, it appears Legislative Candidate Michael Wilson violated the public facility provision of RCW 42.17A.555. I have documentation which supports the following violations:

1. Wilson used public facilities to take a picture for campaign purposes with his students
2. Wilson used work email during work hours to solicit campaign help from various individuals
3. Wilson used work email to solicit another teacher to cover his study hall duties while he attended a campaign meeting.
4. Wilson used school science building for campaign phone bank purposes.
5. Wilson used his cross-country team to distribute campaign literature during practice, for which disciplinary actions were taken by the district.
6. Wilson used work e-mail during school hours to send campaign related documents, including a contract for the services of a campaign consultant.

I respectfully request that the PDC investigate these violations and take all appropriate actions.

EVIDENCE

I am submitting the following as evidence.

- E-Mail from Wilson to a student.
- E-Mail exchange between Wilson and supporter James Riley.
- E-Mail from Wilson to Cathy Woods
- E-Mail from Wilson to Campaign Consultant containing a signed contract for services
- E-Mail from Brian Cherniak to Wilson regarding campaign phone activity
- Everett Herald article (Oct 21, 2014)
- Everett Herald article (Oct 22, 2014)
- Everett Herald article (Nov 3, 2014)
- Letter from Cascade High School to parents.
- E-Mail from Everett School District to Staff

WITNESSES

Cathy Woods, Principal of Cascade High School
425-385-6000

Gary Cohn, Superintendent of Everett School District
425-385-4009

Catherine Matthews, Director of Curriculum and Assessment, Everett School District
425-385-4058

From: [Wilson, Michael](#)
To: [REDACTED]
Subject: RE: Picture tomorrow
Date: Thursday, January 30, 2014 2:51:38 PM

If possible, show up at 3pm in my room with a note giving permission to take the picture for my campaign.

Mike Wilson

From: [REDACTED] [mailto:[REDACTED]@yahoo.com]
Sent: Thursday, January 30, 2014 1:17 PM
To: Wilson, Michael
Subject: Picture tomorrow

Hi Mr. Wilson,

I was just wondering, if it turns out that I am available at 3 for the picture, would you like me to be in it? If so, where would we meet, and are there any clothing requests?

Thanks,
[REDACTED]

From: [Wilson, Michael](#)
To: [Woods, Cathy](#)
Subject: Staff Meeting
Date: Wednesday, January 08, 2014 12:03:15 PM

Cathy,

I have a meeting with a member of the HDCC (Democrats) @ 2:30. Since I had a study hall scheduled I need Mr. Bowers to cover my study hall. I was hoping this would be ok, and that both of us could make the make-up meeting tomorrow morning.

Mike Wilson

From: [Cherniak, Brian](#)
To: [Morgan, Ann](#); [Wilson, Michael](#)
Subject: Tuesday Phone Calling
Date: Saturday, January 11, 2014 4:16:36 PM

I have rallied the science building for Phone calling on Tuesday.
Here is what I have . . .

- Brian
- Amalia
- Jack
- Erin - only an hour
- Jody
- Linda

so far . . .

-Brian

From: [Wilson, Michael](#)
To: [REDACTED]@yahoo.com"
Subject: contract
Date: Thursday, February 27, 2014 10:57:03 AM
Attachments: [Mike Contreras - zippower.pdf](#)

See attached



Professional Services Agreement

WinPower Strategies
111 S. Lander, Suite 303
Seattle, WA 98134

The following professional services agreement (hereafter the "Agreement") is made between Friends of Mike Wilson (hereafter known as "Client") and WinPower Strategies (hereafter "WINPOWER"). Client and WINPOWER agree to the following:

A. Recitals

- Client is a political campaign having its principal place of business at PO Box 14744, Mill Creek, Wa 98082. WinPower is a political consulting firm and Washington corporation having its principal place of business at 111 S. Lander St, Suite 303, Seattle, WA 98134.

B. Scope of Work

The scope of work for this project would include the following activities:

General Consulting

- Campaign Plan Assistance
- Field, Endorsement & Earned Media Strategy
- Participation in Research Projects
- Message Development
- Collaboration and Meeting with Candidate and Campaign Team

Direct Mail and Printed Materials Services

- Direct Mail Concept Memo & Plan
- Targeting, Planning, Budgeting & Scheduling
- Concept Development
- Copy Writing and Editing
- Graphic Design
- Production & Dissemination Services

TV and Radio Advertising Services

- Concept Development
- Script Writing and Editing
- Direction and Production
- Media Buying and Placement

Internet Advertising Services

- Website with social media integration
- Facebook ads
- Internet banner ads

Direct Mail and Printed Materials Services

Client Initials MDW
WINPOWER Initials _____
Version 20120101

It is understood that, should the scope of work as described above be changed in any material way, an adjustment to the fees may be required. Material changes in the scope of work and any adjustments to the fees must be in writing and signed by both parties.

C. Communications

Client and WINPOWER shall develop a mutually agreeable communications process to keep Client fully and currently informed about the activities of WINPOWER on behalf of Client.

D. Exclusivity

Client agrees that WINPOWER is the sole contractor for all services outlined in this document.

E. Fees and Disbursements

In consideration for the services to be performed by WINPOWER, Client agrees to pay WINPOWER as provided in Addendum A attached hereto and incorporated herein by this reference. In addition to fees, WINPOWER shall be entitled to reimbursement for all expenses provided in Addendum A.

WINPOWER will develop and present project plans and budgets to Client for approval. WINPOWER shall inform Client in advance of revisions whenever Client-ordered changes to prior-approved plans and budgets will result in additional project fees.

For projects requiring production, client agrees to make all project fee payments in full before production commences.

After 30 days, overdue fees and/or expenses are subject to a \$25.00 late fee and a 1.5% interest charge accrued monthly. In the event that Client does not pay promptly, WINPOWER may halt further production work, and the unpaid for product will be the sole property of WINPOWER.

In the event Client objects to additional project fees and cancels work in progress, Client shall pay WINPOWER for all expenses incurred through the date of cancellation.

F. Client Responsibilities

Throughout the term of this Agreement, Client hereby agrees to:

- Conduct business ethically;
- Comply with federal, state and local laws;
- Maintain contact with WINPOWER;
- Make timely payments for services;
- Provide thorough and timely feedback on design comps as described in Addendum B

G. Schedule & Termination

WINPOWER's work on this project will begin on February 18th, 2013 and terminate on November 30, 2014. Either party may terminate this Agreement without cause by 30 days notice in writing.

Client Initials MCW
WINPOWER Initials _____
Version 20120101

Either party, on 24 hours notice, may terminate this Agreement for cause. "Cause" shall be defined as a material failure to comply with the provisions of this Agreement.

In the event this Agreement is terminated, all outstanding fees and expenses shall be due and payable, or shall be reimbursed to client as appropriate within 7 days and the following shall apply:

If Client terminates this Agreement without cause, or if WINPOWER terminates this Agreement for cause, Client shall pay WINPOWER all fees and expenses due hereunder as if WINPOWER had fully performed all required services through the Termination Date.

If Client terminates this Agreement for cause, or if WINPOWER terminates this Agreement without cause, WINPOWER shall receive compensation for fees and expenses incurred through the date of termination only and reimburse Client as necessary.

H. General Indemnification

Client will indemnify WINPOWER and hold the other party harmless from and against any and all losses, damages, liabilities, claims, demands, suits, and expenses (including reasonable attorney's fees) that the other party may incur or be liable for as a result of any third party claim, suit or proceeding made or brought against the other party based upon or arising out of Services performed by WINPOWER unless the claim or suit was the result of a party's own gross negligence or willful misconduct. Both parties' total aggregate liability for any claim of any kind arising as a result of or related to this Agreement, whether based in contract, warranty, or any other legal or equitable grounds, shall be limited to the amounts received by WINPOWER from Client for the Services rendered in this Agreement.

I. Confidentiality

WINPOWER shall safeguard the confidentiality of all proprietary and other confidential information and materials provided by Client and avoid any dissemination of any such information or materials without prior approval of the Client.

J. Independent Contractor

In all matters relating to this Agreement, WINPOWER shall be acting as an independent contractor. WINPOWER is not an employee of Client under the meaning or application of any Federal or State Unemployment or Insurance Laws or Worker's Compensation Laws, and the WINPOWER shall assume all liabilities and obligations imposed by any one or more of such laws. WINPOWER will work with Client to determine the time, the place and the manner in which it will accomplish its services within an overall schedule date established by Client. WINPOWER shall not have any authority to assume or create any obligations, express or implied, on behalf of Client.

K. Usage and Ownership of Materials

All concepts, copy writing and design work produced on behalf of Client shall remain the property of Client and WINPOWER. WINPOWER may reproduce, disseminate, alter and otherwise use such materials for other business purposes.

L. Entire Agreement

This agreement constitutes the entire agreement between Client and WINPOWER in regard to the subject matter hereof and supercedes all prior contemporaneous communications, rep-

Client Initials
WINPOWER Initials
Version 20120101

resentation, or agreement, whether oral or written, with respect thereto. No agreement here-
after made between the parties shall be binding on either party unless reduced to writing and
signed by authorized representatives of the parties.

This agreement is accepted in its entirety by WINPOWER and Client signing below.

WINPOWER

CLIENT

Signature: _____

Signature: Michael D. Wilson

Print: _____

Print: Michael D. Wilson

Title: _____

Title: Candidate

Date: _____

Date: 2/27/14

Client Initials _____
WINPOWER Initials _____
Version 20120101

ADDENDUM A
Fees and Expenses

Basic Fees

Monthly retainer for services, plus a \$4,000 "win bonus"

March Retainer \$1000.00
April Retainer \$1000.00
May Retainer - \$1000.00
June Retainer - \$1000.00
July Retainer- \$1,000.00

Project Fees

WINPOWER shall bill Client for direct mail pieces, and printed materials such as walking literature, that include copy writing and/or editing in accordance with pre-approved budgets. Charges will include graphic design, concept development, copy writing, printing and vendor management.

Direct Mail Production cost will average 36 cents/piece for mail runs of 5,000 to 15,000 households, 32 cents/piece for mail runs of 15,000 to 40,000 households, 27 cents/piece for mail runs of 40,000 to 75,000 households and 22 cents for 75,000 households or more.

Clients shall pay WINPOWER a 15% commission for all TV and radio advertising buys and shall pay WINPOWER at-cost for TV and radio production.

Expenses

Client shall pay pre-approved expenses to WINPOWER at cost for:

- Stock photography
- Other normal and reasonable expenses, such as travel and other administrative costs associated with the campaign

Client shall pay the following expenses to a third-party vendor:

- Postage

Other expenses are not reimbursable unless agreed to in advance.

Client Initials
WINPOWER Initials
Version 20120101

ADDENDUM B

Feedback on Design Comps

WINPOWER shall budget three design comps, or graphic layout drafts, for every project.

Client agrees to approve the concept before the first comp. WINPOWER agrees to inform Client whenever a Client-requested change in concept after the first comp would result in additional project fees.

Client agrees to provide as much general feedback and specific edits as possible, as early in the review process as possible.

Client agrees to request changes to concepts, themes, tone, and photography and to request any other major changes before the second comp.

Client agrees to designate one person to communicate all requested changes to WINPOWER.

Client agrees to provide all copy changes in writing.

Client agrees to review the final comp with great care and acknowledges that the project will be produced exactly as-is.

Client agrees to provide written sign-off on all pages of the final comp before print production commences.

Client Initials FW
WINPOWER Initials _____
Version 20120101

From: [Wilson, Michael](#)
To: [Riley, James](#)
Subject: RE: The Campaign
Date: Monday, February 24, 2014 3:07:16 PM

Thanks James, look forward to seeing you.

Mike Wilson

From: Riley, James
Sent: Friday, February 21, 2014 1:19 PM
To: Wilson, Michael
Subject: RE: The Campaign

Mike,
I'll be there. If there is any kind of research you need before then, please let me know.
Jim

From: Wilson, Michael
Sent: Friday, February 21, 2014 11:38 AM
To: Riley, James
Subject: RE: The Campaign

James,

Thanks, I would like you to become a member of my monthly advisory group... we are meeting Sunday March 9th at 4pm. There are about 7-10 people I have surrounded myself with, you will fit in nicely. The meeting is at my house [REDACTED] [REDACTED] [REDACTED]. Thanks for wanting to be a part of this effort. Hope to see you on the 9th.

Mike Wilson

From: Riley, James
Sent: Thursday, February 20, 2014 1:20 PM
To: Wilson, Michael
Subject: The Campaign

I just wanted to let you know that I would be honored to help with your campaign in any way possible. I have a ton of media contacts, a lot of experience creating flyers and brochures and am pretty handy at stuffing envelopes.

I'm still at Garfield working with a student who has autism and behavior problems. Honestly, between my work here and with my son at home it's a bit more autism than I can comfortably handle.

Good luck,
James Riley

January 21, 2016

SENT BY EMAIL AND U.S. MAIL

Philip E. Stutzman
Director of Compliance
Public Disclosure Commission
P.O. Box 40908
Olympia, WA 98504-0908
phil.stutzman@pdc.wa.gov

Re: PDC Complaint by Mike Tiufekchiev against Mike Wilson's Election Committee

Dear Mr. Stutzman:

This letter responds to a complaint submitted to the Public Disclosure Commission on December 22, 2015 by Mike Tiufekchiev. We write on behalf of Mike Wilson and his election committee.

Mr. Tiufekchiev alleges that Mr. Wilson and/or his election committee violated RCW 42.17A.555 on certain occasions in 2014. This statute, in pertinent part, restricts the use of public facilities "for the purpose of assisting a campaign for election of any person to any office..." RCW 42.17A.555 (emphasis added). On its face, the restriction does not apply to any "[a]ctivities which are part of the normal and regular conduct of the office or agency." RCW 42.17A.555(3). Mr. Tiufekchiev's complaint alleges that Mr. Wilson and/or his election committee violated the RCW 42.17A.555 in six ways. These allegations are largely without merit. While Mr. Wilson has acknowledged that he should not have responded to one unsolicited email during school hours, this incident was isolated. This and each of Mr. Tiufekchiev's other allegations is addressed and explained below.

Mr. Tiufekchiev first claims that Mr. Wilson used public facilities to "take a picture for campaign purposes with his students." To the contrary, Mr. Wilson obtained permission from Everett School District to have a photograph of him taken on campus. Mr. Wilson was entitled to rely on the representations and authority of his superiors when the photo shoot was approved. To support this allegation, Mr. Tiufekchiev relies on an email from a student to Mr. Wilson. A plain reading of the email indicates that Mr. Wilson took steps to ensure that the photo shoot occurred outside of regular school

hours and that the student attendee would be present only on his or her own volition and in his or her personal capacity.¹

Second, Mr. Tiufekchiev alleges that Mr. Wilson used work email “during work hours to solicit campaign help from various individuals.” In support of this allegation, Mr. Tiufekchiev relies on an email exchange between Mr. Wilson and supporter James Riley in late February 2014. A plain reading of the email indicates that Mr. Wilson was not soliciting campaign help. He was simply responding to an unsolicited inquiry and advised the sender, Mr. Riley, to meet him to discuss the matter at Mr. Wilson’s personal residence.² Although Mr. Wilson’s response to Mr. Riley appears to have been sent during school hours (and Mr. Wilson appears to have later sent a responsive email from the same account after school hours), Mr. Wilson regrets these isolated actions. He was reprimanded by Everett School District for this conduct. After learning that it was improper to respond to unsolicited campaign-related correspondence during regular hours, Mr. Wilson ensured it did not happen again.

Third, Mr. Tiufekchiev claims that Mr. Wilson used work email “to solicit another teacher to cover his study hall duties while he attended a campaign meeting.” The email upon which Mr. Tiufekchiev bases this allegation demonstrates not that Mr. Wilson was soliciting another teacher to cover his study hall duties, but simply that Mr. Wilson needed to reschedule a meeting with Cathy Woods, the principal of Cascade High School. The meeting was scheduled to occur outside of Mr. Wilson’s regular work day. And while Mr. Wilson used the email account to contact Cathy Woods about rescheduling, it is clear that the email was not sent for the “purpose of assisting” his campaign under RCW 42.17A.555. It was sent to simply reschedule a meeting to avoid a personal obligation. It is to be expected that teachers and administrators may need to reschedule meetings that are set to occur outside of the regular work day due to an unexpected personal obligation. There is no basis to suspect, much less conclude that Mr. Wilson’s conduct was improper. This action fits squarely within the ambit of activities “which are a part of the normal and regular conduct” of Mr. Wilson’s teaching profession. See, RCW 42.17A.555(3).

Next, Mr. Tiufekchiev states that Mr. Wilson used the “school science building for campaign phone bank purposes.” Again, Mr. Tiufekchiev is incorrect: there is no evidence supporting the claim that Mr. Wilson took any action for campaign purposes. To the contrary, the email is from Brian Chemiak to Mike Wilson, not vice versa. Mr. Wilson was the passive recipient, not actively soliciting support for anything. Moreover,

¹ See, Email dated January 30, 2014 from Wilson to a prospective attendee asking that he or she provide the campaign with written proof that his or her attendance would be in his or her personal capacity.

² Mr. Wilson did not initiate the email, he responded on February 21, approximately 24 hours after receiving it.

no activities of any kind were undertaken at the science building to support Mr. Wilson's campaign. The email exchange cited by Mr. Tiufekchiev references a phone bank for an unrelated Levy and Bond effort for Everett School District. This activity occurred off campus at a neighborhood establishment.

Fifth, Mr. Tiufekchiev alleges that Mr. Wilson "used his cross-country team to distribute campaign literature during practice[.]" This issue has already been considered and dismissed by the Everett School District. In a letter dated October 31, 2014 from Associate Superintendent Tony Byrd to Mr. Wilson, the District determined that Mr. Wilson "did not use district time or resources in support of this event."³ This letter was the result of an investigation and report by the district's investigator. As Everett School District concluded, Mr. Wilson took no action to solicit cross country athletes for his campaign. He was informed by the cross-country coach that cross-country athletes wanted to volunteer for his campaign. The cross-country coach then scheduled an event after school hours and away from school property. While Mr. Wilson met with these volunteers after school hours and away from school property, he reminded volunteers that they had no obligation to participate. There is no support for Mr. Tiufekchiev's allegation otherwise.

Finally, Mr. Tiufekchiev claims that Mr. Wilson used "work email during school hours to send campaign related documents, including a contract for the services of a campaign consultant." While Mr. Wilson used a school-owned equipment to scan and copy campaign documents, these were used in conjunction with Mr. Wilson's official duties as a teacher. As part of a class Mr. Wilson teaches about public campaigns, he utilized certain documents to educate his class. This activity was a "part of the normal and regular conduct" of his role as a teacher. See, RCW 42.17A.555(3). Mr. Wilson did not use any school-owned equipment to actually file or distribute campaign documents for the purpose of his own campaign.⁴

We hope that the PDC will reject Mr. Tiufekchiev's efforts to smear Mr. Wilson's name and dismiss the complaint that he has filed against Mr. Wilson. Please let us know if we can provide you with any further information.

³ A true and correct copy of the letter from Tony Bird to Mike Wilson is attached hereto as Exhibit 1.

⁴ While Mr. Wilson was reprimanded by Everett School District for using school-owned equipment to scan certain campaign documents, the reprimand was improper: Mr. Wilson used school-owned equipment only to facilitate teaching his class about public campaigns. This conduct was not undertaken for the purpose of assisting any campaign. The purpose was educational. See, RCW 42.17A.555(3).

Philip E. Stutzman
Page 4 of 4

Sincerely,

BRESKIN JOHNSON & TOWNSEND PLLC

A handwritten signature in black ink, appearing to read "BWD", with a long, sweeping horizontal stroke extending to the right.

Brendan W. Donckers

Enclosure

EXHIBIT 1



3900 Broadway, Everett, WA 98201
www.everettsd.org

Board of Directors October 31, 2014

Pam LeSesne
President

Michael Wilson

Carol Andrews
Vice President

Ted Wenta
Legislative Representative

**Re: Cascade High School and Jackson High School Cross
Country Athletes Campaigning for Mike Wilson**

Caroline Mason

Traci Mitchell

Dear Mr. Wilson:

Administration

Dr. Gary Cohn
Superintendent

This letter will inform you of the result of an investigation of the Cascade High School and Jackson High School cross country athletes campaigning in support of your election to a legislative position. The complaint alleged that cross country athletes from Cascade High School and Jackson High school participated in a campaign event for you on Wednesday, October 15, 2014. The District investigated whether staff violated any District policies or procedures in connection with this event.

Dr. Tony Byrd
Associate Superintendent

Dr. Joyce Stewart
Associate Superintendent

The investigation has now been concluded. Based on my review of the investigative report prepared by the district's investigator, as well as your account of your role in this activity, I have determined that you did not use district time or resources in support of this event. As a result, the district will take no action against you related to this activity.

Dr. Molly Ringo
Assistant Superintendent

Dr. Peter Scott
Assistant Superintendent

Should you have questions or need clarification related to these findings, feel free to contact me or the human resources department.

Sincerely,


Tony Byrd
Associate Superintendent
Curriculum, Assessment & Special Programs
tbyrd@everettsd.org
425-385-4050

cc: Cathy Woods, Principal, Cascade High School
Personnel File

Tony Perkins

From: Matthews, Catherine E. <CMatthews@everettsd.org>
Sent: Wednesday, July 20, 2016 12:08 PM
To: Tony Perkins
Subject: RE: Question for PDC Investigation of Mike Wilson

Mr. Perkins

I appreciate your need to clarify his allegation. In response to your follow up question, I did not receive any phone call from Mr. Wilson on this subject or any other. Furthermore, he would have had no reason to contact me to seek permission to conduct a photo shoot on school property. Again, I am the Assessment Director. My job has no connection at all to providing advice on PDC regulation on behalf of the school district nor does it have any connection to providing permission for the use of school property for any reason.

Respectfully,
Catherine Matthews



Dr. Catherine Matthews
Director of Assessment and Research
Assessment and Research Department
cmatthews@everettsd.org
425-385-4058 | 425-385-4052 Fax

<http://www.everettsd.org/Page/4877>

From: Tony Perkins [mailto:tony.perkins@pdc.wa.gov]
Sent: Wednesday, July 20, 2016 11:39 AM
To: Matthews, Catherine E. <CMatthews@everettsd.org>
Subject: RE: Question for PDC Investigation of Mike Wilson

Thank you for the prompt reply, Dr. Matthews. Mr. Wilson specifically stated that he made a telephone call to the Everett School District office, and received your oral permission in that telephone call. Is it possible that prior to the district's internal investigation, you received a telephone call from Mr. Wilson to discuss any subject? Or do you believe it is unlikely that such a telephone call occurred?

Please forgive my persistence. When weighing conflicting information, my experience is that it's important to test the firmness of people's recollections, and also to see whether differing interpretations of events might be at work.

Tony Perkins | PDC Compliance & Enforcement

Washington State Public Disclosure Commission
711 Capitol Way, Room 206 | PO Box 40908, Olympia, WA 98504-0908
(direct) 360.586.1042 | (toll free) 1.877.601.2828
tony.perkins@pdc.wa.gov

From: Matthews, Catherine E. [mailto:CMatthews@everettsd.org]
Sent: Wednesday, July 20, 2016 11:24 AM
To: Tony Perkins <tony.perkins@pdc.wa.gov>
Subject: RE: Question for PDC Investigation of Mike Wilson

Mr. Perkins

In response to your inquiry regarding Mike Wilson and his alleged violation of PDC regulations, my only connection to this case was to conduct the internal investigation after the events were brought to the attention of the district. Prior to the investigation, I had no contact with Mr. Wilson and, in fact, do not recall ever meeting him or speaking with him prior to the investigation. Mr. Wilson did not ask me for permission to conduct a photo shoot on school grounds for use in his campaign. Further he would not have had any reason to seek my permission as I am the Director of Assessment and have no authority over Cascade High School, its staff or students.

Respectfully,

Catherine Matthews



Dr. Catherine Matthews
Director of Assessment and Research
Assessment and Research Department
cmatthews@everettsd.org
425-385-4058 | 425-385-4052 Fax

<http://www.everettsd.org/Page/4877>

From: Tony Perkins [<mailto:tony.perkins@pdc.wa.gov>]
Sent: Wednesday, July 20, 2016 10:03 AM
To: Matthews, Catherine E. <CMatthews@everettsd.org>
Subject: Question for PDC Investigation of Mike Wilson
Importance: High

Dear Dr. Matthews,

As you may be aware, the Washington State Public Disclosure Commission (PDC) is currently investigating a complaint filed against Cascade High School teacher Mike Wilson. The complaint alleges that in 2014 Mr. Wilson violated [RCW 42.17A.555](#) by using the facilities of the Everett School District to assist his campaign for State Representative in the 44th Legislative District. I'm contacting you today to follow up on a statement that Mr. Wilson made in an interview under oath with PDC staff.

Part of the complaint against Mr. Wilson involves a January 30, 2014 email that he sent through his Everett School District address to a student, responding to the student's questions about a campaign photo shoot planned for the following day. Apart from the use of agency email to arrange this photo shoot, which may be seen as a separate use of public facilities in violation of [RCW 42.17A.555](#), in interviewing Mr. Wilson PDC staff also asked about the photo shoot itself.

Mr. Wilson stated that the photo shoot involved eight students, who met him outside his classroom after school and after Mr. Wilson's contracted work hours. He stated that he and the students walked from the school building to an outdoor location on the school campus, where they posed for campaign photos.

Mr. Wilson stated to PDC staff that he sought and received your oral permission to hold the photo shoot on school grounds. He stated he believed that in giving this permission, you understood the photos would be used in his legislative campaign.

Can you confirm whether you gave Mr. Wilson this authorization, and whether you understood that the photo shoot was connected with his campaign?

Thank you for your attention to this. I would appreciate a quick reply to this email to confirm your receipt. If you can provide a substantive reply to the above questions as soon as possible, that would also be appreciated.

Sincerely,

Tony Perkins | PDC Compliance & Enforcement

711 Capitol Way, Room 206 | PO Box 40908, Olympia, WA 98504-0908

(direct) 360.586.1042 | (toll free) 1.877.601.2828

tony.perkins@pdc.wa.gov

From: [Wilson, Michael](#)
To: [REDACTED]@yahoo.com"
Subject: f1
Date: Sunday, January 12, 2014 2:20:26 PM
Attachments: [SCAN6510_000.pdf](#)

testing

From: CHS@everettsd.org [mailto:CHS@everettsd.org]
Sent: Sunday, January 12, 2014 7:06 AM
To: Wilson, Michael
Subject:

PUBLIC DISCLOSURE COMMISSION 711 CAPITOL WAY RM 206 PO BOX 40908 OLYMPIA WA 98504-0908 (360) 753-1111 TOLL FREE 1-877-601-2828	PDC FORM <b style="font-size: 2em;">F-1 (1/12)	PERSONAL FINANCIAL AFFAIRS STATEMENT	P M PDC OFFICE USE O A S R T K
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Refer to instruction manual for detailed assistance and examples. Deadlines: Incumbent elected and appointed officials -- by April 15. Candidates and others -- within two weeks of becoming a candidate or being newly appointed to a position. SEND REPORT TO PUBLIC DISCLOSURE COMMISSION	DOLLAR CODE A \$1 to \$3,999 B \$4,000 to \$19,999 C \$20,000 to \$39,999 D \$40,000 to \$99,999 E \$100,000 or more	R E C E I V E D
---	--	--------------------------------------

Last Name: <u>Wilson</u> First: <u>Mike</u> Middle Initial: <u>D</u>	Names of immediate family members, including registered domestic partner. If there is no reportable information to disclose for dependent children, or other dependents living in your household, do not identify them. Do identify your spouse or registered domestic partner. See F-1 manual for details. <div style="font-size: 1.5em; text-align: center;">Cindy L Wilson</div>
Mailing Address (Use PO Box or Work Address) * <div style="background-color: black; width: 100%; height: 20px;"></div>	
City: _____ County: _____ Zip: _____ <div style="background-color: black; width: 100%; height: 20px;"></div>	

Filing Status (Check only one box.) <input checked="" type="checkbox"/> An elected or state appointed official filing annual report <input type="checkbox"/> Final report as an elected official. Term expired: _____ <input type="checkbox"/> Candidate running in an election: month _____ year _____ <input type="checkbox"/> Newly appointed to an elective office <input type="checkbox"/> Newly appointed to a state appointive office <input type="checkbox"/> Professional staff of the Governor's Office and the Legislature	Office Held or Sought Office title: <u>Legislator</u> County, city, district or agency of the office, name and number: <u>44 Leg. Dist.</u> Position number: <u>2</u> Term begins: <u>Jan 2015</u> ends: <u>April 2015</u>
--	---

1	INCOME	List each employer, or other source of income (pension, social security, legal judgment, etc.) from which you or a family member, including registered domestic partner, received \$2,000 or more during the period. Include stock options received during the reporting period that had a value of \$2,000 or more. (Report interest and dividends in Item 3.)		
Show Self (S) Spouse (SP/DP) Dependent (D)	Name and Address of Employer or Source of Compensation	Occupation or How Compensation Was Earned	Amount: (Use Code)	
	<u>Everett School District</u>	<u>Teacher/coach</u>	<u>D</u>	
	<u>Cindy's Day Care</u>	<u>In-Home Day Care</u>	<u>D</u>	
Check Here <input type="checkbox"/> if continued on attached sheet				

2 REAL ESTATE List street address, assessor's parcel number, or legal description AND county for each parcel of Washington real estate with value of over \$10,000 in which you or a family member, including registered domestic partner, held a personal financial interest during the reporting period. (Show partnership, company, etc. real estate on F-1 supplement.)

Property Sold or Interest Divested	Assessed Value (Use Code)	Name and Address of Purchaser	Nature and Amount (Use Code) of Payment or Consideration Received		
Property Purchased or Interest Acquired		Creditor's Name/Address	Payment Terms	Security Given	Mortgage Amount - (Use Code) Original Current
All Other Property Entirely or Partially Owned <div style="background-color: black; width: 100%; height: 20px;"></div>	E	<div style="background-color: black; width: 100%; height: 20px;"></div>	<div style="background-color: black; width: 100%; height: 20px;"></div>	Mortgage	E E
Check here <input type="checkbox"/> if continued on attached sheet					

CONTINUE ON NEXT PAGE

3 ASSETS / INVESTMENTS - INTEREST / DIVIDENDS

List bank and savings accounts, insurance policies, stock, bonds and other intangible property (including but not limited to stock options) held during the reporting period.

A. Name and address of each bank or financial institution in which you, a family member, including registered domestic partner, had an account over \$20,000 any time during the report period.	Type of Account or Description of Asset	Asset Value (Use Code)	Income Amount (Use Code)
<p>B. Name and address of each insurance company where you, a family member, including registered domestic partner, had a policy with a cash or loan value over \$20,000 during the period.</p> <p><i>Equitable Life Insurance P.O. Box 1047 Charlotte NC 28201</i></p>	<i>Life Insurance</i>	<i>E</i>	<i>None</i>
<p>C. Name and address of each company, association, government agency, etc. in which you, a family member, including registered domestic partner, owned or had a financial interest worth over \$2,000. Include stocks, bonds, ownership, retirement plan, IRA, notes, stock options, and other intangible property. If you, your spouse, registered domestic partner and/or dependents had decision making authority regarding individual assets/investments list each asset or investment, the value and any income amount. EXAMPLE: If you self-directed an investment account identify each stock or other asset in that account.</p> <p><i>Public Emp. Retirement System</i></p>	<i>TRS account</i>	<i>E</i>	<i>None</i>

Check here if continued on attached sheet.

4 CREDITORS

List each creditor you or a family member, including registered domestic partner, owed \$2,000 or more any time during the period. Don't include retail charge accounts, credit cards, or mortgages or real estate reported in Item 2.

AMOUNT (USE CODE)

Creditor's Name and Address	Terms of Payment	Security Given	Original	Present
[Redacted]	[Redacted]	<i>Refinance</i>	<i>E</i>	<i>E</i>

Check here if continued on attached sheet.

5 All filers answer questions A thru D below. If the answer is YES to any of these questions, the F-1 Supplement must also be completed as part of this report. If all answers are NO and you are a candidate for state or local office, an appointee to a vacant elective office, or a state executive officer filing your initial report, no F-1 Supplement is required.

Incumbent elected officials and state executive officers filing an annual financial affairs report also must answer question E. An F-1 Supplement is required of these officeholders unless all answers to questions A thru E are NO.

- A. At any time during the reporting period were you, your spouse, registered domestic partner or dependents (1) an officer, director, general partner or trustee of any corporation, company, union, association, joint venture or other entity or (2) a partner or member of any limited partnership, limited liability partnership, limited liability company or similar entity including but not limited to a professional limited liability company? ____ If yes, complete Supplement, Part A.
- B. Did you, your spouse, registered domestic partner or dependents have an ownership of 10% or more in any company, corporation, partnership, joint venture or other business at any time during the reporting period? ____ If yes, complete Supplement, Part A.
- C. Did you, your spouse, registered domestic partner or dependents own a business at any time during the reporting period? ____ If yes, complete Supplement, Part A.
- D. Did you, your spouse, registered domestic partner or dependents prepare, promote or oppose state legislation, rules, rates or standards for compensation or deferred compensation (other than pay for a currently-held public office) at any time during the reporting period? ____ If yes, complete Supplement, Part B.
- E. **Only for Persons Filing Annual Report.** Regarding the receipt of items not provided or paid for by your governmental agency during the previous calendar year: 1) Did you, your spouse, registered domestic partner or dependents (or any combination thereof) accept a gift of food or beverages costing over \$50 per occasion? ____ or 2) Did any source other than your governmental agency provide or pay in whole or in part for you, your spouse, registered domestic partner and/or dependents to travel or to attend a seminar or other training? ____ If yes to either or both questions, complete Supplement, Part C.

ALL FILERS EXCEPT CANDIDATES. Check the appropriate box.

- I hold a state elected office, am an executive state officer or professional staff. I have read and am familiar with RCW 42.52.180 regarding the use of public resources in campaigns.
- I hold a local elected office. I have read and am familiar with RCW 42.17A.555 regarding the use of public facilities in campaigns.

*CANDIDATES: Do not use public agency addresses or telephone numbers for contact information.

CERTIFICATION: I certify under penalty of perjury that the information contained in this report is true and correct to the best of my knowledge.

Michael J. Shi *1/10/2014*
 Signature Date

Contact Telephone: [Redacted]
 Email: [Redacted]@ejhws.com (work) *
 Email: _____ (Home) Optional

REPORT NOT ACCEPTABLE WITHOUT FILER'S SIGNATURE



PUBLIC DISCLOSURE COMMISSION
 711 CAPITOL WAY RM 206
 PO BOX 40908
 OLYMPIA WA 98504-0908
 (360) 753-1111
 TOLL FREE 1-877-601-2828
 EMAIL: pdc@pdc.wa.gov

PDC FORM
F-1
 SUPPLEMENT
 (1/12)

SUPPLEMENT PAGE
 PERSONAL FINANCIAL AFFAIRS STATEMENT

PROVIDE INFORMATION FOR YOURSELF, SPOUSE, REGISTERED DOMESTIC PARTNER, DEPENDENT CHILDREN AND OTHER DEPENDENTS IN YOUR HOUSEHOLD

Last Name <i>Wilson</i>	First <i>Mike</i>	Middle Initial <i>D</i>	DATE <i>6/10/2014</i>
----------------------------	----------------------	----------------------------	--------------------------

A

OFFICE HELD, BUSINESS INTERESTS:

Provide the following information if, during the reporting period, you, your spouse, registered domestic partner or dependents

- (1) were an officer, director, general partner, trustee, or 10 percent or more owner of a corporation, non-profit organization, union, partnership, joint venture or other entity; and/or
- (2) were a partner or member of a limited partnership, limited liability partnership, limited liability company or similar entity, including but not limited to a professional limited liability company.

- Legal Name: Report name used on legal documents establishing the entity.
- Trade or Operating Name: Report name used for business purposes if different from the legal name.
- Position or Percent of Ownership: The office, title and/or percent of ownership held.
- Brief Description of the Business/Organization: Report the purpose, product(s), and/or the service(s) rendered.
- Payments from Governmental Unit: If the governmental unit in which you hold or seek office made payments to the business entity concerning which you're reporting, show the purpose of each payment and the actual amount received.
- Payments from Business Customers and Other Government Agencies: List each corporation, partnership, joint venture, sole proprietorship, union, association, business or other commercial entity and each government agency (other than the one you seek/hold office) which paid compensation of \$10,000 or more during the period to the entity. Briefly say what property, goods, services or other consideration was given or performed for the compensation.
- Washington Real Estate: Identify real estate owned by the business entity if the qualifications referenced below are met.

ENTITY NO. 1

Reporting For: Self Spouse

Registered Domestic Partner Dependent

LEGAL NAME: *Cynthia L. Wilson*

POSITION OR PERCENT OF OWNERSHIP

TRADE OR OPERATING NAME: *Cindy's Day Care*

ADDRESS:



BRIEF DESCRIPTION OF THE BUSINESS/ORGANIZATION:

In-home Day Care

PAYMENTS ENTITY RECEIVED FROM GOVERNMENTAL UNIT IN WHICH YOU SEEK/HOLD OFFICE:

Purpose of payments

Amount (actual dollars)

\$

PAYMENTS ENTITY RECEIVED FROM OTHER GOVERNMENT AGENCIES OF \$10,000 OR MORE:

Agency name:

Purpose of payment (amount not required)

PAYMENTS ENTITY RECEIVED FROM BUSINESS CUSTOMERS OF \$10,000 OR MORE

Customer name:

Purpose of payment (amount not required)

Parents hourly fee for child care

Day Care for children

WASHINGTON REAL ESTATE IN WHICH ENTITY HELD A DIRECT FINANCIAL INTEREST (Complete only if ownership in the ENTITY is 10% or more and assessed value of property is over \$20,000. List street address, assessor parcel number, or legal description and county for each parcel):



(Residen and Day Care)

Check here if continued on attached sheet

CONTINUE PARTS B AND C ON NEXT PAGE

Name

ENTITY NO. 2 Reporting For: Self Spouse

Registered Domestic Partner Dependent

LEGAL NAME: POSITION OR PERCENT OF OWNERSHIP

TRADE OR OPERATING NAME:

ADDRESS:

BRIEF DESCRIPTION OF THE BUSINESS/ORGANIZATION:

PAYMENTS ENTITY RECEIVED FROM GOVERNMENTAL UNIT IN WHICH YOU SEEK/HOLD OFFICE:

Purpose of payments Amount (actual dollars)

\$

PAYMENTS ENTITY RECEIVED FROM OTHER GOVERNMENT AGENCIES OF \$10,000 OR MORE:

Agency name: Purpose of payment (amount not required)

PAYMENTS ENTITY RECEIVED FROM BUSINESS CUSTOMERS OF \$10,000 OR MORE:

Customer name: Purpose of payment (amount not required)

WASHINGTON REAL ESTATE IN WHICH ENTITY HELD A DIRECT FINANCIAL INTEREST (Complete only if ownership in the ENTITY is 10% or more and assessed value of property is over \$20,000. List street address, assessor parcel number, or legal description and county for each parcel):

Check here if continued on attached sheet

B LOBBYING: List persons for whom you, or any immediate family member, including registered domestic partner, lobbied or prepared state legislation or state rules, rates, or standards for compensation or deferred compensation. Do not list pay from government body in which you are an elected official or professional staff member.

Person to Whom Services Rendered	Description of Legislation, Rules, Etc.	Compensation (Use Code)

Check here if continued on attached sheet

C FOOD TRAVEL SEMINARS Complete this section if a source other than your own governmental agency paid for or otherwise provided all or a portion of the following items to you, your spouse, registered domestic partner or dependents, or a combination thereof: 1) Food and beverages costing over \$50 per occasion; 2) Travel occasions; or 3) Seminars, educational programs or other training.

Date Received	Donor's Name, City and State	Brief Description	Actual Dollar Amount	Value (Use Code)
			\$	

Check here if continued on attached sheet

February 10, 2016

SENT BY EMAIL AND U.S. MAIL

Philip E. Stutzman
Director of Compliance
Public Disclosure Commission
P.O. Box 40908
Olympia, WA 98504-0908
phil.stutzman@pdc.wa.gov

Re: PDC Complaint by Mike Tiufekchiev against Mike Wilson's Election Committee

Dear Mr. Stutzman:

Thank you for clarifying that the PDC's review of Mr. Tiufekchiev's complaint is limited to alleged violations in Mr. Wilson's capacity as an employee of the Everett School District.

We understand that RCW 42.17A.555 prohibits public employees from using public facilities for the purpose of assisting a campaign for election and that facilities of a public office include "school districts." RCW 42.17A.005(39). However, we again want to emphasize that the statute does not prohibit a public employee, such as a public school teacher, from using school district facilities to undertake activities which are part of the normal and regular conduct of the employee's duties as a teacher. See, 42.17A.555(3).

As articulated in our prior correspondence, the conduct in question involves activities that were undertaken as part of Mr. Wilson duties as a public school teacher. This includes scanning certain campaign documents on a school district scanner for the purpose of preparing for a course he teaches, "Parties and Politics."

The documents at issue consist of a contract with political consultant firm Win Power and a C1 report Mr. Wilson filed with the Public Disclosure Commission. After scanning these documents, Mr. Wilson emailed them to his personal email address so he could then download them onto his personal computer at home and later saved onto a flash drive to be utilized when the course was taught in the fall. The C1 was scanned on or about January 12, 2014 and the WinPower contract was scanned on or about February 27, 2014. At the time these documents were scanned, Mr. Wilson intended to use them to provide students with concrete examples of actual campaign operations.

Philip E. Stutzman
Page 2 of 2

Mr. Wilson intended to utilize these campaign documents after the 2014 election cycle had concluded in November.

Mr. Wilson ultimately decided against using the scanned campaign documents in his course. Mr. Wilson did not scan any other documents relating to his campaign using school district property. He also did not use any other documents relating to his campaign in the course.

In your letter, you requested that Mr. Wilson produce all documents that refer or relate to classroom lessons involving his 2014 campaign. Mr. Wilson is no longer in possession of the documents he scanned to himself in January and February 2014. However, Mr. Wilson is enclosing several copies of documents that he actually used in the course. You will note that none of the documents make any reference to or arise out of his 2014 campaign. Attached documents consist of the following:

1. A course outline entitled "Parties and Politics" which details the subjects discussed in Mr. Wilson's course;
2. A schedule and overview of various activities undertaken by students taking the course, as well as Mr. Wilson's course grading policies;
3. Course materials for a game entitled "Party Time," including a blank "check sheet" that Mr. Wilson issues to each student group and a copy of sample ballots, organized by various class periods;
4. A sample communication Mr. Wilson requested course participants and their parents discuss and complete together.

Beyond the information we have provided, Mr. Wilson utilized publicly accessible websites to facilitate teaching the course, including information contained on the Public Disclosure Commission's website.

We hope this letter clarifies the activities Mr. Wilson undertook in his "normal and regular" role as a public school teacher.

Sincerely,

BRESKIN JOHNSON & TOWNSEND PLLC



Brendan W. Donckers

Enclosures

Parties and Politics

Lectures

-What your vote means in a Presidential Election

- *The Electoral College
- *Debate with adult regarding changing the Electoral College

-What your vote means in a Primary Presidential Election

- *Federal organization of party
- *The use of Caucus vs Primary election
- *Open Primary vs Closed Primary
- * What Washington does

-Party Functions

- *Identity, party platform
- *Nomination
 - recruiting candidates
 - informing the public
 - organizing support
- *Seal of Approval
- *Governmental
- *Party Organization: From Nation to Precinct

-Becoming a candidate

- *Filing, PDC
- *Organizing a campaign
 - Campaign Manager
 - Campaign Consultant
 - Campaign Accountant
- *Following the money
 - Who Gave?
 - Deciding to vote

-Propaganda

- *You Can Vote Smarter
 - Propaganda Techniques
 - Video of political campaign commercials
- *Evaluating sources of information
 - Fact vs Fiction
 - What to do when you recognize propaganda
- *Importance of relying on fact vs emotion
 - Forming an opinion
 - How to win a political conversation

Play Party Time: A simulation of a National Convention

- *Groups Organize
- *Propaganda is created
 - Bumper Sticker
 - Colors
 - Commercials
 - PowerPoint Presentation
- *Each group hosts a National Convention
- *Conduct an individual vote
- *Groups complete questionnaire
- *Parent follow up is completed
- *Sometimes I have a student summary

2,3,4 Class Project: Party Time

Government

Your group is going to design a new party to compete against the Democrats and Republicans in the 2016 elections.

After I divide the class into groups of equal size you will follow the directions on the list of things your party will need to do to compete on convention day. Items that should be worked on **as a group in class are in bold**, other items can be done either in a group or assigned to members of the party to complete at home. Keep a complete set of notes with your answers to the questions asked on the check sheet as you go along, they will come in handy on the last group work day. Choosing a party chairman first might facilitate discussion.

Here is a schedule of what each party needs to do to compete:

Tuesday/Monday

- 1. Think about what kind of party you want, its core purpose. Is your party an ideological party, a single-issue party, an economic protest party or a splinter party?** Give two reasons why you chose this type of party.
- 2. Come up with a name for the party that will appeal to voters.**
- 3. Choose a color or colors that will appeal to voters.**
- 4. Choose an animal symbol. State two qualities this animal possesses that connect to the qualities you think government should possess.**
- 5. What are America's biggest problems? Each party should create a list of four important issues and the party's position on each. Each party will then add an issue that may not be important, but that reflects the party's values.**

Monday/Wednesday

6. Design a bumper sticker for the party.
7. Think about primaries. Does your party prefer an open primary or a closed primary? Give two reasons why.
8. Consider our pluralistic society. List four groups of people your party would most appeal to, and give one reason why for each.
9. Think about your need to win in the Electoral College. Cite one state you are sure to win, given that state's demographics (population), and cite one state you are sure to lose, giving one reason why for each. States can't be in the Pacific Northwest.
10. You then need to choose a city to hold your party's convention in August. You might want to consult an atlas or a map of the United States, and come up with a city, not in the Pacific Northwest. Give three reasons why you chose it.
- 11. Choose a keynote speaker for the convention. It should be a well known real life public figure (singer? politician? actor?) who appeals to your target voters, and who reflects your party's ideals. Give two reasons why you chose him/her.**
- 12. What is the theme song for the convention?**

Thursday/Friday

13. **Design an ideal candidate. Give him/her a name. Each team member contributes one personal characteristic he/she wants this candidate to possess, and gives one reason why. How does a candidate file for office? What are some of the components of a politician's campaign organization?**
14. Design one item you each can wear or wave at the convention (hats, pins, buttons, pennants). (see <http://scriptorium.lib.duke.edu/americanvotes/> for ideas). Choose one designer for all, or have everyone do their own.
15. Write a short pretend newspaper headline and a longer newspaper subheader for the day of the acceptance speech (Headline: "Wilson wrings his hands over speech tonight;" subheader "Keynote talk to focus on war, taxes, appeal to middle class").
16. Each party member should be filling some role in the campaign organization. Make a list of the jobs completed by each member of your group.

Monday

17. On convention day, each party will don their campaign item and cheer and applaud their "candidate." One or more party members may deliver the party outline to the class. Each team member should prepare and deliver one part of an acceptance speech at the convention by the candidate based on their party's platform. Suggestions for an outline: a welcome, use of slogans, talk of issues, hopes for the future, a plea for people to vote, and why this candidate and party reflect America. On convention day, each party will don their campaign item and cheer and applaud their "candidate."

GRADING

18. Students will rank order the other parties first second third fourth considering (a) which one did the best job and (b) which one they would vote for, which may or may not be the same party. These two scores will each account for one quarter of the grade, 21 for the group that takes 1st place, 20 for 2nd, 19 for 3rd, 18 for 4th and 17 for 5th in each category. The score sheet will be prepared once the party names are known. The other half of your grade will be based on the check sheet each group will have 10 minutes to compete on the last in class work day, 1 point for each item, total 42.

PARTY TIME CHECK SHEET Period 1

Names:

1. What type of party is yours? _____

Give two reasons why you chose this type:

- a.
- b.

2. What is the name of your party?

3. What is your party color/colors? Why does it/do they appeal to voters?

4. Which animal symbol did you choose?

Give two qualities the animal possesses and explain how they connect to qualities a government should possess.

- a.
- b.

5. List four issues, and the party's position on each.

- a.
- b.
- c.
- d.

6. Show the bumper sticker at the acceptance speech.

7. Does your party prefer an open or a closed primary?

Give two reasons why:

- a.
- b.

8. In our pluralistic society, what four groups of people will your party most appeal to?

Give one reason why for each.

- a.
- b.
- c.
- d.

9. List one state demographics (population) indicate you are sure to win, and give one reason why.

List one state you are sure to lose, and give a reason why.

10. What city will hold your party's convention in August?

What three factors led you to choose this city?

- a.
- b.
- c.

11. Who is your keynote speaker for the convention?

Give two reasons why you chose him/her.

a.

b.

12. What is the theme song for the convention?

13. What is your candidate's name?

List one personal characteristic per party member you want the candidate to possess, and give one reason why.

a.

b.

c.

d.

e.

f.

How does a candidate file for office

What are some of the components of a politician's campaign organization?

14. Design one item you each can wear or wave at the convention (hats, pins, buttons, pennants). No need to turn these in, show them during your acceptance speech.

15. Write a short newspaper headline and a longer newspaper subheader for the day of the acceptance speech.

a.

b.

16. Assign one part of the speech to each party member.

BALLOT

Name: _____

- Cross out your party.
- The best presentation gets 1 point, 2, 3 then the worst gets 4 points.
- The party you would most likely vote for gets 1 point, 2, 3 and 4 points for the one you would be least likely to vote for.
- Put your ballot in the homework box at the end of the presentations.

Best Presentation

Would Vote for Them

Period 2 Parties (5MIN)

Wage Savers	_____	_____
B3CAUS3 TH3 INT3RN3T	_____	_____
Metamorphosis	_____	_____
P.P.R.O.	_____	_____
No Place For Hate	_____	_____
Equal	_____	_____

Best Presentation

Would Vote for Them

Period 3 Parties (5MIN)

National Meritocratic Party	_____	_____
Original Party	_____	_____
U.N.I.T.	_____	_____
Noble Global	_____	_____
Goonie Party	_____	_____

BALLOT

Name: _____

- Cross out your party.
- The best presentation gets 1 point, 2, 3 then the worst gets 4 points.
- The party you would most likely vote for gets 1 point, 2, 3 and 4 points for the one you would be least likely to vote for.
- Put your ballot in the homework box at the end of the presentations.

Best Presentation

Would Vote for Them

Period 4 Parties (5MIN)

W.P.W.	_____	_____
People Working Toward Change	_____	_____
Bruin Broadcast	_____	_____
Education	_____	_____
Anti-Bullying Society	_____	_____

Parent Follow Up

We have been studying political parties and the process used to elect a president in class. This has led us to discuss some of the many factors that influence people to vote the way they do, propaganda, what your vote means in the primary election in Washington, what your vote means in the Presidential election, and more. This work sheet is a follow up to these lessons. I would like your child to discuss some of this with you and then have you reinforce the material that was presented. My hope is that through family support the lessons about the importance of voting smart will be reinforced and that your child will become a lifetime participant in the political process. Please discuss the questions below with your child, and then sign this form to verify that the discussion took place. Thanks for your participation.

1. What are political parties? How do they affect the way we as Americans participate in the election process?
2. What is a national convention and why is it so important?
3. Should the Popular vote be used to select the president instead of the Electoral College?
4. What are the 5 biggest issues in America today? Why?
5. Should tax dollars be used to run elections?
6. What is the difference between a liberal and a conservative?

Thank you for your time. I hope your discussion was positive and that it will encourage your child to vote in the future.

Parent Signature _____ Date _____

Nov. 3, 2014

Meeting w/ Mike Wilson

7:08
Am

Diane begins:

- dialogue purpose of mtg.
- share things to consider

- MW employee of 20+ years
- section of contract Just Cause
- revised Just Cause
- 7 tests of just cause

#3 hands out 7 tests of just cause document
Investigation

if no campaign, no reason to
review Mike's emails
but if examined others emails there
would be evidence of use

political use prompted this investigation

districts investigation has more
pressure

D may have gone under radar if
not under pressure, the districts
process has been a
"hyper investigation"

Page 2 of 7
proof-

scan
email

6 equal treatment

Jared brought to attention
letter of February, 2008, EHS
employee name blacked out

2 instances vs. ongoing

MW - I filed my PDC from home, not
school

- scanned document for use
as potential use in my classroom

DF - is the rule applied even handed
Dist. should consider

own exuberance on part of
district

7 penalty

- 20 years good record as a teacher

- Ask the district to
take a pause, is it climate
or circumstance

Page 3 of 7

Tared shared
LOO from EHS - 2008

DF - shared CBA just cause
- highlighted section reviewed

DF - seriousness typically means a
student was harmed, not case here
self-imposed
~~step~~ of letter of direction

JK - Mike understood, self-corrected
never did actions again

DF - RCW "to assist in a campaign"
filed explorator piece of paper

JK - didn't harm kids

DF - m w still an employee liked by kids
treatment
~~of~~ EES reflect on our
relationship between EEA and district
this could cause a problem

DF - "big blunder"
- wrong
- not fair

Nov. 3, 2014

pg 3 of 7

MW - scanned documents for
- potential to use in classroom as part of
- ^{Gvmt. class} not used w/ kids ~~p~~ in class

7:26
PM Jeff asks Jared, Diane & Mike to step out
so District can consider their
input.

Page #⁵ of 17

Resume @ 7:45 w/ Jared, Diane & Mike.

Jeff lots of consideration of your points

- accurate strong employee
- my staff reviewed your records and do note over time that your conduct changed

my role - - unfamiliarity in the world of HR

- challenger of norm
- investigation separate of legal council

Mike has been -

- honesty
- for thought

- cut & dry result was there the use of district equipment
- media pressure not a factor in decision
- could not verify Minchew use of dist. equip. Bertrand

- had lesser threshold ^{EHS}

This is a campaign law & our equipment was used.

Page 6 of 7

breaking of RCW is seriousness
equivalency w/ other investigations
in current time

led to conclusion to LOR
today

DF - "oh"

JM - when Mike filed w/ POC

- F-1 scan may or may not

- contrast w/ campaign

- 2 emails w/ Mr. Riley
clearly RCW violation

that point on no more
elements of wrongdoing

tried to write balanced letter

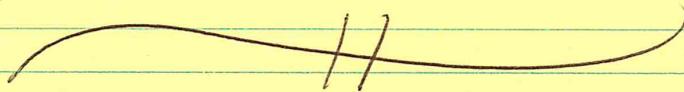
interest + respect to Mike to
write a balanced letter

Page 7 of 7

MW - Riley contacted me
I responded
non-student hours

DF - ^{this response was} during contracted work day

Saved - if we choose to grieve who to?
who to address? - Jeff Moore.
End of meeting 7:55 pm. 11/3/14



follow up - revised letter delivered
to Mike on 11/3/14
after 3rd period by C. Woods
for Mike's signature of receipt.
- revision was correction of
a typo (pm changed to am)
and put on cument vs. old
letter head.

- I delivered accurate letter
to EEA office, personal file
and Jennifer Farmer (upon
request to Jennifer)

To: Tony Byrd, Associate Superintendent of Curriculum, Assessment and Special Programs
Debbie Kovacs, Executive Director of Human Resources
From: Catherine Matthews, Director of Curriculum and Assessment
Re: Results of investigation of alleged Public Disclosure Commission rules violations
Date: October 28, 2014

Incident: Cascade High School and Jackson High School Cross Country Athletes Campaigning for Mike Wilson

On Thursday, October 16, 2014, it came to the attention of the district that cross country athletes from Cascade High School and Jackson High School had participated in a campaign event for Mike Wilson. It came to the district's attention through a complaint from a parent whose children are on one of the teams and through a verbal complaint of a community member.

Interviews were conducted by Catherine Matthews with a parent, a community member, four Cascade High School Students, two Jackson High School students, one teacher, the district athletic director, three Cascade High School coaches, and three Jackson High School coaches.

Summary of Facts

Steve Bertrand

Steve Bertrand has been an employee of the district for 35 years. He has been a coach and teacher at Cascade High School for 20 years. Bertrand stated that he was unaware of Public Disclosure Commission rules regarding the limitations placed on public school employees in campaigns. He does not recall receiving any information from the district outlining those restrictions.

At some time in the spring of 2014, Steve Bertrand, a cross country coach at Cascade High School, had the idea to have his cross country athletes campaign for Mike Wilson as a community service project. Steve Bertrand states that he has conducted community service projects with his cross country athletes annually throughout his 20 years of coaching at Cascade High School as part of developing leadership in his athletes. Among those projects have been advocating for the preservation of Japanese Gulch, cleaning up a senior center, organizing the Brett Jensen run and improving the Cascade High School track. Steven Bertrand states that the community service project this year was to help Mike Wilson in his election to public office.

At the Bruce Brown Coaches and Captains workshop, Bertrand mentioned this idea in passing to Robert Polk, District Athletic Director. Although Polk raised concerns about the activity, he did not clearly tell Bertrand that he could not have his students engage in campaign activities. Rather he told Bertrand that student participation must be completely voluntary. Polk confirmed this recollection. No further conversations occurred between Bertrand and Polk on the topic until after the actual event on October 15, 2014. Bertrand takes full responsibility for organizing this event stating "if anyone was the pusher of this it was me." Further Bertrand stated that Polk's advice was "only as good as the information he

received and at the time he was operating under limited information.” Bertrand admits he gave Polk few details about the event. In his second interview, Bertrand significantly changed his characterization of the interchange between him and Polk saying that he interpreted Polk’s comments as district permission for the event.

During the month of July 2014, Bertrand and his assistant Coach Bill Hull held practices for the cross country athletes. On Mondays, Wednesdays, and Fridays, coaches met with athletes at McCollum Park in south Everett to run and pass out flyers for Mike Wilson’s campaign. These flyers were obtained by Bertrand from Mike Wilson’s campaign manager at a local restaurant parking lot. Over the course of the summer, Bertrand estimates that they passed out 3000 flyers for the primary election.

Once Wilson passed the primary and proceeded to the general election, Bertrand decided to continue supporting his campaign with his athletes. Bertrand further solicited the assistance of the head coaches from Jackson High School and Glacier Peak High School. Bertrand and Eric Hruschka, the Jackson High School coach, have known Mike Wilson for many years as a fellow teacher and coach. Bertrand spoke to the Glacier Peak High School coach about bringing his athletes to hand out flyers for Mike Wilson. This occurred at their pre-season meeting at Buck’s American Grill in Everett. Coach Hruschka was not in attendance at this meeting. However Hruschka does confirm Bertrand reminded him of the event several times leading up to the event. Bertrand said that he thought he might have also spoken with the coaches at the annual WESCO cross country coaches meeting. Bertrand made arrangements with Wilson’s campaign manager for an event at McCollum Park on Wednesday, October 15, 2014. This was the day before a large cross country meet and, as such, the teams would be at the park together preparing for the meet.

Bertrand initially denied having used school email for the purpose of promoting the campaign event for Mike Wilson on October 15, 2014. However, when presented with the copies of the emails, he confirmed that he did in fact write a series of emails prior to the event through his school email account about the event. Further he stated in his defense, “I had district permission to do something, I also have district permission for the resources.”

- On October 8, 2014, Bertrand wrote to Eric Hruschka, the Jackson High School cross country coach, and copied Mike Wilson. In the email he identified the time and place for the “The Run for Wilson” and stated that the “focus will be on distributing campaign flyers for Mike Wilson’s campaign.”
- On October 10, 2014, Bertrand emailed from his home email account to his school email account. He copied the Hull Family and Sara Lasker (Assistant Coach at Cascade High School) as well as two other people. The email is a Week 8 schedule of cross country activities which appears to be intended for parents and students. In this plan, Bertrand states that on Wednesday “You will either do a 30 minute run at Cascade , or...You will meet at McCollum Park @3:00 p.m. to help run flyers for the Mike Wilson campaign. Cascade, Jackson & Glacier Peak cross-country teams will be helping with Mike Wilson’s campaign. The Everett Herald will be doing a story on it. You may get your picture in the paper!...We will be dropping flyers on doorsteps from 3:45 p.m. to 5:00 p.m. in the Pioneer Trails, Silver Lake & Hilton Lake areas.”

- On October 13, 2014 from his school email account, Bertrand emailed Hruschka. He stated "Reminder – Running for Wilson Wednesday, McCollum Park 3:30 p.m.. "
- On October 14, 2014, Bertrand emailed Familyboz to notify them of a change in the start time of the "Mike Wilson event" to 3:00 p.m.
- On October 15, 2014, Hruschka emailed Bertrand from his school email account to ask for the details of the event.
- On October 15, 2014, Bertrand responded to Hruschka stating "Meet at 3:00 p.m. at McCollum. The Herald will be taking a picture & doing an article. Then, we run flyers in our areas lightly for an hour."
- On October 15, 2014, Bertrand emailed James Riley, of the Mike Wilson campaign staff, from his school email account to thank him for sending a picture of the CHS athletes holding campaign signs for Mike Wilson and standing with Bertrand and Wilson.
- On October 15, 2014, Bertrand forwarded the picture and email he received from James Riley to Hull, Lasker, Familyboz (Cross Country Booster Club President), and several others. He used his school email account.

On October 15, 2014 at Cascade High School, the cross country athletes either stayed at CHS and completed stretching and a 30 minute run under the supervision of Sarah Lasker or they drove to McCollum Park where they were supposed to complete their run while passing out flyers. Although Bertrand stated that the campaign activity was voluntary and occurred after practice and cited the low participation as evidence that students were aware of this, in fact students were still engaged in practice while at the Wilson campaign event. Students had to either run at CHS or run while handing out flyers. Bertrand confirmed this, when asked if students could opt out of both the 30 minute run at CHS and the run while passing out flyers, when he said "Better not. Because they wouldn't have run then". In effect, practice was taking place at both venues. Students who were interviewed all stated that they were not required to complete the work out at CHS prior to coming to the campaign event. Their workout was to be completed during the campaign event. Bertrand confirmed this when he stated: "I just wanted them to do something good and get their minutes in" referring to the 30 minutes of running and when he stated "the team would get a run in and at the same time support Mike Wilson which was all good."

Once the Cascade High School cross country athletes arrived at McCollum Park, a picture was taken of the team, coaches and Wilson. Then Bertrand and Hull left to hand out flyers. They were not present when the athletes met with the campaign manager to get instructions. Cascade High School students who were present reported that Mike Wilson briefly spoke to the group, but that the campaign manager gave them specific instructions about what to do and say. Students were given a packet of information which included a map to the neighborhood, a map of the houses in the neighborhood marked as to which should be visited, a list of voters, and flyers. Students had a script to use and were asked to mark whether or not the resident was likely to vote for Wilson. Students were expected to knock on doors, share information about Wilson, ask for the resident's support for Wilson and record their responses. They were told to return the packets the next morning to their coach. When asked why he did not

supervise the event, Bertrand said, "after turnout I'm not responsible for supervision. The kids are on their own time; it's not my job to supervise that."

On October 16, 2014 at the cross country meet, Robert Polk met with Coach Bertrand, Coach Hruschka, Cascade High School Principal Cathy Woods, and Jackson High School Principal Dave Peters. Polk notified coaches Bertrand and Hruschka that an investigation into the activities of October 15, 2014 was underway. Polk further directed Bertrand and Hruschka not to speak about the investigation with anyone.

At the end of my interview with Bertrand on October 27, 2014, Mr. Bertrand stated that he had spoken with Dan Parker, the cross country coach at Glacier Peak High School in the Snohomish School District, about the investigation. He said, "I'm looking at how Snohomish is handling it and how it is here. It's disappointing." He went on to say in a menacing tone, "The community deserves to know the truth on the matter and I'll see that they get it."

Eric Hruschka

Eric Hruschka is a teacher at Gateway Middle School and a coach at Jackson High School. He has been with the district since 1994 as both a teacher and coach. Hruschka stated that he was unaware of Public Disclosure Commission rules regarding the limitations placed on public school employees in campaigns. He does not recall receiving any information from the district outlining those restrictions. Hruschka said he was operating under the belief that Bertrand had permission to participate in this activity. He therefore did not seek the advice or permission of any district or school level administrator.

It is unclear exactly when Hruschka first was made aware of the Mike Wilson flyer distribution activity. Hruschka states that he thinks that he first learned of the opportunity to have his athletes support the Wilson campaign at the Walsh Platt Awards event in June of 2014. He states that he thinks Mike Wilson mentioned to him that Bertrand was organizing his athletes to campaign for him. He believes that Bertrand was there at the time of that statement. Both Wilson and Bertrand deny this conversation took place, however. Bertrand asserts that he spoke with Hruschka at the Bruce Brown workshop, not the Walsh-Platt event, after speaking with Polk. Wilson asserts that he only ever spoke directly with Bertrand and it was not at the Walsh Platt event. Hruschka does not recall a conversation at the Bruce Brown workshop. Bertrand stated that he reminded Hruschka at the annual coaches meeting at Buck's American Grill. However, Hruschka was not in attendance at that meeting stating that he had forgotten about the meeting. Hruschka does recall that, at the end of the WESCO pre-season coaches meeting in August, Bertrand reminded him that they would be passing out flyers for Wilson.

Hruschka states that he viewed distributing flyers for Wilson with the Cascade High School team as an opportunity to collaborate with Bertrand, something he had been criticized for not having done in the past. When Bertrand suggested handing out flyers for Wilson's campaign, Hruschka agreed thinking this was an activity that presented little distraction to his team's workout schedule and would support someone he respected (Wilson) while demonstrating a willingness to work with other district coaches. In fact, he was not engaged in the planning or organization of the activity. He agreed in passing and then

heard nothing about the details until the day before the event. Up until the event, he believed that his athletes would be given perhaps 10 flyers each to distribute in their neighborhood.

On October 15, 2014, Hruschka emailed Bertrand from his school email account to ask for the details of the event. Hruschka mentioned the event to his assistant coaches briefly. He sent a text to Steve Till, assistant Jackson High School coach, the night before the event stating "we have to go to McCollum Wednesday for the Mike Wilson election flyer distribution". Hruschka stated that he also called assistant coach Pat Haller the day before and mentioned the event.

At Jackson High School, students learned of the Wilson campaign event at practice on October 15, 2014. Practice started as usual on the field at Jackson High School with stretching. Students ran to McCollum Park where they were expected to run 300s as their pre-meet workout. When the Jackson High School students arrived at McCollum Park, the Glacier Peak High School students were meeting with Wilson and his campaign manager. Cascade High School athletes had left the park. While the Jackson High School athletes stretched, Hruschka spoke to them about Wilson. Hruschka shared with his students that he had been a substitute teacher for Wilson about 20 years ago when Wilson's father passed away. He said that he respected Wilson. He told students that they did not have to participate in passing out flyers. At that point, Hruschka was unaware that students would be going canvassing neighborhoods door to door. Hruschka introduced the students, who were going to campaign, to Wilson. A picture was taken of the team and Wilson. Wilson spoke to the group and reminded them that they did not have to participate. The campaign manager gave instructions to the group. At this point, Hruschka realized that the plan was more complicated than handing out flyers. Students were given packets with a map to the neighborhood, a map of the neighborhood with houses marked to visit, a list of residents with a place to mark their voting intentions, a script, and Wilson campaign flyers. Hruschka assisted the campaign manager in helping to put the students in neighborhood groups. Although Hruschka stated that he was uncomfortable with what was happening, he failed to stop the event. His students went out without parent notification or permission and without supervision to canvas door to door.

Hruschka was forthcoming and apologetic about his role in the event. He stated that he did not like the way events unfolded and would never do it again. He reflected that he had learned a lot in the past week and apologized for wasting everyone's time by engaging in an activity he did not know the details about.

On October 16, 2014 at the cross country meet, Robert Polk met with Coach Bertrand, Coach Hruschka, Cascade High School Principal Cathy Woods, and Jackson High School Principal Dave Peters. Polk notified Coaches Bertrand and Hruschka that an investigation into the activities of October 15, 2014 was underway. Polk further directed Bertrand and Hruschka not to speak about the investigation with anyone.

Mike Wilson

Mike Wilson is a teacher at Cascade High School who is running for elected office. He retired from coaching in the spring of 2014. Wilson was approached by Bertrand about an opportunity to use

volunteers. This occurred sometime in the spring of 2014. Wilson told Bertrand that he would use volunteers, but would not help get volunteers. Wilson stated that he did not approach any students, but rather left that up to the coaches. On October 15, 2014, Wilson arrived at McCollum Park for a campaign activity organized by his campaign manager. The packets, which were ultimately given to students, were already set up at that time. His role at that event was to introduce himself and thank the volunteers for participating. The campaign manager gave students the materials and directions for door-to-door campaigning. Wilson states that he did not use school equipment or resources for this event. He did receive an e-mail from Bertrand which is forwarded to his home e-mail address.

Robert Polk:

Robert Polk has been the Athletic Director for Everett Public Schools for 11 years. Polk stated that he is aware of the limitations for the use of public facilities and resources which are placed on public school employees by the Public Disclosure Commission. He understood the restrictions regarding the use of students to be only that student participation must be voluntary.

Polk was approached by Bertrand at the Bruce Brown Coaches and Captains workshop in June of 2014. Bertrand told Polk that he was thinking about doing a community service project with his athletes which would entail helping the Wilson campaign. Polk stated that he told Bertrand that the activity must be voluntary and that Bertrand could provide notice of the activity to students, but he was not to direct the activity. This was the only conversation Polk had with Bertrand until Thursday, October 16, 2014. Polk confirmed Bertrand's statement that Bertrand provided him with few details of what was planned. Bertrand has not in the past asked Polk for permission to conduct a community service project nor has he asked for advice on how to properly conduct a community service project.

On October 16, 2014 at the cross country meet, Robert Polk met with Coach Bertrand, Coach Hruschka, Cascade High School Principal Cathy Woods, and Jackson High School Principal Dave Peters. Polk notified Coaches Bertrand and Hruschka that an investigation into the activities of October 15, 2014 was underway. Polk further directed Bertrand and Hruschka not to speak about the investigation with anyone.

Summary Statement:

Steve Bertrand:

The facts substantiate the claim that Steve Bertrand violated the Public Disclosure Commission guidelines in the following areas:

- He used public facilities to support a candidate--specifically district equipment, email and work time.
- He used a school event, cross country practice, to promote a candidate.
- He organized a student community service project to influence an election's outcome.
- He used district resources to organize the distribution of campaign materials.
- He used the school's email system to communicate campaign-related information.

Further, the facts substantiate the claim that Steve Bertrand violated Everett Public Schools School Board Policy 5225 and Procedure 5225P, when he used his email to organize the campaign event with his student athletes, which states:

Any use of the system must be in conformity with state and federal law, system use policies and school district policy.

The system constitutes public facilities and may not be used to support or oppose political candidates or ballot measures.

The facts substantiate the claim that Steve Bertrand violated Everett Public Schools School Board Policy 4412 as well:

School property and school time, supported by public funds, may not be used for political purposes.

In addition, Steve Bertrand was negligent in the supervision of his athletes when he left them at McCollum Park to meet alone with campaign officials while he left to pass out flyers and when he failed to supervise them as they canvassed knocking on doors. He failed to seek parent permission for students to go door to door campaigning.

Eric Hruschka:

The facts substantiate the claim that Eric Hruschka violated the Public Disclosure Commission rules in the following areas:

He used a school event, cross country practice, to promote a candidate.

He used district resources to organize the distribution of campaign materials.

The facts substantiate that Eric Hruschka violated Everett Public Schools School Board Policy 4412 as well:

School property and school time, supported by public funds, may not be used for political purposes.

Eric Hruschka was negligent in the supervision of his athletes when he allowed them to canvas neighborhoods knocking on doors without supervision and without permission from their parents.

Mike Wilson:

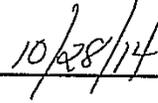
The facts do not substantiate the violation of Public Disclosure Commission rules in the events leading up to or including October 15, 2014 by Mike Wilson. Wilson forwarded, without opening, one email to his home address. Otherwise, his activities related to this event were conducted outside of his work hours.

Robert Polk:

The facts do not substantiate that Robert Polk violated the rules of the Public Disclosure Commission or Everett Public Schools School Board Policy 4412. However, he failed to recognize that the use of student athletes for campaigning is a violation of the Public Disclosure Commission rules. As a result, he gave erroneous advice to Steve Bertrand, albeit in passing, that the only limitation would be the voluntary nature of the activity. Polk failed to instruct Bertrand to cease all campaign activities regardless of whether the coach viewed those activities as a community service project.



Catherine Matthews



Date

heard nothing about the details until the day before the event. Up until the event, he believed that his athletes would be given perhaps 10 flyers each to distribute in their neighborhood.

On October 15, 2014, Hruschka emailed Bertrand from his school email account to ask for the details of the event. Hruschka mentioned the event to his assistant coaches briefly. He sent a text to Steve Till, assistant Jackson High School coach, the night before the event stating "we have to go to McCollum Wednesday for the Mike Wilson election flyer distribution". Hruschka stated that he also called assistant coach Pat Haller the day before and mentioned the event.

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Mike Wilson

Mike Wilson is a teacher at Cascade High School who is running for elected office. He retired from coaching in the spring of 2014. Wilson was approached by Bertrand about an opportunity to use

Matthews, Catherine

From: Hruschka, Eric <EHruschka@everettsd.org>
Sent: Thursday, October 16, 2014 8:18 AM
To: Young, Blythe; Polk, Robert
Cc: Till, Steven; pathaller@comcast.net
Subject: FW: Run For Wilson

FYI-

We joined together with Cascade XC and Glacier Peak XC and went around handing out flyers in our neighborhoods yesterday for Mike Wilson. We gave the kids the choice between participating or running our standard practice in the park. Those that volunteered took areas near their homes.

Mike got some emails last night and I wanted you to have a heads up too.

Eric

From: Bertrand, Steve
Sent: Wednesday, October 15, 2014 8:22 AM
To: Hruschka, Eric
Subject: RE: Run For Wilson

Eric,

Meet at 3:00 p.m. at McCollum. The Herald will be taking a picture & doing an article. Then, we run flyers in our areas lightly for one hour. Hey... What is the added division (New division) in athletic.net for tomorrow's race?

Thanks,

Steve

From: Hruschka, Eric
Sent: Wednesday, October 15, 2014 8:19 AM
To: Bertrand, Steve
Subject: RE: Run For Wilson

What is the plan for today???

From: Bertrand, Steve
Sent: Wednesday, October 08, 2014 8:32 AM
To: Hruschka, Eric; Eric Hruschka (ehruschka@frontier.com)
Cc: Wilson, Michael; Familyboz (familyboz@yahoo.com)
Subject: Run For Wilson

Eric,

The Run for Wilson will take place next Wednesday at 3:30 p.m. at McCollum Park. The focus will be on distributing campaign flyers for Mike Wilson's campaign. Hopefully, Cascade, Jackson & Glacier Peak will be part of this.

FYI,

Steve

received and at the time he was operating under limited information.” Bertrand admits he gave Polk few details about the event. In his second interview, Bertrand significantly changed his characterization of the interchange between him and Polk saying that he interpreted Polk’s comments as district permission for the event.

During the month of July 2014, Bertrand and his assistant Coach Bill Hull held practices for the cross country athletes. On Mondays, Wednesdays, and Fridays, coaches met with athletes at McCollum Park in south Everett to run and pass out flyers for Mike Wilson’s campaign. These flyers were obtained by Bertrand from Mike Wilson’s campaign manager at a local restaurant parking lot. Over the course of the summer, Bertrand estimates that they passed out 3000 flyers for the primary election. Once Wilson passed the primary and proceeded to the general election, Bertrand decided to continue supporting his campaign with his athletes. Bertrand further solicited the assistance of the head coaches from Jackson High School and Glacier Peak High School. Bertrand and Eric Hruschka, the Jackson High School coach, have known Mike Wilson for many years as a fellow teacher and coach. Bertrand spoke to the Glacier Peak High School coach about bringing his athletes to hand out flyers for Mike Wilson. This occurred at their pre-season meeting at Buck’s American Grill in Everett. Coach Hruschka was not in attendance at this meeting. However Hruschka does confirm Bertrand reminded him of the event several times leading up to the event. Bertrand said that he thought he might have also spoken with the coaches at the annual WESCO cross country coaches meeting. Bertrand made arrangements with Wilson’s campaign manager for an event at McCollum Park on Wednesday, October 15, 2014. This was the day before a large cross country meet and, as such, the teams would be at the park together preparing for the meet.

Bertrand initially denied having used school email for the purpose of promoting the campaign event for Mike Wilson on October 15, 2014. However, when presented with the copies of the emails, he confirmed that he did in fact write a series of emails prior to the event through his school email account about the event. Further he stated in his defense, “I had district permission to do something, I also have district permission for the resources.”

- ✎ On October 8, 2014, Bertrand wrote to Eric Hruschka, the Jackson High School cross country coach, and copied Mike Wilson. In the email he identified the time and place for the “The Run for Wilson” and stated that the “focus will be on distributing campaign flyers for Mike Wilson’s campaign.”
- ✎ On October 10, 2014, Bertrand emailed from his home email account to his school email account. He copied the Hull Family and Sara Lasker (Assistant Coach at Cascade High School) as well as two other people. The email is a Week 8 schedule of cross country activities which appears to be intended for parents and students. In this plan, Bertrand states that on Wednesday “You will either do a 30 minute run at Cascade , or...You will meet at McCollum Park @3:00 p.m. to help run flyers for the Mike Wilson campaign. Cascade, Jackson & Glacier Peak cross-country teams will be helping with Mike Wilson’s campaign. The Everett Herald will be doing a story on it. You may get your picture in the paper!...We will be dropping flyers on doorsteps from 3:45 p.m. to 5:00 p.m. in the Pioneer Trails, Silver Lake & Hilton Lake areas.”

- ✓ On October 13, 2014 from his school email account, Bertrand emailed Hruschka. He stated "Reminder – Running for Wilson Wednesday, McCollum Park 3:30 p.m.. "
- ✗ On October 14, 2014, Bertrand emailed Familyboz to notify them of a change in the start time of the "Mike Wilson event" to 3:00 p.m.
- ✗ On October 15, 2014, Hruschka emailed Bertrand from his school email account to ask for the details of the event.
- ✓ On October 15, 2014, Bertrand responded to Hruschka stating "Meet at 3:00 p.m. at McCollum. The Herald will be taking a picture & doing an article. Then, we run flyers in our areas lightly for an hour."
- ✓ On October 15, 2014, Bertrand emailed James Riley, of the Mike Wilson campaign staff, from his school email account to thank him for sending a picture of the CHS athletes holding campaign signs for Mike Wilson and standing with Bertrand and Wilson.
- ✓ On October 15, 2014, Bertrand forwarded the picture and email he received from James Riley to Hull, Lasker, Familyboz (Cross Country Booster Club President), and several others. He used his school email account.

On October 15, 2014 at Cascade High School, the cross country athletes either stayed at CHS and completed stretching and a 30 minute run under the supervision of Sarah Lasker or they drove to McCollum Park where they were supposed to complete their run while passing out flyers. Although Bertrand stated that the campaign activity was voluntary and occurred after practice and cited the low participation as evidence that students were aware of this, in fact students were still engaged in practice while at the Wilson campaign event. Students had to either run at CHS or run while handing out flyers. Bertrand confirmed this, when asked if students could opt out of both the 30 minute run at CHS and the run while passing out flyers, when he said "Better not. Because they wouldn't have run then". In effect, practice was taking place at both venues. Students who were interviewed all stated that they were not required to complete the work out at CHS prior to coming to the campaign event. Their workout was to be completed during the campaign event. Bertrand confirmed this when he stated: "I just wanted them to do something good and get their minutes in" referring to the 30 minutes of running and when he stated "the team would get a run in and at the same time support Mike Wilson which was all good."

Once the Cascade High School cross country athletes arrived at McCollum Park, a picture was taken of the team, coaches and Wilson. Then Bertrand and Hull left to hand out flyers. They were not present when the athletes met with the campaign manager to get instructions. Cascade High School students who were present reported that Mike Wilson briefly spoke to the group, but that the campaign manager gave them specific instructions about what to do and say. Students were given a packet of information which included a map to the neighborhood, a map of the houses in the neighborhood marked as to which should be visited, a list of voters, and flyers. Students had a script to use and were asked to mark whether or not the resident was likely to vote for Wilson. Students were expected to knock on doors, share information about Wilson, ask for the resident's support for Wilson and record their responses. They were told to return the packets the next morning to their coach. When asked why he did not

Matthews, Catherine

From: Bertrand, Steve <SBertrand@everettsd.org>
Sent: Wednesday, October 08, 2014 8:32 AM
To: Hruschka, Eric; Eric Hruschka
(ehruschka@frontier.com)
Cc: Wilson, Michael; Familyboz
(familyboz@yahoo.com)
Subject: Run For Wilson

Eric,

The Run for Wilson will take place next Wednesday at 3:30 p.m. at McCollum Park. The focus will be on distributing campaign flyers for Mike Wilson's campaign. Hopefully, Cascade, Jackson & Glacier Peak will be part of this.

FYI,

Steve

Matthews, Catherine

From: Steve Bertrand <stevekbertrand@gmail.com>
Sent: Friday, October 10, 2014 6:11 PM
To: Familyboz
Cc: Steve Bertrand; Hull Family; Matt Thomas; Sara Lasker; Debra Smith
Subject: Cross-Country - Week #8

All -

Congratulations to our Athletes of the Meet for the Mountlake Terrace race on 10/9/14. They were (drum roll, please...) Angela Nguyen & Jacob Schafte! Also, remember, you need to be at Cascade by 7:30 a.m. tomorrow for the Hole In The Wall Invitational. Dress warm. The weather people are predicting rain. Below you will find a schedule of our training for Week #8 of the cross-country season. Starting Monday, we move out of the "competitive" phase of the season & into the "championship" phase. Time to elevate your game & reap the benefits of a season's worth of work!

Coach Bertrand

Monday - 50, 40 or 30 minute run, 8 x 100 meter strides @ 1600 meter pace, upper body weights

Tuesday - 5-4-3-2-1 minute run with equal jog recovery @ 5K pace plus 15 seconds, 3 x Bruin Busters @ 5K pace, Oregon Drill x 10 minutes, Bike x 15 minutes & P-90X

Wednesday - You will either do a 30 minute run at Cascade, or... You will meet at McCollum Park @ 3:00 p.m. to help run flyers for the Mike Wilson campaign. Cascade, Jackson & Glacier Peak cross-country teams will be helping with Mike Wilson's campaign. The Everett Herald will be doing a story on it. You may get your picture in the paper! Make sure you have transportation worked out. We will be dropping flyers on doorsteps from 3:45 p.m. to 5:00 p.m. in the Pioneer Trails, Silver Lake & Hilton Lake areas. Team Dinner at the Hurt's House (6:00 p.m.?).

Thursday - Bi-City Championship @ McCollum Park (3:30 p.m.). WE NEED PARENTS TO HELP WITH THE COURSE MONITORING! A bus will bring us to the meet (unless you drive). You will need to provide your own ride home.

Friday - AM Run at 6:15. LIF Day (School ends at 12:45 p.m.) Turnout will be at 2:00 p.m. - GTE/Cemetery/Broadway Loop, 8 x 100 meter strides @ 1600 meter pace & Rubber Band Drills

Saturday - Turnout @ 8:00 a.m.. The Bruin Mile starts @ 8:30 a.m.. We will run the GTE Loop, then do the Bruin Mile. The scrap metal drive runs from 9:00 a.m. to 1:00 p.m. in the Cascade parking lot. WE NEED PARENT HELP! Also, bring lots of scrap metal!

Sunday - Run, Cross-Train or Rest

Questions - Call Coach Bertrand @ (425) 530-2732

Matthews, Catherine

From: Bertrand, Steve <SBertrand@everettsd.org>
Sent: Monday, October 13, 2014 7:04 AM
To: Hruschka, Eric
Subject: RE: McCollum Park Meet "District Clash"

Reminder - Running for Wilson Wednesday, McCollum Park, 3:30 p.m.. Hope you guys can make it.

-----Original Message-----

From: Hruschka, Eric
Sent: Sunday, October 12, 2014 3:38 PM
To: Bertrand, Steve; 'lewarnecn@muckilteo.wednet.edu'; 'grovermn@muckilteo.wednet.edu'; Lewarnecn@mukilteo.wednet.edu
Cc: Till, Steven; 'pathaller@comcast.net'; Hull, William; Grovermn@mukilteo.wednet.edu
Subject: RE: McCollum Park Meet "District Clash"

From: Hruschka, Eric
Sent: Thursday, October 09, 2014 11:06 AM
To: Bertrand, Steve; 'lewarnecn@muckilteo.wednet.edu'; 'grovermn@muckilteo.wednet.edu'
Cc: Till, Steven; 'pathaller@comcast.net'; Hull, William
Subject: RE: McCollum Park Meet "District Clash"

Last year duties

CASCADE for course monitors. Steve already volunteered Mariner ...setting up course?
Jackson results...please enter your athletes on athletic.net ...we will also set up dual starting lines Kamiak,..starting and finish chute... WE WILL NEED 2 or 3 chutes with the MS races there

From: Hruschka, Eric
Sent: Thursday, October 09, 2014 11:02 AM
To: Bertrand, Steve; 'lewarnecn@muckilteo.wednet.edu'; 'grovermn@muckilteo.wednet.edu'
Cc: Till, Steven; 'pathaller@comcast.net'; Hull, William
Subject: McCollum Park Meet "District Clash"

The District Clash...

Last year we used 2 separate starting lines facing each other (like at Border clash). ESD athletes would use one and MSD schools would use the other. We start at the north end of the field and charge to the middle of the field...then turn south and run across the field in front of fans towards the forest.

We have the MS there again...I will order some ribbons for the MS races.

I suggest

HS Girls 3:30

MS Boys 4

MS Girls 4:20

HS Boys 4:45

What does Jackson need to do this year?

Eric

Matthews, Catherine

From: Bertrand, Steve <SBertrand@everettsd.org>
Sent: Wednesday, October 15, 2014 8:22 AM
To: Hruschka, Eric
Subject: RE: Run For Wilson

Eric,

Meet at 3:00 p.m. at McCollum. The Herald will be taking a picture & doing an article. Then, we run flyers in our areas lightly for one hour. Hey... What is the added division (New division) in athletic.net for tomorrow's race?

Thanks,

Steve

From: Hruschka, Eric
Sent: Wednesday, October 15, 2014 8:19 AM
To: Bertrand, Steve
Subject: RE: Run For Wilson

What is the plan for today???

From: Bertrand, Steve
Sent: Wednesday, October 08, 2014 8:32 AM
To: Hruschka, Eric; Eric Hruschka (ehruschka@frontier.com)
Cc: Wilson, Michael; Familyboz (familyboz@yahoo.com)
Subject: Run For Wilson

Eric,

The Run for Wilson will take place next Wednesday at 3:30 p.m. at McCollum Park. The focus will be on distributing campaign flyers for Mike Wilson's campaign. Hopefully, Cascade, Jackson & Glacier Peak will be part of this.

FYI,

Steve

Matthews, Catherine

From: Bertrand, Steve <SBertrand@everettsd.org>
Sent: Tuesday, October 14, 2014 6:59 AM
To: Familyboz (familyboz@yahoo.com)
Subject: Running for Wilson

Our Running for Mike Wilson event is slated for this Wednesday at McCollum Park. However, the event has been moved up to 3:00 p.m. (not 3:30 p.m.). Athletes must provide their own rides to this event.

Matthews, Catherine

From: Hruschka, Eric <EHruschka@everettsd.org>
Sent: Wednesday, October 15, 2014 8:19 AM
To: Bertrand, Steve
Subject: RE: Run For Wilson

What is the plan for today???

From: Bertrand, Steve
Sent: Wednesday, October 08, 2014 8:32 AM
To: Hruschka, Eric; Eric Hruschka (ehruschka@frontier.com)
Cc: Wilson, Michael; Familyboz (familyboz@yahoo.com)
Subject: Run For Wilson

Eric,

The Run for Wilson will take place next Wednesday at 3:30 p.m. at McCollum Park. The focus will be on distributing campaign flyers for Mike Wilson's campaign. Hopefully, Cascade, Jackson & Glacier Peak will be part of this.

FYI,

Steve

Matthews, Catherine

From: Bertrand, Steve <SBertrand@everettsd.org>
Sent: Thursday, October 16, 2014 7:05 AM
To: 'James Riley'
Subject: RE: Cross country team for Wilson

Thanks! ☺

From: James Riley [mailto:jkrlie@comcast.net]
Sent: Wednesday, October 15, 2014 5:57 PM
To: Bertrand, Steve
Subject: Cross country team for Wilson



Matthews, Catherine

From: Bertrand, Steve <SBertrand@everettsd.org>
Sent: Thursday, October 16, 2014 7:01 AM
To: Hull, William; Haug, Roger; Lasker, Sara; 'Debra Smith'; Familyboz (familyboz@yahoo.com)
Cc: 'Steve Bertrand'; Wilson, Michael
Subject: FW: Cross country team for Wilson

From: James Riley [mailto:jkriile@comcast.net]
Sent: Wednesday, October 15, 2014 5:57 PM
To: Bertrand, Steve
Subject: Cross country team for Wilson





3900 Broadway, Everett, WA 98201
www.everettsd.org

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October 30, 2014

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Dear Mr. Polk:

This letter of reprimand is issued as the result of an investigation of the Cascade High School and Jackson High School cross country athletes campaigning for Mike Wilson – a staff member in Everett Public Schools who is currently running for the state legislature. During the investigation of this event, the district learned that you had been approached about this idea in June of 2014. The details that follow explain the situation and provide specific direction should an issue like this emerge again.

Situation:

On Thursday, October 16, 2014, it came to the district's attention that cross country athletes from Cascade High School and Jackson High School had participated in a campaign event for Mike Wilson on Wednesday, October 15, 2014. Cascade High School cross country Coach Steve Bertrand organized this event and solicited the support of the cross country head coaches from Jackson and Glacier Peak High Schools. Several student-athletes from each high school arrived at McCollum Park in Mill Creek at 3:00 p.m., where they met both Mike Wilson and his campaign manager. Students were given a packet of information, which included a map of the neighborhood, a map of the houses marked as to which should be visited, a list of voters, and flyers. They had a script to use and were asked to mark whether or not the resident was likely to vote for Wilson. The students who participated spent the rest of their practice running through the neighborhood distributing flyers and knocking on doors.

In June of 2014, at the *Bruce Brown Coaches and Captains* workshop, Coach Bertrand of Cascade High School shared the flyer distribution idea with you. You told Coach Bertrand that student participation must be completely voluntary and that he could provide notice of the activity to the students, but he was not to direct the activity. You did not gather sufficient information about the proposed activity and did not clearly tell Coach Bertrand that he could not have his student-athletes engage in distributing materials to influence an election's outcome during their practice time. No further conversations occurred between you and Coach Bertrand on this topic until after the actual event on October 15,

October 30, 2014
Mr. Polk
Page 2

2014. While Coach Bertrand admits he gave you few details about the event, he interpreted your comments as district permission.

As the district's athletics director, it is your responsibility to understand school board policies and procedures, including Policies 4412 and 5225. It is also your responsibility to communicate those policies and procedures clearly to staff when asked.

District action:

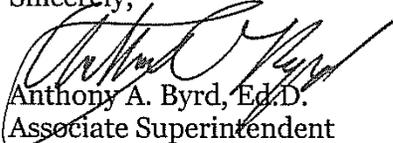
As a result of this investigation, you are receiving this letter of reprimand. Additionally, I am directing you to do the following:

- Immediately review the Public Disclosure Commission's Guidelines for School Districts in Election Campaigns and the board policies and procedures referenced in this letter.
- Review these guidelines, policies and procedures with me at our next meeting.
- Review these guidelines, policies and procedures with coaches at your next meeting with coaches.
- Confirm with me when you have completed this review with your coaches.
- When in doubt about a particular situation, seek district direction immediately. You may direct your questions to Debbie Kovacs, Executive Director of Human Resources, or me.

Failure to follow these expectations will result in further disciplinary action up to and including termination from employment.

Please do not hesitate to ask me any questions you may have.

Sincerely,



Anthony A. Byrd, Ed.D.
Associate Superintendent

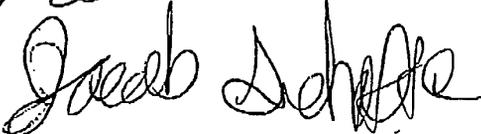
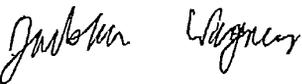
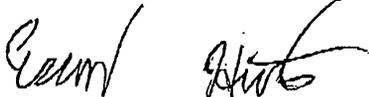
Curriculum, Assessment and Special Programs

cc. Personnel File

Acknowledgement of receipt/date

RUN FOR WILSON

By signing my name to this document, I acknowledge the fact that my involvement in the Run For Wilson activity, & the distribution of campaign fliers, on Wednesday, October 15th, 2014, at 3:05 p.m., from McCollum Park, was a voluntary event & occurred outside Cascade's scheduled cross-country turnout time.

	<u>Name</u>	<u>Athlete's Signature</u>	<u>Date</u>
No	Stephen Bishop		6/4/15
No	Floyd Clark		6/02/15
Yes	Anthony Eddy		6/3/15
No	Colton Gifford		6/4/15
No	Joel Henry		5/27/15
No	Mohamed Nour		5/27/15
No	Alex Reyes		5-04-15
No	Edgar Santos		5/28/15
No	Jacob Schafte		5/28/15
No	Luca Strand		5/27/15
No	Ken Tran		6/1/2015
No	Jackson Wagner		5/27/15
Yes	Evan Hurt		5/27/15



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Associate Superintendent

Dr. Molly Ringo
Assistant Superintendent

Dr. Peter Scott
Assistant Superintendent

HAND DELIVERED

October 31, 2014

Dear Mr. Bertrand:

This letter of reprimand is the result of an investigation of the Cascade High School and Jackson High School cross country athletes campaigning for Mike Wilson – a staff member in Everett Public Schools who is currently running for the state legislature. This letter outlines this situation, the expectations we have as a district, and the associated discipline applied to you as a staff member of Everett Public Schools.

The situation:

On Thursday, October 16, 2014, it came to the district’s attention that cross country athletes from Cascade High School and Jackson High School had participated in a campaign event for Mike Wilson on Wednesday, October 15, 2014. Mr. Wilson is a teacher in the district who is running for a position with the state legislature. Upon learning this news, the district conducted an investigation to further understand the details of the situation and to determine the appropriate next steps.

In June of 2014, at the Bruce Brown Coaches and Captains workshop, you mentioned the idea of your cross country athletes campaigning for Mike Wilson to Robert Polk, athletic director for Everett Public Schools. Mr. Polk told you that student participation must be completely voluntary. Mr. Polk said you could provide notice of the activity to students, but you were not to supervise it.

During the month of July, 2014 you and your assistant coach Bill Hull held practices for the cross country athletes. On Mondays, Wednesdays and Fridays, coaches met with athletes at McCollum Park in south Everett to run and pass out flyers for Mike Wilson’s campaign. You estimate that you and your athletes distributed 3,000 flyers for the primary election. After Mr. Wilson passed the primary and proceeded to the general election, you decided to continue supporting his campaign with your athletes and you solicited the support of the head coaches from Jackson High School and Glacier Peak High School.

Leading up to the event of October 15, 2014, you spoke to the Glacier Peak High School coach at Buck’s American Grill in Everett and reminded Coach Hruschka of the event several times through district email. You initially denied using district email in

connection with this campaign activity, but confirmed you did use email when presented with copies of them by the district's investigator.

On October 15, 2014, cross country athletes from Cascade High School either stayed at Cascade to for a 30-minute run with assistant coach Sara Lasker, or, they drove to McCollum Park where they were to complete their run while distributing flyers for the Wilson campaign. According to your testimony, students had to choose one of these two activities. When asked if students could opt out, you stated, "Better not. Because they wouldn't have run then." You also stated, "I just wanted them to do something good and get their minutes in," referring to the 30 minutes of running. You added, "The team would get a run in, at the same time support Mike Wilson, which was all good." Students who were interviewed all stated their workout was to be completed either at Cascade or during the flyer distribution.

When the Cascade team arrived at McCollum Park, a picture was taken of them, the coaches and Wilson. You and Coach Hull left to distribute flyers. You were not present when the athletes met with the campaign manager to get instructions. The students were given a packet of information, including maps of the neighborhoods and houses that should be visited, a list of voters, and flyers. Students had a script to use, were to mark if a resident was likely to vote for Wilson, and were expected to knock on doors, share information about Wilson, ask for the resident's support for Wilson and record their responses. They were also told to return their packets the next morning to their coach. When asked why you did not stay for this event, you stated, "After turnout I'm not responsible for supervision. The kids are on their own time; it's not my job to supervise that."

Investigation conclusions:

This investigation revealed that:

- You used public facilities to support a candidate - specifically district equipment, email and work time.
- You used students at a school event, cross country practice, to promote a candidate.
- You used district resources to organize the distribution of campaign materials.

Your actions violated Everett Public Schools School Board Policy 5225 and Procedure 5225P, which states:

- Any use of the system must be in conformity with state and federal law, system use policies and school district policy.
- The system constitutes public facilities and may not be used to support or oppose political candidates or ballot measures.

Your actions also violated Everett Public Schools School Board Policy 4412, which states:

- School property and school time, supported by public funds, may not be used for political purposes.

Lastly, you permitted student-athletes to canvas neighborhoods, knocking on doors, without supervision and without permission from their parents. You left them alone to meet with campaign officials while you distributed flyers.

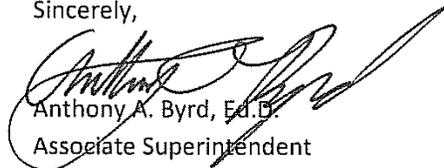
District action:

As a result of these incidents and the investigation, you are hereby reprimanded and directed to:

- Refrain from any further activity that would violate Board Policies and Procedures 5225, 5225P, and 4412.
- Ensure that your students are adequately supervised and that you obtain parent permission for all activities that deviate from normal practice or meet expectations.

Should you have questions about these directives, you may contact District Athletic Director Robert Polk, our human resources department, or me for clarification.

Sincerely,



Anthony A. Byrd, Ed.D.
Associate Superintendent
Curriculum, Assessment and Special Programs

cc. Personnel file
Cathy Woods, Principal, Cascade High School

Acknowledgment of receipt/Date