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Jenifer B. MacFarland, Principal  
Renaissance Academy  
40 Pine Crest Street  
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Dear Jen:

Recently you informed me that the Board had decided to rescind my annual merit increase for FY05 as a result of what has been referred to by the Board in a publicly distributed document and a public forum as a year-end "\$400,000 *error*." This "error" has been at minimum, implied by the Board or their representative as mine. We have talked seriously several times over the course of the last few days about my concerns and discontent trying to resolve this decision.

This was clearly not an "error" and further, it was known not to be mine. In fact, the alternative actions the Board has suggested would violate the spirit if not the legal obligations of the operating contract they signed five years earlier. I find this "error" accusation and the related memos on this to not only be unfair, but abusive and offensive causing me actual discomfort.

I have worked in the public and private sectors for more than 30 years and at Renaissance Academy for the past five years. My work here has been exemplary and I have always received merit increases consistent with such performance. I have never heard of taking away anyone's raise after the fact.

More important, it creates a wholly new and unacceptable environment in the workplace. What action will the Board take and when on the next alleged transgression?

Based on the above, I find no alternative but to submit my resignation effective immediately.

Respectfully,

Alexander Geddis, Jr.

**RECEIVED \_\_\_\_\_ J. MACFARLAND**

