

**BEFORE THE BOARD OF DIRECTORS OF  
MEDFORD SCHOOL DISTRICT 549C**

**Resolution No. 2024-3**

**A RESOLUTION OF THE BOARD CENSURING SCHOOL BOARD DIRECTOR AND  
IMPOSING TIME, PLACE, AND MANNER RESTRICTIONS ON COMMUNICATIONS AND  
CONTACTS**

**On motion by:  
Duly seconded:**

**WHEREAS;**

1. The Board of Directors of Medford School District 549C (“the Board”) received a formal complaint under Board Policy KL from Ron Havniear, the District’s Executive Director of Security, Leadership and Facilities, against Board Director Michael Williams; and
2. The Board referred the complaint for an independent third-party investigation; and
3. Upon completion of the investigation, the Board was presented with a written Investigation Report containing findings of fact from the investigation; and
4. The Board has carefully considered the Investigation Report and the findings contained therein and, pursuant to a motion approved by vote of the Board at its public meeting on December 5, 2024, adopted the findings from the investigation, namely: (i) that Board Director Williams violated Board policies BBF “Board Member Standards of Conduct” and GBNA/AR “Hazing, Harassment, Intimidation, Bullying, Menacing, Cyberbullying – Staff” by threatening Mr. Havniear during a meeting on March 12, 2024, repeating that threat to a District staff member on July 23, 2024, and then carrying through on that threat by repeatedly making allegations against Mr. Havniear in the media; and (ii) that Board Director Williams violated Board policy BBAA “Individual Board Member’s Authority and Responsibilities” by actively and repeatedly seeking to engage in matters that were within the Superintendent’s authority, including both the reassignment of an SRO and Board Director Williams’ concerns about Mr. Havniear; and
5. Based on the Investigation Report and the findings, at its public meeting on December 5, 2024 the Board also imposed certain restrictions upon Board Director Williams to prevent further violations of Board policies BBF, GBNA/AR, and BBAA by Board Director Williams.

**RESOLUTION:**

1. NOW, THEREFORE, BE IT RESOLVED that the Board has determined that it is in the best interests of the District for all Board members to comply with District policies, procedures, and established procedures.
2. BE IT FURTHER RESOLVED that the violations of Board Policy BBF, GBNA/AR, and BBAA by Board Director Williams do not meet the standards of professionalism and competence required and expected of a Board member and have caused harm to the District’s Executive Director of Security, Leadership and Facilities.

3. BE IT FURTHER RESOLVED that the violations of Board Policy BBF, GBNA/AR, and BBAA by Board Director Williams have impeded the work of the Board and interfered with the work of District administrators. Time and resources that should have been devoted to the education of the District's students have instead been diverted to investigating and remediating the conduct of Board Director Williams.
4. BE IT FURTHER RESOLVED that the Board hereby formally censures Board Director Williams for the conduct summarized above and described in more detail in the Investigative Report. Board Director Williams' conduct does not reflect the mission, principles, and standards of the District or the Board, and the Board does not endorse or condone such conduct in any way. The Board expressly disclaims and does not endorse any statements Board Director Williams has made to the media or outside organizations regarding the District's Executive Director of Security, Leadership and Facilities.
5. BE IT FURTHER RESOLVED that the Board formally issues the following time, place, and manner restrictions upon Board Director Williams as a corrective measure to prevent any further disruptions to the District's educational programs:
  - A. All communications and/or questions by Board Director Williams regarding Board or School District business must be sent by e-mail to the Board Leadership (Board Chair and Vice Chair), copying the Superintendent, and they will respond as appropriate. Board Director Williams may respond to the Board Secretary regarding scheduled school tours or other scheduled events. Any communication between Board Director Williams, the Superintendent, and other members of the Leadership Team must either be done in writing via text or email, or via recorded Zoom conferences.
  - B. Board Director Williams is prohibited from entering any School District building or grounds unless he is given express prior written permission from the Superintendent; school tours may only be done if scheduled by the Board Secretary and accompanied by another board member, with whom he must remain at all times. Requests to enter School District building(s) or grounds must be made via e-mail, to the Board Leadership and Superintendent. Any violation of this directive will be deemed a trespass and law enforcement will be contacted as a result. There are some exceptions to this:
    - B(i) Board Director Williams may enter Oakdale Middle School or grounds for purposes of his attendance as a Board Member at scheduled Board meetings, but he may only enter the building of the scheduled meeting and may arrive no earlier than thirty (30) minutes in advance of the officially noticed start time for the meeting. Also,
    - B(ii) Board Director Williams may enter the schools that his children attend as a parent when necessary for school functions or to pick up/drop off his children attending the school. And finally,
    - B(iii) Board Director Williams' participation in school visits, in-person attendance at Board meetings, or any other school district function that the entire board has been invited to participate in, and parent visits are conditional upon his compliance with the same District safety policies that apply to other members of the public entering MSD property, including not carrying any weapons on his person. Law enforcement will be contacted as a result of any violation of this directive.

6. BE IT FURTHER RESOLVED that the objective of this Resolution and the restrictions that have been imposed is not to silence Board Director Williams or prohibit him from using his vote or otherwise performing the duties of a Board member. The objective is to maintain safety, regain decorum and respect, and avoid further disruptions of the District's programs and staff.
7. BE IT FURTHER RESOLVED that the restrictions imposed herein upon Board Director Williams shall be reviewed by the Board at its 2025 Organizational Meeting or 2025 Board Retreat. If the Board determines that no further issues have been reported, the Board may vote to lift the restrictions at that time.
8. BE IT FURTHER RESOLVED that the Board hereby places Board Director Williams on notice that he must not engage in the same or similar conduct in the future, and that any future violations of Board policy or protocols may result in additional action being taken by the Board.

**ADOPTED** by the Board of Directors of Medford School District 549C this 19<sup>th</sup> day of December, 2024.

Ayes:  
Noes:  
Absent:  
Abstain:

By: \_\_\_\_\_  
Cynthia Wright, Board Chair