



San Diego Unified
SCHOOL DISTRICT

Office of Charter Schools
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June 3, 2015

Via Email

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Re: Response to Tubman's Strategic Plan for Governance

To the Governing Board of Harriet Tubman Village Charter School:

Thank you for meeting with us on May 21, 2015, regarding Harriet Tubman Village Charter School's Strategic Plan for Governance. We have reviewed the documents you provided.

At this point, our concerns regarding Tubman are primarily focused on Governance and Operational issues. We agree with your plan to provide regular training sessions for Board members, adopt Board governance policies, and provide regular evaluations of the principal/CEO. That said, we have deep concerns with the proposed plan to increase board member term limits, and the current Board structure.

As you are aware, on April 29, 2014, the San Diego Unified School District appointed Aimee Nimitz to serve as a Board member on the Tubman Board. Since that appointment Ms. Nimitz has become Board president, unilaterally made herself the CEO, and taken control of the daily operations of the school. Her actions are well beyond the scope of what the district Board appointed her to do, and have resulted in additional governance and operational issues for the school. To resolve what we see as a systemic failure of the leadership and Board, we suggest the following changes to the Board structure and Bylaws.

1. Remove all current board members (they may re-apply for any vacancy they qualify for)
2. Create a seven member Board consisting of the following designations:
 - a. Three seats designated as staff representatives (at least 2 must be certificated employees) and elected by staff members.
 - b. Three seats designated as community representatives and elected by the Board seated at the time (these members MUST bring an expertise to the Board as required by the charter)
 - c. One seat designated as a parent representative and elected by the parents at large.
3. Elect all new officers (if any current Board officers continue on the Board they may not hold the same position they currently hold).
4. Maintain the term limits currently in the Bylaws and charter.

Please feel free to contact us with any questions or comments.

Sincerely,

Deidre S. Walsh

Deidre S. Walsh
Manager, Office of Charter Schools