



Kalkaska Public Schools

Board of Education

September 12, 2025

The District is aware of social media activity reportedly made by an employee which was perceived as supporting a violent response to a differing political opinion. We are currently reviewing the situation to determine whether such conduct occurred and the extent to which the conduct violated Kalkaska Public Schools' policies and expectations.

The District is aware of concerns raised by the community related to the purported social media activity. Kalkaska Public Schools does not condone or endorse violence, threats of violence, or any activity which could be perceived as encouraging violence. Such conduct is inconsistent with our values and our responsibility to ensure a safe, supportive, and inclusive environment for the entire Kalkaska Public Schools community—students, families, and employees, alike. We are conducting a thorough investigation into the nature and context in which these social media events unfolded, and to determine what impact this conduct may have had on our Kalkaska Public Schools' community.

As educators, we work with the leaders of the future every day. Our students should be able to expect a learning environment that is politically unbiased and welcoming to all viewpoints. Furthermore, parents should have the assurance that their children are in a safe and neutral space. In the current divisive political climate, we believe it is crucial for our educators to maintain neutrality considering the divide between the left or right and to teach, model, and live a philosophy that does not promote violence as the answer to differing political views.

We understand our students and families place their trust in us to provide a robust, welcoming, and safe educational environment for students. We remain committed to fostering such an environment and ensuring that our students are learning, our families know their children are safe, and our employees maintain the highest professional standards. Kalkaska Public Schools is committed to taking appropriate action based on the findings of our investigation and the surrounding circumstances.

Thank you for your support and understanding while the District completes its investigation.