



School District 8  
Kootenay Lake

December 6, 2021

To Mr. Stephen Aryan:

**Re: Information Request**

Thank you for your email sent on November 27, 2021.

Following is some information in response to your question. The most recent statement by the Board of Education about Trustee Gribbin is on our website:

<https://www.sd8.bc.ca/news/board-education-announcement>. I would suggest reading the full statement.

This announcement was made in response to a matter related to the district's laptop procurement process that the Board addressed under the [Trustee Conduct and Code of Ethics](#) and [Respectful Workplace](#) Policies. This resulted in the Board holding closed meetings and rendering several decisions. Although the Board's closed proceedings are private and confidential, the Board determined that it was reasonable and appropriate to publicly correct the false statements which have been made by Trustee Gribbin regarding the District's laptop procurement process. Trustee Gribbin was not censured at this time.

In extreme cases, if we must, and only with great cause, we are forced to address behaviour through the policies referenced above. It is how we keep each other accountable to our principles as publicly elected officials.

Respectful expression of diverse perspectives is critical for all board decision-making, because our decisions impact every student in the district.

We welcome open, honest and dignified discussion in good faith and our policies insist on respect, integrity and professional conduct even when we disagree. Unfortunately, this has too often not been the case with Trustee Gribbin and so the Board of Education has expressed its disapproval of his disrespectful and uncooperative behavior through two previous censures. Note that censure means "strong or vehement expression of disapproval."

In 2019, Trustee Gribbin was censured for his disrespectful comments and disruptive behaviour in a public meeting, and for misrepresenting the Board in an opinion editorial authored by him and published in a local newspaper. The Board's statement can be found here:

<https://www.sd8.bc.ca/news/censure-school-trustee>.

Since that first censure, Trustee Gribbin has been disrespectful towards colleagues and staff, and again misrepresented and denigrated the Board in public communications and newspaper articles, including misrepresenting the Board's reason for his initial censure. He has also made unsubstantiated claims and accusations about the Board and Staff. He has broken trust and this simply cannot be tolerated. If we as Trustees don't demonstrate respect and trust, how can we expect our students to do so?

Trustee Gribbin also claimed erroneously that he was being censored in another editorial authored by him, claiming, “If board members are choosing to censor those of us who speak out...Does this form of censorship breed public trust and confidence?” The Board’s statement regarding his second censure can be found here: <https://www.sd8.bc.ca/news/second-censure-school-trustee>.

Nobody has been *censored*. Every Board member has always been and continues to be encouraged to express their own perspective. Misleading, derogatory, and false information however must be corrected.

The Board is resolute that it must engage in respectful dialogue and debate, in a constructive environment. As a publicly elected board, Trustees are collectively accountable to the public and are required to support decisions of the Board regardless of their personal opinion.

As duly elected trustees, all of our voices, including the voice of Trustee Gribbin, are necessary to determine what is best for our students.

I trust this response has provided the information you were seeking.

Yours truly,

A solid black rectangular box used to redact the signature of Lenora Trenaman.

Lenora Trenaman  
Board Chair

## Holly Kerr

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**From:** Stephen Aryan <stephen@biomicengineering.com>  
**Sent:** Saturday, November 27, 2021 4:10 PM  
**To:** Holly Kerr  
**Subject:** Information request.

**CAUTION:** This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hi Holly,

I understand you may not be the best person to answer this, but would appreciate you directing me to who can provide the rational behind the censure of Allan Gribbin, our elected representative on the school board.

On the face of it, this is an extremely concerning development and I just want to understand what happened before determining whether this is a matter worth spending time on.

Thank you for directing me to the appropriate channel.

Stephen