

RESOLUTION

No Confidence in Dr. Julie Bullard
Superintendent, Anna Community Consolidated School District #37

Declared by Anna CCSD #37 Faculty and Staff (Anna Elementary Education Association)

We, the faculty and staff of Anna CCSD 37 (Anna Elementary Education Association) hereby inform the Board of Education that we lack confidence in the leadership of Dr. Julie Bullard. Based on the matters listed below, it is our collective opinion that she lacks the basic qualities and skills necessary to lead the school district ethically, responsibly, and transparently.

WHEREAS, we expect that the superintendent would be a person:

- Who is an inspirational leader with a clear vision and the ability to rally support for her ideas;
- Who is capable of implementing effective change by building trust in a strong community;
- With a high level of skill in school leadership, management, and administration;
- Who is able to establish fiscal, curricular, and social priorities that are consistent with the District's mission to educate and a respect for the District's responsibility to the taxpayers; and

WHEREAS, we believe the District and its students, staff and community are best served when the Superintendent:

- Is a person of great integrity;
- Treats everyone (Board members, faculty, staff, students, citizens of the district/community) with respect and dignity;
- Is willing to put together the best possible team of leaders, inspire those leaders, and trust them to make decisions that are in the best interest of the District;
- Believes in shared governance, seeks authentic input from various groups, and uses that input in making timely decisions;
- Has extensive teaching and administrative experience, understands the unique culture of our community, and respects the values of our community;
- Fosters excellence in people and students; and
- Appreciates the history, culture, and ethical values of Anna CCSD 37 and its community.

WHEREAS, we believe anyone would agree that these are the fundamental qualities a school superintendent should have, qualities that are essential to the performance of the job. We believe Dr. Julie Bullard has shown over the past 3 ½ years that she lacks these basic qualities and has repeatedly failed to live up to the most basic requirements of the job of Superintendent.

NOW, THEREFORE, BE IT RESOLVED, that the Anna CCSD 37 faculty and staff (Anna Elementary Education Association) have voted to express its opinion that there is no confidence in the leadership of Dr. Julie Bullard, and that we respectfully ask the School Board of Anna

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CCSD 37 to seek new leadership for the district. Furthermore, this statement of resolution has been approved by a vote of the faculty and staff. Facts supporting our opinion for particular actions by the superintendent causing the lack of confidence are enumerated below:

- Dr. Bullard has allowed Anna CCSD #37 to fall behind and be ill-prepared for eLearning and other technological advantages for the students during COVID-19 and for weather related school closures.
- Dr. Bullard, without reason, ended the “Anna Plan” that is a National Award winning and internationally acclaimed reading program.
- Dr. Bullard has required an instructional aide to independently do the same job as the other Title I Reading Room teachers without the required education, certification, supervision, or salary, placing the instructional aid in an unfamiliar and uncomfortable role.
- Dr. Bullard’s limited teaching experience and lack of prior school administrative experience could be a contributing reason why, in our opinion, she has shown she is incapable of fulfilling the Philosophy of Education promoted by Anna CCSD 37.
- When hired, Dr. Bullard’s contractual duties included the responsibility as Transportation Director, but in short order she convinced the School Board to remove those duties from her and hire someone to perform that function with no subsequent reduction in pay.
- Dr. Bullard has issued an edict that the chain of command must be followed and has used that edict to prohibit CCSD #37 staff from communicating with the School Board, even when those communications are personal in nature or the result of lifelong friendships.
- In an attempt to foster discontent among the staff, Dr. Bullard has set up email groups to prevent the staff from large group emails. Additionally, any attempt to email the School Board’s designated group is or can be monitored by Dr. Bullard.
- Dr. Bullard required staff to use accrued leave time due to COVID-19 quarantine procedures contrary to a contracted Memorandum of Understanding (MOU) and stopped only by intervention of the School Board.

BE IT FURTHER RESOLVED, that Dr. Bullard’s leadership style is divisive and shows she has an inability to develop working relationships with faculty and staff that ultimately harm the students of Anna CCSD #37 and the community it serves, as follows:

- Dr. Bullard taped trash to a student’s locker, took pictures of the locker and trash, and shared those photos with staff members and others, actions that demeaned and embarrassed the student.
- Dr. Bullard uses humiliation and bullying tactics as a method of discipline that negatively affects students’ mental health and goes against the PBIS model developed by Anna CCSD #37. She uses these same methods against staff.
- Dr. Bullard disproportionately distributes funds for purchasing supplies and professional development amongst faculty and staff due to favoritism, spite, or obliviousness.
- Dr. Bullard’s inattentiveness to the 2022-23 supply budget for teachers resulted in teachers having to use their own funds for classroom supplies.
- Dr. Bullard has no transparent, reasonable, and equitable written policy for funding requests and has resisted efforts to create such a policy.

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- Dr. Bullard was allowed to “work from her car” during the summer months while taking her children from one activity to another, but will deny staff the ability to attend a meeting concerning the educational needs of their own children.
- Dr. Bullard demonstrated disparate treatment when she transferred a current custodian with seniority from his daytime assignment to an evening assignment, just to accommodate a newly hired custodian that preferred a daytime position.
- Dr. Bullard’s negative and unequal treatment of support staff has resulted in a shortage of bus drivers that has further led to students missing valuable minutes of instruction during the school day.
- Dr. Bullard has shown preferential treatment to her own family in matters of discipline and extracurricular activities at the expense of staff and students of CCSD #37.
- Dr. Bullard and her husband berated a teacher with 28 years of experience and excellent ratings so severely that the teacher is not only considering leaving the District, but the teaching profession.
- Dr. Bullard has included inappropriate memes in her weekly bulletins that are, in our opinion, racial, discriminatory, and sexual in nature.
- Dr. Bullard issued COVID requirements to staff to follow in their personal lives while simultaneously violating those requirements in her own personal life.
- Dr. Bullard hired a registered nurse to assist the school nurse during COVID and then failed to pay the registered nurse as promised and in accordance with her experience and abilities, which led to her resignation.

BE IT FURTHER RESOLVED, while the Anna CCSD #37 staff (Anna Elementary Education Association) have enjoyed and maintained a positive working relationship for many years, Dr. Bullard abandoned our past relationship and replaced it with a retaliatory, disrespectful, antagonistic, and dishonest relationship as demonstrated by the following:

- Dr. Bullard has wrongly denied sick pay when the employee took an earned sick day and she refused to take corrective action for the mistake.
- Dr. Bullard has been inconsistent with salary and benefit time payout when employees resign.
- Dr. Bullard attempted to cause discord among the Association members and ongoing contract negotiations by sending an email to all staff containing false and inflammatory allegations concerning the Association leadership.
- Dr. Bullard has denied pre-kindergarten their grant funds and supplies, blaming ongoing contract negotiations even though there is no correlation between the two.
- Despite the District receiving over 4 million dollars in COVID funding, Dr. Bullard has spent approximately 1.3 million dollars on physical improvements, but continues to cut needed educational staff positions.
- Dr. Bullard fails to pay instructional aids adequate living wage salaries, discouraging the hiring or retention of highly qualified individuals who work closely with the children.
- Dr. Bullard fails to give proper, timely notification to faculty of responsibilities, but expects said responsibilities to be done nonetheless, doesn’t make herself available for questions, and refuses to “sign off” on said work when appropriate.
- Dr. Bullard fails to communicate clearly and provide accurate information when working with association representative groups.

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- Dr. Bullard carelessly shares employees' professional, performance evaluation data with other employees without consent, which is a violation of Illinois School Law.

We, the faculty and staff of Anna CCSD 37 (Anna Elementary Education Association), feel a responsibility to the community to protect their investment in the school district. A longer and more detailed document can be provided to those that are interested that more fully describes all of the shortcomings of Dr. Bullard. We respect the families who have sacrificed to support the school district and entrusted the district with the education of their children. We believe these families deserve to have their sacrifice and trust respected. We want to have the best school district we are capable of having and in order to do that, a clear vision and set of goals must be established, along with a systematic plan for implementation that is clearly communicated with all stakeholders.

Over the past 3 ½ years, the staff of Anna CCSD 37 and concerned community members have spoken to administration and school board members on multiple occasions seeking to resolve these issues. Yet, these issues still remain. Therefore, we, the faculty and staff at Anna CCSD 37, the Anna Elementary Education Association, state unequivocally to the School Board that we lack confidence in the leadership of Dr. Julie Bullard. In our opinion, she has shown repeatedly that she lacks the basic qualities and skills necessary to lead the district ethically, responsibly, and transparently. As the result of a ballot vote held by the Anna Elementary Education Association, we ask the Board to consider terminating the contract of Dr. Julie Bullard and the board to select a new superintendent who is an educator that shares the core values of the District and whose beliefs are aligned with the mission of Anna CCSD 37.

Thank you for your cooperation with this matter.

Sincerely,

Jenny Hall, President
Anna Elementary Education Association
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