

Good morning,

I hope that this communication finds each of you well. I have received recent media inquiries, requests, and articles have resurrected my concerns regarding the lack of leadership, transparency, and accountability of the NSBA over the past several months, and most acutely since the release of the September 29, 2021 letter to the White House--a letter that was neither vetted nor approved by the NSBA Board of Directors. As each of you is fully aware, since the release of this letter, which was crafted, reviewed, and released by a singular group from NSBA leadership, NSBA has been devastated by departures of state associations, the erosion of reputational and organizational credibility, and a downward spiral of its already financial position.

Yet, there has been and continues to be no real sense of transparency and accountability among the NSBA leadership--failures that continue to exacerbate an already untenable and potentially irreparable situation.

So why this communication?

I, as many of you, have been contacted by national media to weigh in on this matter. Reportedly, it was revealed that I in fact have been vocal about many of these issues and have in fact requested a special meeting on November 3, 2021. My request was supported in writing by several other Board Members pursuant to the provisions of Policy B-5, Special Board Meetings. But as opposed to scheduling the Special Board Meeting to address a singular area of concern, the request has been met with further inquiry as to the specific nature of the meeting and a "recent" provision that inherently seeks to nullify the provisions authorizing the initial request. In short, as the meeting has NOT been scheduled and the aforementioned actions have taken place, there is clearly no appetite to have a frank, open, deliberate, and intentional and disclosing inquiry and conversation to ask and answer salient questions around the who, what, when, and why surrounding the letter, and what steps, if any, should be taken to hold those accountable for singular, non-board vetted or approved actions that have clearly resulted in the departures of state associations, the erosion of reputational and organizational credibility, and a downward spiral of its already financial position.

Sadly, the information about what happened and specific details seem to trickle out from various news stories and as a result of the efforts of outside groups gathering information from "internal documents" of which were most recently cited in a November 11, 2021 article "confirming" that NSBA "actively engaged" with White House while drafting letter. Once again, such revelations should not be learned by members of this Board from media. It begs to question, what other "show will be dropped" in the coming days and weeks?

That being said, although the organization has been severely damaged, there continues to be no effort toward transparency and accountability among the perpetrators of actions that have led to this severe harm to a national organization.

1. This harm has weakened a national voice for public education.
2. This harm has abated coordinated, national efforts around issues of educational equity.
3. This harm has further emboldened those that seek divisive partisanship around what should be a non-partisan issue of education our nation's children and funding our nation's schools.

4. This harm has further eroded efforts to promote and ensure the security and safety of public education officials in its embarrassingly broad description of those who share opposing views.
5. This harm has caused further devastation to the already dangerously fragile financial position of NSBA in the loss of revenue in the millions.
6. This harm has caused strains in previously positive relationships for state associations in states throughout the nation.
7. This harm threatens the personal and family livelihood of NSBA employees who have dedicated years and decades of the lives to NSBA.

I can continue to enumerate the devastation and harm that singular actions among leadership have caused to NSBA, public education, and people.

Also, in light of some of the recent media requests for comments, I am in receipt of the email dated November 13, 2021, *Protocol*, advising us to refer all inquiries to NSBA. While I ponder this email and compliance therewith, I am also interested in what work is being done to mitigate the negative impact of these stories by the \$35K a month firm whose job is to mitigate the negative impact of these stories? What narrative has been put out to address these issues other than what is being reported and supported by "internal documents" of NSBA?

As a close, I shared in my CUBE 2021 State of Urban Education Address, that those of us who remain absent or silent or both on issues that vex public education and the nation's schools are **complicit**...I then departed from my prepared remarks and stated, they may even be the **culprit**...(a culprit is defined as one who is responsible for a misdeed). Full speech here: <https://www.youtube.com/watch?v=asohxcKNYtg>

Those of you in attendance, I meant every word that I said.

A process involving frank and open transparency will determine who is or are **complicit** or even the **culprits** in this national, devastating, and destructive debacle. Failure to conduct the process, and ultimately hold those accountable through **termination, removal, sanctions, and/or resignations** will further erode any sense of strength and integrity of this Board.

As Dr. Martin Luther King, Jr. stated in his last speech "*I've Been to the Mountaintop*," my friends, "I may not get there with you."

But in the event of my absence, I pray the wisdom, integrity, and strength of this Board to do what its right, rightful, and righteous for NSBA, public education, employees, and most important, a mission that should be strong to advocate for our nation's schools and children.

May the wind remain at your back.

Dr. Steve Gallon III