

To: Kathleen Giles  
Rector, St. Paul's School

From: Jeff Maher  
Independent Compliance Overseer

Cc: Gordon MacDonald  
Attorney General – State of New Hampshire

Date: October 19, 2020

Re: Notice of Resignation

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*Sent via electronic mail*

Please accept notice of my resignation from St. Paul's School, effective immediately.

As you know, I was hired by St. Paul's School ("SPS") to fill the position of Independent Compliance Overseer, a position required by and defined in the September 11, 2018 Settlement Agreement between the School and the New Hampshire Attorney General's Office. The stated goal of the Agreement was to "ensure a system of accountability, oversight, transparency, and training."

My primary responsibility to help the parties achieve this goal was to "assess and monitor SPS's compliance with the terms of the Settlement Agreement." Among other things, this required that I regularly report the status of SPS's compliance and "immediately" report any instance of non-compliance and review "the adequacy of SPS's policies and protocols relating to documenting and reporting allegations of physical or sexual abuse . . . ." To accomplish those tasks, as set forth in the Agreement, I was to have "broad access to the school personnel and records."

For your part, the Settlement Agreement required that SPS recognize my independence, cooperate with me in good faith to permit me to fulfill my obligations, and allow me access to all non-privileged documents and records and reasonable access to employees and students.

Such goals can best be accomplished through trust, authentic communication, and shared understanding. In my initial meetings with school leadership it was clear that we were of similar mind. Our conversations were productive and aligned both the goals of the School and those outlined in the Agreement.

Over the past sixteen months, however, I have become increasingly concerned about the School's commitment to the principles of the Agreement. Red flags included, but were not limited to:

- school leadership stating that they did not want investigations by the School which could have civil or criminal impacts and that they were apprehensive about creating documents which could become a matter of record.
- a school employee informing me that school leadership was to be notified and advised anytime I met with the employee.
- school leadership questioning existing legal agreements, state statutes, required partnerships with social service agencies, required training and the many other conditions of the Settlement Agreement.

Unfortunately, these concerns only grew as the School attempted to limit and curb access to information I believed necessary and proper to administer the requirements of the Agreement.

The sum of the events of the last few months, and more recently, the last few weeks have created an intolerable working environment. As you know, I was recently publicly berated and yelled at by a senior administrator. Later I learned that I was bizarrely being accused by school leadership of somehow coordinating the circumstances that led to this emotive outburst. When I persisted in my efforts to execute my assignment, including my obligation to make reports to the Attorney General's Office, the School retaliated against me. I have been criticized and accused of exceeding the scope of my responsibilities. It would seem such accusations arrive only when I am less than laudatory of the School's policies and protocols.

As I have no doubt you are aware, I am facing the seemingly orchestrated threat of civil action by an administrator that appears, at minimum, to have the tacit approval of the School. I respect the right of any individual to petition the courts and seek redress. Nothing in this letter should be interpreted as impairing that fundamental right. Rather than supporting me against such claims, the School – through legal counsel – has disclaimed any responsibility.

For the forgoing reasons, as well as others not named herein, I can no longer discharge my responsibilities as the Independent Compliance Overseer and I have no alternative but to resign my position.

Sincerely,

A handwritten signature in black ink, appearing to read "J. Maher". The signature is fluid and cursive, with a large initial "J" and a long, sweeping underline.

Jeffrey Maher