

Subject: Vote of No Confidence in Nate Williams, ISTA Executive Director, and Jennifer Smith-Margraf, ISTA President

To: Nate Williams, Jennifer Smith-Margraf, and the ISTA Board of Directors

This week, at the Representative Assembly of the Fort Wayne Education Association, FWEA members unanimously voted to formally express our lack of confidence in the ISTA Executive Director Nate Williams and president Jennifer Smith-Margraf, effective immediately. We do not arrive at this decision lightly, but after careful consideration of their performance.

This letter outlines numerous persistent problems that have come to exist at ISTA under the current leadership. We all believe that these problems directly stem from an inability or unwillingness of the Executive Director and President to provide effective, competent, and trustworthy leadership to the Association. We believe that these problems have had a corrosive effect on staff morale, resulting in the loss of numerous employees and fostering a climate of anxiety among current staff as well as multiple locals. Ever-increasing dues, combined with the loss of programs and services, makes it more difficult for locals to attract and retain members. Attempts at following formal processes to address concerns have routinely been met with resistance and undermined through parliamentary maneuvering, information suppression, and intimidation. The termination of two UniServ directors (who happened to be the president and vice-president of the Professional Staff Organization) for allegedly interfering with governance matters stands as the most recent example of intimidation; while this is thankfully now in the hands of objective arbitrators, the financial expense of this attempted union-busting will be charged to dues of ISTA's members.

Locals rightfully should expect regular and honest communication from the state Association, but this does not happen under Nate Williams and Jennifer Smith-Margraf. In fact, in the attempt to fire the PSO president and vice president, both of those individuals tried to use a conversation they had with the FWEA president to purposefully and maliciously misrepresent her words in order to fabricate evidence against the UniServ Directors. At no time should an Executive Director and a President of ISTA disparage a local leader to create a false narrative in support of a personal agenda.


The lack of transparency and willful misrepresentations regarding Association business, as well as the mismanagement of staff, fiscal irresponsibility, and the general disregard for local concerns has left us no choice but to call for a vote of no confidence at this time. We remain proud of our union and the work we have accomplished locally, and we are advocating for the leadership our state members deserve. We stand in solidarity with our union brethren.


Sandra Vohs, FWEA President


Jessica Farlow, 1st Vice President


Jay Taylor, Parliamentarian

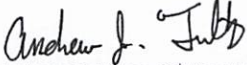

Matt Mertes, Treasurer

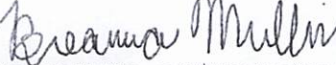

Tom Bailey, co-2nd Vice President


Sia Faulk, co-2nd Vice President


Mark Tojo, Racial Affairs Rep


Brittany Rehner, ML Rep

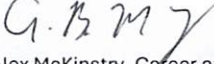

Andrew Fultz, co-3rd Vice President


Breanna Mullins, co-3rd Vice President

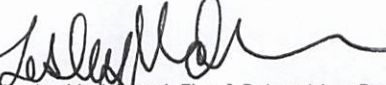

Darlene Lloyd, Special Ed Rep

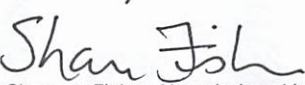

Adam Warrix, High School Rep

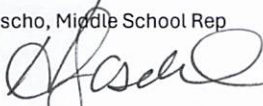

Jennifer McDunnough, Secretary

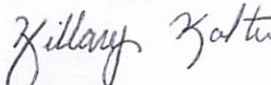

Alex McKinstry, Career and Alternative Rep

Heidi Gascho, Middle School Rep


Lesley Modarressi, Fine & Related Arts Rep


Shannon Fisher, Negotiations Liaison


Hillary Kolter, Elementary Rep


Zillany Kottu