

August 1st, 2014

Dr. Knowles, we have known each other for many – not several – but many years and I have grown to respect and admire your work each year since. Therefore, it was without hesitation that when Greg suggested collaborating with you to author the Charter for this venture, that I threw my support behind you. I knew then – as I still do now – that we had tapped *one of the best* to undertake such project.

Over the last two months, I have had first-hand knowledge of seven instances where I was left questioning my decision to support your selection as Head of School. In three of those cases, you displayed conduct unbecoming of a leader, and you have – at least four times – in recent days, threatened to quit or resign.

Anyone who has worked on a start-up know the pains that accompany change – and as someone who has been in the arena for nearly three decades, you know quite well the challenges that are associated with creating a team.

A leader sets the tone. Our teachers, staff, parents and students are looking for someone to set that tone. Liz, they deserve someone with good character, someone who is disciplined and someone who is level headed especially during times of discomfort. I am afraid, Dr. Knowles, they **will not** get that in you.

You disrespected a board member, your boss, in the presence of your subordinates. Yes, you apologized and admitted your fault. But less than two weeks later you repeated this conduct. This time with the founder, the man who gave you a new lease on life.

I have learned - within the last 24 hours - some very troubling information that could jeopardize the status of this school as well as my integrity and credibility in this community.

When the foundation of a structure is destroyed, we all are in trouble. When the basic fibre in someone is compromised, when trust is eroded – you have nothing and have lost your self-worth and value.

As the face of EAA, Integrity is everything. We have about 980 impressionable clients – students who will be expected to model your conduct – not to mention the teachers and staff.

I am afraid - but I have lost all trust in you and I without reservation accept your resignation. Thanks for all the work you have invested in this project and I wish you the very best in your endeavors.

C. Ron Allen
Vice Chair