

Wed, Nov 8, 2023 at 8:11 PM

From: Matt Chaffee  
Date: Wed, Nov 8, 2023 at 8:11 PM  
Subject: Re: Board Meeting Follow Up  
To: Ryan McCullough <Rmccullo@eagleclaw.com>  
Cc: Christopher Riley, Jim Garrett, Clare Roach, Dana Sullivan, Larry Beehler, Jerry Thacker


Good evening,

Due to the nature of this email, I would like to get input from the rest of the board and Jerry in regard to your second point.

You asked for a specific example of PHM officials contacting the employer of a parent. I am attaching your communication with the employer of a PHM parent. Is this type of communication appropriate? Communication like this needs to be addressed. If you would like to address it with specificity, please include this example in the agenda packet.


**Ryan McCullough**  
Sales at Wright & McGill Co.  
Other

THURSDAY

 **Ryan McCullough** · 11:55 AM

I thought you should be aware that one of your employees [redacted] uses these platforms to post some disturbing social media post.

<https://www.instagram.com/reel/CxNdmNIIkB5/?igshid=MTc4MmM1Yml2Ng==>

 **Ben Dallas on Instagram: "PHM School Board Meeting Recap ..."**  
instagram.com

Board/Jerry - see email thread for reference.

Thank you,  
Matt

On Wed, Nov 8, 2023 at 1:13 PM Ryan McCullough <Rmccullo@eagleclaw.com> wrote:

Matt

Both of these requests were discussed in regards to adding them to the agenda and I have some feedback:

1. Any Social Media posts, comments, etc that are not made with school property or using a school issued email are protected by the 1<sup>st</sup> Amendment. Unless you have something more specific, I feel the guidelines we discussed earlier this year and our policy on property issued devices etc are sufficient without having a discussion on the 1<sup>st</sup> Amendment.
2. Do you have something more specific here? PHM does not contact employers that anyone is aware of?

Let me know if you have any questions on the above.

Ryan McCullough

303-944-6471

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**From:** Matt Chaffee [REDACTED]  
**Sent:** Tuesday, October 24, 2023 12:33 PM  
**To:** Ryan McCullough <[Rmccullo@eagleclaw.com](mailto:Rmccullo@eagleclaw.com)>  
**Subject:** Board Meeting Follow Up

Hi Ryan,

I've been meaning to follow up with you about what we discussed at the end of the last board meeting. I have been overseas for the last week, so my apologies. If I recall correctly, you wanted me to email you the couple things I'd like added to the agenda for the next meeting - requested for discussion, but was voted "no" by a majority. Below is what I brought up at the meeting.

1. Social Media Discussion - to expand on the guidelines that were outlined publically back in January of this year at a board meeting. What the goals would be? Maybe to have 1 set standard/operating procedure? How do we handle and address social media posts made by parents, students, and employees? What are the standards?
2. Official communications to parents' employers. What are the standards/policies? When is it appropriate for the board/PHM admin. to do so?

Please let me know if you have any questions and if you would like further input.

Thanks,

Matt