

Complaint Description

Melissa O'Neill (Sat, 2 Nov 2019 at 4:01 PM)

Mr.Schreiber is the Stanwood-Camano School Board President. Mr.Schreiber (and the rest of the board including the superintendent) was informed in July that a candidate had dropped from the school board race. This meant that the seat Keith Pappas was originally campaigning for, was now uncontested, and Charlotte Murry would take that seat. Mr. Schreiber knowingly and willfully created small business cards to hand out to people informing them of who they should choose to vote for , which included Keith Pappas who had dropped from the election. Mr.Schreiber was passing these cards out during school hours at a school event (homecoming parade) including giving them to school staff. In addition, he promoted this card online, AND using his personal email he sent TEACHERS AND STAFF an email listing those picks again. He has clearly violated his oath of office, and broken the law. Mr.Pappas even sent Mr. Schreiber a text message asking him to please stop, that he had been told he was not running. Mr. Schreiber was called out by several members of the community through Facebook, facebook messenger, text messages, and emails. He was asked for an apology, and refused. Parents wore a letter to the superintendent and all board members requesting his immediate resignation. Nothing was done. We called for an impartial 3ed party investigation and attended a special board meeting where seven parents gave speeches and demanded a resignation. There were about 50 attendees who stood and demanded transparency and resignation. They convened to an "executive session" even after we pointed out that he could choose to opt for a public hearing, the attorney for the school said that was an option also. They refused, went into an hour meeting, came out and informed the public that we were welcome to file a complaint with the pdc.

What impact does the alleged violation(s) have on the public?

If his deception works, the members of the board will be able to appoint someone of their choosing, rather than the public utilizing their right to vote. Violating our democracy, and ignoring our Constitution.

List of attached evidence or contact information where evidence may be found.

Picture of the cards handed out, proof off homecoming parade as a school event, screen shot of Facebook posts, copy of email sent to school staff, and copy of letter parents sent to the board.

List of potential witnesses with contact information to reach them.

Megan Dascher Watkins 206 915 4657
Kelly McGill 206 930 5329
Lindsey Spoor 425 418 2537
Ellen Hiatt 425 314 4830

Complaint Certification:

I certify (or declare) under penalty of perjury under the laws of the State of Washington that information provided with this complaint is true and correct to the best of my knowledge and belief.

October 24, 2019

Dear Mr. Schreiber, School Board Members, and Jean Shumate,

It has come to the attention of the Stanwood/Camano Community that Board President Al Schreiber has been attempting to lobby for our citizens to vote for a gentleman who is listed on the district 2 ballot, but in fact withdrew from the race in July. Mr. Schreiber is in gross misconduct under many of the Stanwood-Camano School District Policies.

Board Policy 4000 under Community Relations: **The board is a nonpartisan public body and as such shall not endorse political candidates. Neither staff nor students shall be asked to disseminate candidate's campaign materials from the schools nor shall any of the district's facilities or communications services be used to disseminate such material.** Mr. Schreiber acted with complete disregard in campaigning not just for specific Board Candidates, but has also tried to push these opinions on staff employed in this School District.

Board Policy 5251 under Personnel (conflicts of interest): **A conflict of interest is any situation in which a district employee, either for himself/herself or some other person(s), promotes or attempts to promote a private or personal interest, which results in or appears to result in the following: • An interference with the objective exercise of his/her district duties; and/or • A gain or an advantage by virtue of his/her position in the district.** Mr. Schreiber is in direct violation of this policy in attempting to fool the community he serves into voting for someone who is no longer running. We have several witness testimonies that Mr. Schreiber was fully aware of the withdrawal from election and yet continued with subterfuge. In addition, using his formidable position as President of the School Board, he has attempted to influence school employees on how they should vote. The personal gain in this equation is that the Board could then appoint a Board Member of their choosing for this seat if Mr. Pappas was the "winner" of this election. This is very self-serving.

Board Policy 5252P under Personnel (Staff Participation in Political Activities): **C. An employee may not campaign for a political candidate or for a political issue during school hours on school property. E. Violation of any of the stated rules may constitute sufficient cause for reprimand or dismissal.**

Board Policy 4400P under Community Relations (Public Disclosure Commission): RCW 42.17.130 Forbids use of public office or agency facilities in campaigns. No elective official nor any employee of his office nor any person appointed to or employed by any public office or agency may use or authorize the use of any of the facilities of a public office or agency, directly or indirectly, for the purpose of assisting a campaign for election of any person to any office or for the promotion of or opposition to any ballot proposition. Facilities of public office or agency include, but are not limited to, use of stationery, postage, machines, and equipment, use of employees of the office or agency during working hours, vehicles, office space, publications of the office or agency, and clientele lists of persons served by the office or agency: PROVIDED, That the foregoing provisions of this section shall not apply to the following activities: 6. School directors are free to support school district ballot issues and engage in other political

activities as long as such activities do not make use of district facilities, time or resources and do not either pressure or condone employees' use of district facilities, time or resources to support school district ballot issues.

School Board Members	May engage in political activities on his or her own time, if no public equipment, vehicle or facility is used. (An elected official may use his or her title, but should clarify that he/she is speaking on his/her own behalf, and not on behalf of the district. If the board has adopted a resolution, the board member can then speak on behalf of the district.)	goals. Shall not direct district staff to perform tasks to support or oppose campaign activities or ballot measures. Shall not use public facilities or resources in engaging in political activities.	Is the board member using staff time, a public vehicle, or other public resources? Has the board adopted a resolution? If yes, the board member can speak on behalf of the district. If not, has the board member made it clear that he or she is not speaking on behalf of the district?
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Voting Information	District personnel may encourage staff and members of the public to vote, as long as such encouragement routinely occurs for other elections. Public facilities may be used to register people to vote and to do periodic poll checking.	Districts shall not pressure or coerce employees to vote. Districts shall not organize an effort to encourage staff to wear campaign buttons or display campaign materials.	requests? Is the activity related to providing voting information for elections, as opposed to advocating for or against a particular candidate or ballot measure?
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Community Relations			
Activities and Resources	Permitted	Not Permitted	General Considerations
District Publications (Regular) (continued)	Districts may inform staff and/or parents of community meetings related to ballot measures if other such information is normally published in a newsletter or community calendar, and if both those supporting or opposing a ballot measure have the opportunity to appear on the calendar or in the newsletter.	Districts shall not publish materials supporting or opposing a candidate or ballot measure.	Does the district normally inform staff and/or parents of community activities and meetings?

Community Relations			
Activities and Resources	Permitted	Not Permitted	General Considerations
Technology (websites, emails, computerized calling systems)	<p>A district may develop an objective and fair presentation of the facts and post that information on its website, including information regarding district needs and the anticipated impacts of a ballot measure. This information may be reformatted so that it is consistent with the manner in which the district customarily presents information on its website.</p> <p>District websites may permit viewers to make selections to learn about the anticipated impacts of a ballot measure for a specific school, or otherwise allow readers to explore issues in greater or lesser detail.</p> <p>Districts may update the information on their websites in a manner that is customary for the district.</p> <p>Staff may respond to inquiries regarding a ballot measure in an objective and fair manner, via email or by telephone if it is part of their normal and regular duties.</p>	<p>District computers, email systems, telephones, and other information technology systems shall not be used to aid a campaign for or against a candidate or ballot measure or otherwise to support a candidate or ballot measure.</p> <p>Electronic communication systems shall not be used to generate or forward information that supports or opposes a candidate or ballot measure.</p> <p>District websites shall not be used for the purposes of supporting or opposing a candidate or ballot measure.</p>	<p>Are the materials developed an objective and fair presentation of the facts?</p> <p>Is the district engaging in significantly different activities during the time period immediately prior to the ballot measure compared to all other times of the school year?</p> <p>Do the materials accurately present the costs and other anticipated impacts of a ballot measure?</p> <p>Has there been communications with staff and with union representatives regarding the prohibition on the use of the school's technology to support or oppose a ballot measure?</p>
Superintendents or Their Designees	<p>May speak at community forums and clubs to present an objective and fair presentation of the facts on a ballot measure during regular work hours.⁷</p> <p>May fully participate in campaign activities, including meeting with citizens' campaign committees to plan strategies, during non-work hours and without the use of public resources.</p> <p>May inform staff during non-work hours of opportunities to participate in campaign activities without using public resources.</p> <p>May respond to questions regarding a ballot measure if such activity is consistent with his or her normal and regular duties.</p> <p>May wear campaign buttons or similar items while on the job if the district's policy generally permits employees to wear political buttons.</p>	<p>election's outcome.</p> <p>Shall not use public resources to operate a speakers' bureau in a manner that may be viewed as promoting a ballot measure.</p> <p>Shall not use public resources to promote or defeat a candidate or ballot measure.</p> <p>Shall not pressure or coerce employees to participate in campaign activities.</p> <p>Shall not use district resources to organize the distribution of campaign materials.</p>	<p>Is the superintendent using public resources in a manner that promotes or opposes a candidate or a ballot measure?</p> <p>Does the presentation accurately present the costs and other anticipated impacts of a ballot measure?</p> <p>Does the district have a policy permitting employees to wear political buttons?</p>

In addition, Mr. Schreiber is in direct violation of the Board of Directors Policy 1430P: As a Board Member Mr. Schreiber has taken an oath to uphold these policies, and is in fact not submitting to policy.

• The board will lead by example. We agree to use words and actions that create a positive impression on an individual, the board, or the district. While we encourage differing points of view, we will do it with mutual care and respect • Public input is most effective when received in a timely manner prior to scheduled action through a variety of oral and written communications. The board encourages communication to individual board members and the superintendent such as phone calls, personal meetings, e-mail and service on committees. The board meetings are the forum where decisions are made; • The board and superintendent will strive to act with the highest level of integrity.

We are currently completing a Petition of Recall for Mr. Schreiber's seat on the board. We believe we have fully met the requirements of malfeasance and misfeasance that the law requires. This petition will be filed at the beginning of next week. I would like to offer Mr.

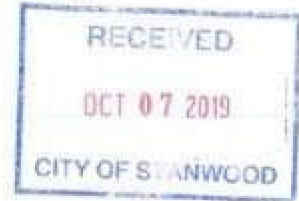
Schreiber a chance to remove himself from this situation, as this will begin a very public process. In the past several days there have been multiple inquiries made to board members and the superintendent that have gone un-answered. This constitutes a refusal by elected officials and their organization to serve and inform constituents of this community. This is one of your policies and procedures that you are breaking. I respectfully ask Mr. Schreiber to tender his immediate resignation. If this does not occur, we will continue with our petition.

Thank you,

Melissa O'Neill
1510 300Th St NW
Stanwood, WA 98292



City of Stanwood
10220 270th Street NW
Stanwood, Washington 98292
Phone: (360) 629-2181
Fax: (360) 629-3009



Permit Number: 2019-0497

SPECIAL EVENT PERMIT APPLICATION

Definition: Special events means any temporary or ongoing activity that occurs on public property that affects the ordinary use of public streets, right-of-way, sidewalks, traffic and other places that reasonably expected to cause or result in more than 75 people gathering in a public place; and/or is reasonably expected to have an uncommon impact on such public place; and/or is reasonably expected to require the provision of public services.

The following items are required for all special event applications:

- ☐ Completed application - submitted 60 days prior to the event for review and processing.
- ☒ Non-Refundable Application Fee: **\$50.00, fee must accompany application.**
- ☐ Certificate of Liability Insurance
- ☐ Detailed site map showing street closures, traffic control devices, barricades and portable toilets
- ☐ Written permission from property owners if event is held on private property
- ☐ Flyer and/or schedule of event(s)
- ☐ Banner application if applicable, application located on City website or at City Hall.
- ☐ **\$200 Non refundable Fee Park Fee** if applicable due at time of application to reserve date. Fee will be applied to park use, but is non-refundable.

Park Reservations and submittal of fees must be pre-authorized with Lisa Noonchester at (360) 629-9781 ext. 4531 or lisa.noonchester@ci.stanwood.wa.us, prior to submitting the Special Event application.

Any changes to the area where the event is held must be returned to its original condition. Only chalk is allowed on streets, no paint of any kind is allowed.

City Contribution

- For large events 1000 people or more, the City to contribute 75% of the cost of staff labor and equipment costs.
- For small events less than 1000 people, the City to contribute up to a limit of \$325 value of staff time and equipment costs.

See the City Contribution form attached to this document for more information. To request City Sponsorship, the application for City Sponsorship must accompany this application

Applicant Information

Applicant's Name: Stanwood Camano School District
Company/Organization: Stanwood High School
Contact Person to be available at event: Carolyn Coombs

School Board candidates

1 message

Albert Schreiber <albert.schreiber@gmail.com>

Sun, Oct 20, 2019 at 10:10 PM

To: "Albert R. Schreiber" <al@alschreiber.org>

Bcc: [REDACTED]@stanwood.wednet.edu

Many people have me for a recommendation for the school board positions.

These are the best local candidates on the ballot.

Stanwood Camano School Board

Position 2 – Keith Pappas

Position 3 – Miranda Evans

Position 4 – Ken Christoferson

Position 5 – Natalie Hagglund

Please call me with any questions 360-652-3373 home or 425-244-7760 mobile. Please feel free to pass this information along. Thank you for your consideration.

--

Albert Schreiber

8221 198th Street NW, B

Stanwood, Washington 98292

(360) 652-3373 residence

(425) 244-7760 cellular

al@alschreiber.org

These are the best local candidates on Nov. 5th

My choice for Stanwood Camano School Board

Position 2 - Keith Pappas

Position 3 - Miranda Evans

Position 4 - Ken Christoferson

Position 5 - Natalie Hagglund

Candidate_card.jpg

41K

My pick for North CountyFire/EMS - Greg Oakes

Thank you for voting in this important off-year election!

Megan Dascher Watkins



New Activity

SORT

**Al Schreiber**

5 mins •

Please vote your ballot and help our schools and Fire/EMS.

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My choice for Stanwood Camano School Board

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Position 4 - Ken Christoferson

Position 5 - Natalie Hagglund

My pick for North County Fire/EMS - Greg Oakes

Thank you for voting in this important off-year election!



2

1 Comment



Like



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Add this photo to your story?

ADD

Like



Comment

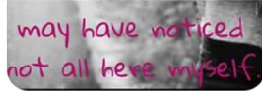


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Wonderland ❤️
We're all mad ...



Single Parenting
That Works!



Vents...
Nevermore



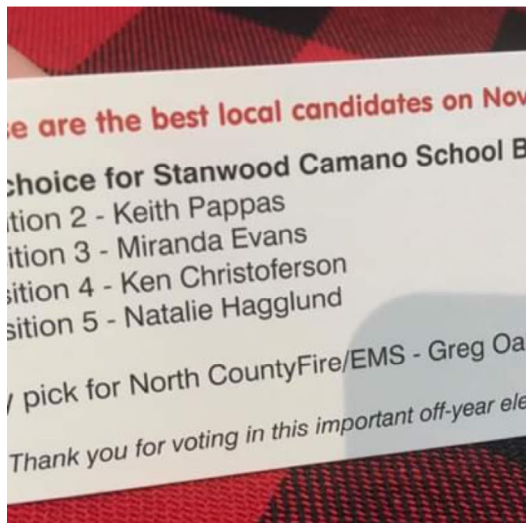
Stanwood I
ASD Parent



Darren and Amy Sellers ▶ **Stanwood/
Camano Community page**

20 mins •

It has come to my attention that the superintendent and some board members are passing out this card encouraging people how to vote. Apparently there are also emails going out with the same information. The SCHOOL BOARD needs to address this. Dirty politics does not look good here in this town. Keith Paapas dropped out in July. Charolette Murray is also running for position 2.



You and 2 others

5 Comments



Angry



Comment



542

School Board candidates



----- Forwarded message -----

From: **Albert Schreiber**

<albert.schreiber@gmail.com>

Date: Sun, Oct 20, 2019 at 10:11 PM

Subject: School Board candidates

To: Albert R. Schreiber <al@alschreiber.org>

Many people have me for a recommendation for the school board positions.

These are the best local candidates on the ballot.

Stanwood Camano School Board

Position 2 – Keith Pappas

Position 3 – Miranda Evans

Position 4 – Ken Christoferson

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Please call me with any questions [360-652-3373](tel:360-652-3373) home or [425-244-7760](tel:425-244-7760) mobile. Please feel free to pass this information along. Thank you for your consideration.

--

Albert Schreiber

[8221 198th Street NW, B](https://www.google.com/maps/place/8221+198th+Street+NW,+B+Stanwood,+WA+98292/@49.015,122.215,15z)

[Stanwood, Washington 98292](https://www.google.com/maps/place/Stanwood,+WA+98292/@49.015,122.215,15z)

(360) [652-3373](tel:652-3373) residence

(425) [244-7760](tel:244-7760) cellular

al@alschreiber.org

Tap to Download

Candidate_card.jpg

55 KB

**Al Schreiber**

The best candidates for Stanwood Camano School Board are: Natalie Hagglund in District 5, Ken Christoferson in District 4, Miranda Evans in District 3, and Keith Pappus on District 2.

23h Like

**Al Schreiber**

Best candidate for North County Fire/EMS is Greg Oakes.

23h Like





🔍 Search

**Al Schreiber**

Oct 16 at 9:15 PM • 🌐

In Stanwood Camano School Board position 2 Keith Pappas, a local business owner with leadership experience.

Camano Island Fire and Rescue recently honored a long-time volunteer firefighter and Battalion Chief. Keith Pappas started volunteering for the department when he was 19. He is retiring 29 years later. "The district is so thankful for the m... [See More](#)



👍 14

2 Comments • 1 Share

👍 Like

➦ Share





Al Schreiber



5 mins •

Please vote your ballot and help our schools and Fire/EMS.

These are the best local candidates on Nov. 5th

My choice for Stanwood Camano School Board

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My pick for North County Fire/EMS - Greg Oakes

Thank you for voting in this important off-year election!



2

1 Comment



Like



Comment