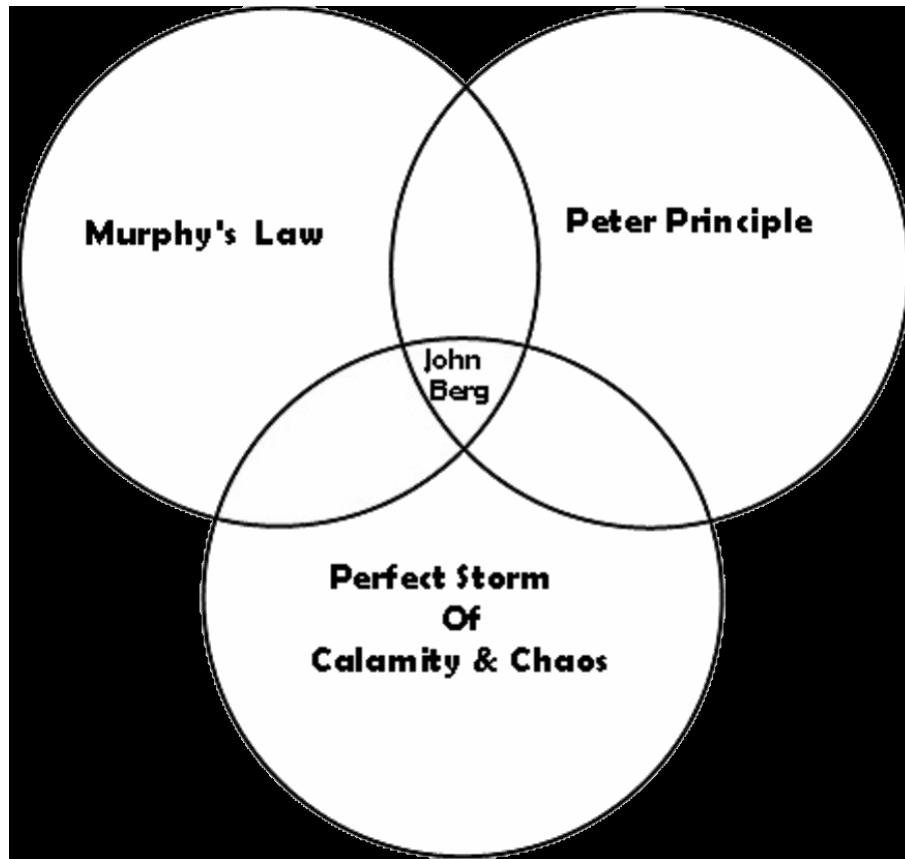


Reality Graph Of John R. Berg, PRP



(Known by some as)

**How John Berg Finally Achieved
Reaching His Own**

Peter Principle Plateau

By David A. Kimble
Founder of CSSKS ©

Yes, John Berg has finally reached his "**Peter Principle**" in his life now that he has voted himself into South Kitsap School District Board President. Just what is the Peter Principle?

The **Peter principle** is a concept in management developed by Laurence J. Peter, which observes that people in a hierarchy tend to rise to "**a level of respective incompetence**" They reach it as they rise in job status, then become no longer competent because skills in one job do not always translate to another job. For Mr. Berg, he tries to compensate for his incompetence by using his cherished Parliamentary hocus pocus and Roberts Rules of Order.

The four levels John has mastered are:

- Unconscious competence
- Conscious competence
- Conscious incompetence
- Unconscious incompetence

Interestingly enough, once Mr. Berg has attained his level of being unconsciously incompetent, he then doesn't even know that he doesn't know. A perfect example is how he was unable to understand how he and his fellow board members actions of trying to censure Director Daily would result in the entire board being sued by Director Daily. Three some months after the board voted to have an investigation done on Director Daily, and \$10,000 spent for that investigation, what does Mr. Berg and his fellow board members decided to do? Take no further action on the investigation which in essence meant dropping the efforts to censure Director Daily. What a great way to spend \$10,000 of our tax dollars, right? Guess it was all fun and games until they were sued.

I recently uncovered the following 'little ditty' written by Director Berg before he was sued by Director Daily. The tile is:

Repercussions of Disciplinary Action

By John R. Berg, PRP

I will append this 'Little Ditty' written by Mr. Berg at the end of the last page here.

Apparently, Mr. Berg thought little of his actions, insults, and trespasses he has been taking against Director Daily when he was writing this. To him just another example of how powerful he perceives himself to be, how brilliant he wishes that others would see him to be, what a wonderful forthright character he is and how his

in his actions and anger is justified. Remember, he wrote this little ditty before he was sued with the rest of the board for his complicity in their collective efforts to **'Get Director Daily'**.

John Berg saying that the purpose of his website is to inform stakeholders about the workings of the South Kitsap School District and the school board is utter nonsense.

And most surprisingly, Mr.; Berg actually gives recognition and credence to Director Daily for having a significant influence on school board functions. When in fact, Mr. Berg's actions are exactly the opposite of his words. Mr. Berg has never given Director Daily any such praise, not ever. If Mr. Berg actually believes what he writes his is a truly twisted and disturbed man.

The evidence is clear, Mr. Berg continues to cyber stalk Director Daily. Just look at how much space he has devoted to his website regarding Director Daily. Is this normal activity and actions of a normal person? Does his constant taking of Director Daily's inventory seem normal? Does his continued collection and publishing of critical comments that reflect Director Daily's actions seem normal? Does Mr. Berg's continued use of his website to actually stalk, slander, libel, bully and harass Director Daily seem normal? Well of course not! And all of this from a person purporting have a college degree and majoring in psychology no less.

Rest assured Mr. Berg will continue to make more claims that he is not able to prove. The proof he uses is that he is speaking the truth and that the truth cannot be erased by anyone saying they are not true. The proof of this is in his pretzel logic righter there in his website postings and blogs. Keep in mind, as citizens and constituents we are not barred from being as critical of our elected officials as we wish. Using images in a satirical manner is no exception and are clearly an exercise in free speech. That Mr. Berg would carry on about this, that he continues to whine about being abused speaks volume about his character and suitability to remain on the SKSD Board of directors.

Mr. Berg, you don't need to thank me for publishing your work on my website. Consider this: What kind of an asshole would write up a 'little ditty' about the school board he is serving on with the intent of trying to make money by selling his 'little ditty' about a dysfunctional school board and the continuing "dust ups" this school board is experiencing?

So without further ado, I now bring you:

SKSD Board President John Berg's very own and special "Little Ditty."

Repercussions of Disciplinary Action

By John R. Berg, PRP

While the disciplinary procedures in Chapter 61 of *Robert's Rules of Order Newly Revised* (12th ed.) (*RONR*) may seem straightforward; there can be repercussions and unintended consequences to implementing them. The negative impact on the organization, as well as on innocent persons that may result from disciplinary proceedings must be weighed against the damage caused by the actions which prompt the discipline. Will the discipline prevent further damage to the organization or will it only be for retribution, which, if the latter, can further damage the image or morale of the organization?

Following is an account of on an ongoing situation occurring in a school district in the state of Washington. The names of the parties involved have been thinly veiled for purposes of literary style.

Directors Brown (Berg) and Dean (Daily) were elected to the school board in 2019, joining the other three incumbent board members. Dir. Dean (Daily) immediately took an adversarial position with the remainder of the board. Dir. Dean (Daily) referred to the board as “you” while the remainder of the board members referred to the board as “we”. Dir. Dean (Daily) would visit the schools unannounced rather than coordinate through the superintendent, as was the established custom. Assuming a role similar to Delores Umbridge as a Grand Inquisitor in J. K. Rowling’s *Harry Potter* series, Dir. Dean’s intimidation of staff even included requesting all copies of emails of staff members who appeared critical of Dir. Dean (Daily).

Dir. Dean (Daily) expressed an open disdain for parliamentary procedure and *RONR* in particular, and routinely ignored rulings of the chair. When the approval of 40 pages with hundreds of individual expenditures were on the consent agenda, Dir. Dean (Daily) would insist on raising questions on individual expenditures. The raising of the questions suggested that the expenditures were somehow improper, but there was never any follow-up to the insinuations. The result was that the insinuations of impropriety were left hanging in the minds of the public, thus damaging public confidence in the school district.

In a public board meeting in October of 2020, Dir. Dean (Daily) and the superintendent openly disagreed on specific facts and, in effect, called each other liars in the meeting. Dir. Brown (Berg) attempted to resolve the dispute by asking each of them by email to provide documentation for their statement of the facts. The superintendent responded with references to source documents, while Dir. Dean (Daily) not only failed to supply source documents, but responded with a 1400-word tirade about how Dir. Brown (Berg) had no authority to conduct an investigation and intimidate the superintendent. (The superintendent (Mr. Tim

Winter) was not intimidated, but appreciated the fact that Dir. Dean (Daily) was called out on the false statement.)

Dir. Dean (Daily), with an associate, Mr. Kearn, (Kimble) manage an anonymous website critical of the school district. The website purports to represent an actual committee supporting the schools, but no one is named on the website as being responsible for it.

When the board approved a school tax levy in November of 2020 by a vote of 4-1, Dir. Dean (Daily) not only opposed it, but publicly campaigned against it on the ballot, even publicly addressing the city council to oppose the levy that had been approved by the board. This was a clear violation of a board member's fiduciary duty of obedience to the decision of a majority of the board. The board later addressed this violation with Dir. Dean (Daily) in executive session.

The last straw came after the district conducted a survey of the staff, parents and community in April of 2021. Many of the comments came back referring to dysfunction on the board but the only director mentioned by name in the comments was Dir. Dean (Daily). Dir. Brown (Berg) prepared a motion to appoint an investigating committee to consider censure of Dir. Dean (Daily) in accordance with RONR 63:11.

Because the law specified that any meeting of three directors constituted a public meeting, the motion appointed two committees of two members each to work in parallel and report back. At the April 21 board meeting, Dir. Reticent (Diehl) moved to have the proposed motion removed from the agenda. Dir. Dean (Daily) insisted that it be left on the agenda and addressed in public. When the main motion to refer came up on the agenda, Dir. Dean (Daily) introduced a substitute motion to censure Dir. Dean (Daily) for unspecified offenses. It failed. Had that motion been adopted, there would have been no investigation. The motion to appoint the committee was adopted 3-1.

Later in that same meeting, Dir. Dean (Daily) handed the chair a large manila envelope with charges against Dir. Brown (Berg), demanding that the chair investigate the charges.

At the next meeting on May 5th, upon the advice of the district's legal counsel, the motion to establish the investigating committee was amended to specify an outside investigator, rather than the original two committees.

Prior to the May 19th meeting, Dir. Brown (Berg) provided a 70-page response to the charges made by Dir. Dean (Daily) and an executive session was scheduled to discuss them. Dir. Dean (Daily) chose not to attend the executive session. After the

executive session, the board voted to dismiss the charges against Dir. Brown (Berg) as “baseless, without merit, and dilatory.”

Later in that meeting, Dir. Dean (Daily) attempted to also make similar accusations against Dir. Surry (Sebren) and Dir. Gold (Gattenby), with envelopes delivered to the Board President, Dir. Gold, as was done at the April 21st meeting. (Dir. Surry (Sebren) and Dir. Gold (Gattenby) had joined Dir. Brown (Berg) in adopting the original motion to investigate Dir. Dean (Daily) .) This time Dir. Dean’s (Daily) action was ruled out of order under the previously mentioned RONR 63:11, which states,

If a member introduces a resolution preferring charges unsupported by an investigating committee’s recommendation, the chair must rule the resolution out of order, informing the member that it would instead be in order to move the appointment of such a committee...

Dir. Dean (Daily) declined to take the appropriate action to move to appoint an investigating committee when offered the opportunity. Dir. Dean (Daily) ignored the chair’s ruling that the presentation of the charges was out of order and insisted that the chair must investigate the charges made in a public meeting. The chair took no action on the envelopes presented. However, Dir. Dean published the charges through Mr. Kearn (Kimble) on their website.

No report back had yet been made on the investigation of Dir. Dean by the July 21 meeting. Dir. Dean (Daily) there introduced a motion to recognize that allegations of misconduct were brought by Dir. Dean (Daily) against two members at the May 19th meeting, and to require action in response to them. That motion failed. Had that motion passed, it would have effectively reversed the chair’s ruling that the original charges were out of order.

The charges against Dr. Brown (Berg) and other board member were clearly in retaliation for the original motion to investigate possible censure of Dir. Dean (Daily). The contention escalated.

In the meantime, additional personal attacks have been made against Dir. Brown (Berg) . Mr. Kearn (Kimble) filed charges against Dir. Brown (Berg) with the Washington State Public Disclosure Commission through Mr. Kearn’s (Kimble) and Dir. Dean’s (Daily) dummy organization. Another supporter of Dir. Dean (Daily), a Mr. Maroon (Mann), also filed charges against Dir. Brown (Berg) with the Professional Standards Committee of the National Association of Parliamentarians. Both sets of charges have little merit and will most likely be dismissed.

The next issue is how to proceed when the investigation into possible censure of Dir. Dean (Daily) is completed. Without any penalties attached to a motion to censure, the intent and effect of such a motion has already been accomplished. Other than the personal attacks on other board members, the actions of Dir. Dean

(Daily) have been toned down. The board has now shown how it can quickly shut down such improper attacks.

However, defiance of rulings of the chair cannot be tolerated. Not even someone publicly elected to a board has the right to defy a ruling of the chair, particularly when the ruling has been sustained by a majority of the board. When Dir. Brown (Berg) was presiding in the absence of the board president, security had been alerted to the possibility of needing to escort Dir. Dean (Daily) from the room for defying a sustained ruling of the chair and continuing to disrupt the meeting. Luckily, that was not necessary, as things would have gotten ugly rather quickly.

Dir. Brown (Berg) expects to become board president after the election in November, assuming Dir. Dean's (Daily) supporters don't get elected to the two open positions. With the support of the new board members, any improper actions from Dir. Dean (Daily) can be quickly and efficiently stopped, thus minimizing extensive public displays of board dysfunction. A supermajority of four should be able to function with only one voice in opposition.

