



PO Box 434
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Office (208) 687-8002; Fax (208) 687-6167
stemcharter.org

To Whom it May Concern:

We, the Board of Directors of STEM Charter Academy stand firmly behind our decision to create a “Golden Handcuffs” deferred compensation agreement with Executive Director Thomson in a good faith effort to:

1. Correct past wage inequities, including forgone wages and to reward past, present and future performance that has far exceeded the performance of other schools. We reward RESULTS.
2. Keep highly talented and stable leadership from being poached by other higher paying opportunities.

This process was vetted through consultation with a Certified Public Accountant, and legal counsel as well as a third-party auditor.

Mr. Thomson started at lower pay until the school was on solid financial ground assuring the school’s employees, and patrons, that the school will be here for many years to come.

He has built a school from the ground up, going unpaid for 3 years leading up to the school opening and putting their personal savings and credit on the line to cover startup costs when money got tight. He was present for every tree getting cut down, every water, sewer, gas and electrical line being installed, and every foundation poured and wall raised. His tremendous business acumen and common-sense decision-making process has given the school a wonderful facility and a fortified balance sheet with very low debt service. He personally painted the buildings to keep costs down. Dug holes, hung drywall etc. He also planned, designed, developed, and supervised every square foot of the 65,000 square feet of facilities that were built over the first 12 years of the school’s existence.

While many schools are struggling with their finances and academics, STEM Charter is perennially among the best in the state academically, operationally and financially. Mr. Thomson has built a \$20+ Million-Dollar facility for children and the community with less than \$1 Million in debt while receiving no local bond or levy money. No taxpayer will ever see STEM Charter Academy on their property tax bill.

It should come as no surprise to anyone that has witnessed STEM Charter Academy’s unparalleled success for the last 14 years academically, operationally, and financially, that the leader of that school is highly sought after. Mr. Thomson’s skill set, along with his long track record of success, has brought him a lot of attention and garnered him many opportunities, from entities both inside and outside of education across the nation that will gladly pay him more handsomely than we could.

We the taxpayers are getting a bargain.



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Dan Tesulov- Board Chairman
Patricia Guzman- Secretary
Dr. Lorna Finman- Director

Lorna Finman

STEM Charter Academy
A Free K-12 Public School of Choice