

Removal of DHS Coaches--2

My concern this evening is with the process of removal of the DHS coaches as I sincerely hope you will reconsider the decision already made to fire.

- 1. There were policies used in making that decision that all appear to have very gray areas. GBE; GBEBB. And GBEC... Very difficult to arrive at a quick and immediate decision.**
- 2. Referral should be made to the Dept. of Education rules, 189:31; 189:32; 189:39 In addition, Policy Code BDD numbers two, stating that you THE BOARD act upon matters of dismissal of school personnel only on the recommendation of the Supt;**
- 3. Policy Code CB number 10 contains information on the termination or disciplining of employment of administrators of the District. Some go back to 2005 and 2006**
- 4. Therefore, the final decision for this to happen had to be voted on by you with a majority indicating that you wanted the dismissal ordered. Supt. recommends and the Board hires and fires.**
- 5. Question? Was there a meeting held by the Board, a vote taken in majority to order the Superintendent to cause this to happen**
- 6. If so, could you possibly give the community the range of vote to determine a majority**
- 7. An analogy I might present to you:
You, as a Board, go to dinner before a meeting and have a cocktail. Sit at a table with a High School Student (as well as some in the audience) during the evening of the ,meeting. Question would be: Should you be fired and dismissed immediately??
Actually you are on duty 365 days of the year under the same circumstances according to your policies.**

8. One other concern: About ¾ months ago, our AD was called and ordered to evaluate all coaches, volunteers (never heard of before) and all taped on city video. Following that in two other meetings, demands were made to have it done. With this very minor infraction, I wonder who the real target was or is. Could it have been any one of our respectable administrators? All coaches are now concerned about what coaching is doing to their job security.

9. There have been multiple resignations, unforeseen dismissals, releases and firings in the past 2 years, \ Total unrest in the total system and detriment to our students. Why is this happening?

9. There are too many inconsistencies, gray areas, and the process needs polishing and redoing.

10, Again in closing, I certainly hope you reverse your decision, rewrite an understandable policy and start fresh. Even legal authorities cannot make such decisions without seeing it rather than being told, By state law the accuser can be confronted.

11. I understand the targeting of staff, administrators, coaches, because I have been a target and feel for all of you because I have been in the same position that all of you have. Not easy too deal with. Thank you for listening.