



RE-1 VALLEY SCHOOL DISTRICT

Logan County, Colorado

Administration Center • 301 Hagen Street • Sterling, Colorado 80751

Phone (970) 522-0792 • Fax (970) 522-0525

District Web Site: www.re1valleyschools.org

On behalf of the Board of Directors of RE-1 Valley School District, the following is our collective response and thoughts regarding concerns presented during recent Board meetings.

The number of resignations in the 2020/21 school year have been concerning within the district. The chart below provides information regarding resignations and current openings is as of June 4, 2021. The chart reflects the end of the year resignations of teachers & administration that are actually leaving the District and are not transitioning to a new positions or retirees on transition. The resignations as a worst-case scenario are 23% of the certified staff. The same comparison at this date in 2020 was 19%. The District is reducing the number of certified staff to best align with the funding for number of students enrolled in the District. Superintendent Adolf is working with three non-district colleagues to conduct exit interviews with certified staff who are willing to share their viewpoints. More significant turnover began in the 2011-12 school year. This information is subject to change.

HEEC Resignations-4 Current Openings- 1	AYRES Resignations-9 Current Openings- current 1	CAMPBELL Resignations-8 Current Openings- 2
SMS Resignations-10 Current Openings- 5	SHS Resignations-2 Current Openings- 1	CALICHE Resignations-6 Current Openings- 2

Superintendent Adolf is working with three non-district colleagues to conduct exit interviews with certified staff who are willing to share their viewpoints. This information is of interest to the Board of Directors. The question has been asked in board meetings if exit interviews are being conducted and the answer is yes.

The community has said the Board of Directors are not listening to the concerns. The Board of Directors are listening to what is being said. What is being said is not specific actionable items to consider. There is a grievance process that can and should be used when specific grievances exist. Policy KE and KE – R Public Concerns and Complaints and the recommended Colorado Association of School Boards (CASB) model regulation are available on the RE-1 Valley School District web site and CASB web sites. Legal counsel advises the Superintendent and Board of Directors complaints should be referred back through the chain of command. The written document allows for a clear determination of the grievance. Right now, it is hard to “hear” the ask when the grievance process is not used and there is yelling and disruption during board meetings.



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Management of the RE-1 Valley COVID response has been concerning throughout the 2020/21 school year. The R2S Guidebook was put into place to mitigate Covid exposures and quarantines. The key objective within the R2S Guidebook was to keep all RE-1 Valley school buildings open throughout the school year. The Board of Directors and Superintendent Adolf felt after the spring semester of 2020, it was imperative to have students in the schools, interacting with each other and receiving support as needed. As President of the Board of Directors, I will not apologize or back down from making those decisions for the wellbeing of our students. The District worked with the Northeast Colorado Health Department (NCHD), Banner Health, Logan County Commissioners and Office of Emergency Management in developing and implementing the R2S Guidebook policy and practice. The District was able to work with those entities when COVID numbers were rising in Logan County and throughout the six county NCHD to follow the guidelines and keep our schools open. No other District in the NCHD region can make that statement.

Aspects of the search process used when the RE-1 Valley Board of Directors hired Mrs. Adolf have been called into question. The process all districts in Colorado must follow is specified in state statute. RE-1 Valley utilized the help of a CASB representative to lead the Board through the statutory requirements. A broad outline of the process included the following:

1. The job announcement is distributed nationwide by CASB
2. Candidates completed the required application materials and submitted the material to CASB
 - a. Submission of 3 years of board minutes and financials from District the candidate was last employed by (If applicable)
 - b. Release and review of all social media and finances
3. All listed references and off-list references were contacted and interviewed by the CASB representative
4. Candidates are interviewed by the CASB representative virtually to affirm commitment to the interview process and interest in RE-1 Valley School District.
5. RE-1 Valley Board of Directors reviewed applications and reference contact information supplied confidentially and determined list of finalists.
6. Candidates interviewed by community, parents, board, and staff in three small groups
7. Board of Directors debriefed recommendations from each group and then proceeded through the final hiring processes as the final decision makers.

The hiring process for Professional Staff within RE-1 Valley has also been questioned. As with a superintendent search process, professional staff positions are regulated by district policy and state statute. Policies GCE/GCF and GCE/GCF – R describe the recruitment and hiring process for all professional staff. When Mrs. Adolf came on contract in July of 2020, a new practice was implemented



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within policy guidelines to utilize hiring committees for professional staff in the District. This practice was approved by the Board of Directors. This practice was first utilized when hiring for the Sterling High School Principal and SHS athletic director.

When professional staff vacancies occur, positions are posted internally via our District website and electronically through Frontline, and with Colorado Association of School Executives. The District advertised principal and assistant principal positions at the same time this spring. Candidates had the option to select which type of position they wished to be considered. Candidates were interviewed accordingly.

Due to the number and importance of the vacancies to be filled and number of applicants, a committee of 19 individuals was formed to interview all candidates. Seven out of the nineteen people on the hiring committee represented Caliche; these included one (1) student, two (2) community members, and four (4) employees. The makeup of the rest of the community was Mrs. Adolf, two board members (2), four Sterling building faculty members (4) and five community members (5). The committee was comprehensive to allow for stakeholders to be involved in the process. The names of the hiring committee are not being released by the district. If they want to release their names that is up to those committee members.

A question has been asked regarding districts represented by RE-1 Valley current legal council. This is not information that we would have as a Board of Education. Lyons and Gaddis is RE-1 Valley legal counsel and is a reputable legal firm. The firm represents several school districts throughout Colorado. The Board had access to an overview of the firm's background, description of each team member and their experience, overview of area of expertise, description of fees, client services, references and were able to do independent research. The references we received came from St. Vrain Valley School District RE-1J, Arapahoe County School District No. 1, Arapahoe County School District No. 6, Eagle County School District RE-50J, West Metro Fire Protection District to name a few. It is standard operating procedure that the superintendent will select a legal counsel. The previous attorney was selected by the previous superintendent. Mrs. Adolf is in no way related to the attorneys from this firm. There are several attorneys that work for the District dependent upon the matter and that attorney's expertise. The Board of Directors approved this change on September 22, 2020 at the regular meeting of the Board.

The RE-1 Valley Board of Directors hope this helps answer questions we have heard from community members. If community members are willing to address the Board in a respectful manner, the Board will take in information. There are distinct parts of the business meeting agendas that community members need to understand. Public comment is the part of the agenda when community members can provide input and concerns to the Board of Directors. Policy BEDH and legal counsel provide guidelines for how this part of the agenda is to be conducted. Those guidelines include setting time



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limits for individual presentations and asking that individuals be respectful. Board members do not engage with presenters during this part of the agenda. The business sections of the agenda are just that, time in which the Board can conduct its business. The Board will invite speakers to address business matters on the agenda to provide information for the Board to make decisions. This is not a question and answer session with the audience.

The function of the school district is governed by policy and state statutes. At times it seems like the Board is not being responsive to community concerns. The fact is there are policies and practices that protect students, faculty, employees and administration from openly sharing private or confidential information. The Board of Directors take this responsibility seriously and will always work within the policy structure.

Sincerely,

A handwritten signature in blue ink, appearing to read "D. A. Kaan".

Dennis A. Kaan

RE-1 Valley Board President