

House Transportation, Housing & Local Government

02/21/2024 01:30 PM

HB24-1073 Independent Ethics Commission Jurisdiction

Typed Text of Testimony Submitted

Name, Position, Representing	Typed Text of Testimony
Fayre Ruszczyk For themselves	<p>My name is Fayre Ruszczyk and I am speaking to you as a private citizen and member of Coloradans for Metro District Reform.</p> <p>This bill is what is called a "no brainer". If you believe as representatives of the taxpayers of Colorado that all levels of government, including school districts and special districts should be held accountable to the taxpayers for their behavior, then the only choice here is to vote yes on this bill.</p> <p>Since title 24- article 18-102(5), C.R.S. specifically states that the ethical principles and rules of conduct are applicable to special districts and school districts in addition to all other forms of government, it is odd that when the Independent Ethics Commission was established to investigate and enforce rules of conduct for public officials and the provisions of Article 26 of the State Constitution, that school districts and special districts were not included to fall under their purview. Passage of this bill will resolve this oversight and provide a much-needed avenue for taxpayers to relate their concerns to the Ethics Commission.</p> <p>I wish to single out metro districts, a type of special district, that should be held up to more scrutiny as taxpayers have been turned away by the ethics board when requesting such oversight. Private developers use CRS 32 to finance their projects but when ethical concerns of taxpayers have been presented to the Independent Ethics Commission, created under Article 18.5-Title 24, they have been turned away. The reason given was that special districts do not fall under their jurisdiction.</p> <p>As a taxpayer, I would have to question the intent and integrity of any representative not supporting this resolution so vital to protecting the rights of the taxpayers of Colorado.</p>
Tim Berg For	I strongly support Tammy Story's bill and her efforts to bring Colorado into a role of true leadership. Tammy has done an outstanding job with important bills that protect our water supply,

<p>themselves</p>	<p>reduce risks, enhance our communities and make our State stronger and more efficient. The entire legislature should support her in this excellent bill.</p>
<p>Jeralee Gonzalez For themselves</p>	<p>I live in Woodland Park. I support HB24-1073.</p> <p>The example I am sharing today is how Woodland Park School District (WPSD) has continued to violate Open Meeting Laws despite losing 2 court cases & 1 appeal.</p> <ol style="list-style-type: none"> 1. On 4/29/22 Judge Sells in Teller County ordered WPSD BOE Directors to "comply with OML & clearly, honestly & forthrightly list all future agenda items". On 1/26/2022, WPSD BOE held a special meeting & voted to begin contract negotiations with charter school Merit Academy. There was no mention of Merit or any plans to vote on the issue listed in the agenda. The agenda listed "Board Housekeeping". WPSD listed Board Housekeeping on the advise of WPSD attorney Brad Miller. According to the meeting minutes, Brad Miller stated that "not all items have to be listed on the agenda as long as the board of education directors are aware". Merit Academy was a divisive decision in the community. Merit was a contract school originally chartered by Education Re Envisioned (ErBOCES). ErBOCES was founded by Brad Miller. A founding member of Merit is David Illingworth who was the WPSD BOE VP at the time & his wife, Katie Illingworth was a sitting Merit BOE Director. 2. March 22, 2023 Judge Sells ordered WPSD to release video showing 3 WPSD BOE Directors violating OML again. WPSD attorney Brad Miller filed an appeal on that ruling. 3. February 1, 2024 Colorado Court of Appeals affirmed Judge Sells order to disclose WPSD BOE video. <p>I am listing the links of 2 recent videos. The WPSD BOE meeting on 1/10/2024 is from the WPSD site. The 1/17/2024 video was recorded by a WPSD parent of a special WPSD BOE meeting. These recent videos show that WPSD continues to violate OML. The only recourse parents & stakeholders have is to sue a school district. It is incredibly expensive to the parent, stakeholders & school district. Taxpayers are not being protected when a board is unethical & continues to violate OML to mislead the public. WPSD BOE is an example that despite losing court cases, a board will continue to violate OML because there are no consequences. Colorado would benefit from HB24-1073. This bill would allow citizens to hold unethical boards accountable & encourage boards to conduct business in an ethical & transparent way. Thank you. Jeralee Gonzalez</p> <p>www.supportwpschools.com</p>

	<p>https://www.youtube.com/live/iuoQM5qpca0?si=C9aVztJX4SN_WjZF</p> <p>http://www.youtube.com/watch?v=FkY92KKv3HE&si=NWJzVCI1GUN5RzXz</p>
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Examples of Developer-Controlled Metro District Board Abuses

Jim Gibson - February 21, 2024

Aurora Highlands

The developer has created a Community Authority Board (CAB) which will include seven members from the developer-controlled district and one each from the non-developer-controlled districts. As a result, the developer's members will always be in the majority on the board and homeowners will never have any real decision-making power over their community's taxation and spending.

According to a Dec 11, 2021 Denver Gazette article, the CAB "is expected to unanimously approve up to \$515 million in municipal bonds to partly finance the project's first phase. It will be the largest bond issue statewide since Denver voters approved a \$937 million package in 2017. The key difference: Unlike Denver, the residents of Aurora Highlands will never get to vote on any of it."

Meadows

Some developer-controlled metro district boards have been drowning residents into spiraling out-of-control debt for decades. The Meadows Metropolitan District near Castle Rock is an unfortunate example, according to The Denver Post (12/6/2019; quotes from the article unless otherwise noted).

"More than \$30.7 million in bonds issued in 1989 not only remain unpaid, but the accrued interest on those bonds has exploded to nearly \$118 million, district financial records show. For a community that can muster only \$4.3 million in property taxes each year, it's barely half what it owes in interest each December."

"'Those people living there are obligated to pay that levy forever,' said Sue Maxwell, an attorney and expert on bond financing. 'Those bonds are simply not re-financeable, with interest accumulating for decades. There's so much debt outstanding, they won't ever see it go down.' "

"'There's really no district that finds its way out of debt, no matter how long it goes on,' said Charles Wolfersberger, an accountant who helps manage several districts. 'And in many cases, that debt simply keeps growing, unknown to the homeowners who are required to pay it. It simply never stops.' "

In other words, metro district residents are often like credit cardholders who cannot make minimum payments, not even keeping up with the interest owed. As time goes by, the principal on their debt just grows and grows.

Orchard Farms

The following is an excerpt from a December 11, 2019 Denver Post editorial, entitled Rein in the unlimited taxing powers of developers:

"Lennar Corporation - one of the nation's largest homebuilders - is running a metropolitan district that will help pay for the development of a subdivision called Orchard Farms in Thornton. Homeowners in this relatively small community of about 450 homes on 154 acres are being fleeced by compounding interest, bad debt and transfer fees.

According to a bond document obtained by Migoya (Denver Post reporter David Migoya) as part of his investigation, homeowners in this neighborhood will be paying off the developer's debt until 2053. As of 2018, \$12.9 million in debt had been issued by Lennar's representatives on the metro district board, and it will be paid for through property taxes at rates that rival the city, county and school taxes combined.

Homeowners in Orchard Farms pay about 90 mills in property taxes for Adams County, Brighton School District No. 27J, a library district, a fire district, and the city of Thornton. But for the Big Dry Creek Metropolitan District (now known as Orchard Farms Metropolitan District) homeowners, as of the 2018 abstract of assessment, pay an additional 73 mills (55 mills for the developer's debt and 18 mills for operations of the metro district). For a home that has an actual value of \$500,000, a homeowner would pay about \$2,628 for their metro district taxes and \$3,240 for their schools, city and county governments, fire and library services.

But that \$12.9 million is only part of the story.

One of the bonds that employees of Lennar, who serve on the metropolitan district board, decided to issue are 'cash flow' junior lien bonds, meaning there are no scheduled payments on the principal until 2035. During that time, the smaller \$1.9 million bonds will accrue interest at 9%. Lennar employees serving on the board of Big Dry Creek issued these cash flow bonds, and then Lennar purchased the bonds, meaning they will be repaid \$19.8 million by 2053 for a \$1.9 million initial investment. This self-dealing is unethical and must be stopped."

Thompson River Ranch

As reported by The Denver Post (12/5/2019; quotes from the article unless otherwise noted), "The two-story, five-bedroom place just east of Loveland was as sweet as Tlene and Tyler Sterkel dreamed it would be, from the custom finishes in the basement to the granite countertops and the en-suite master bedroom.

Then their first property tax bill arrived. Already on a tight budget, they stared at a bill that had gone from \$818 at their closing in 2014 to nearly \$3,500 barely a year later, then \$4,400 two years after that.

'We were suddenly buried in property taxes we couldn't afford,' Tlene Sterkel said. 'The mortgage on the house we could afford just fine. But the taxes murdered us. We never saw it coming.' Two years after buying their home, the Sterkels had no choice but to foreclose."

The article also includes this troubling number, "the amount of debt that developer-controlled metro districts have authorized statewide already sits at nearly 100 times Colorado's state government debt of \$17 billion, according to a Denver Post review of thousands of pages of district filings with state and local government offices detailing that debt."

Colorado International Center

Developer-affiliated people from Westside Investment Partners controlled the master and servant Colorado International Center metro district boards. In 2018, five residents displaced all developer-affiliated people on the servant board.

Unfortunately, before residents could take office, developer-affiliated people on the servant board immediately held meetings, 18 miles from the district, with no residents in attendance. At those meetings, Westside indebted residents for 20 years, preventing them from negotiating better terms on behalf of all residents with the developer-controlled master board.

According to The Denver Post (1/22/2020; quotes from the article unless otherwise noted), "The move was just one of at least a half dozen The Denver Post has found where metro district developers, faced with losing their board seats - and ultimately control of the metro districts they helped build - to residents upset over high property taxes and other issues, have approved millions of dollars in additional financing measures."

" 'Builders and land developers have devised ways to control and manipulate districts to conduct hundreds of millions of dollars of transactions with themselves, relying on taxpayer dollars to pay themselves back,' said Charles Wolfersberger, an accountant whose eponymous firm manages several metro districts. 'And they're doing it whenever they want, even in the face of losing control to the very people who have to pay the bonds they're issuing. It's a slap in the homeowner's face, really. ' "

Thompson River Ranch

As reported by The Denver Post (12/12/2019; quotes from the article unless otherwise noted), Bruce Rau heads the metro district board for the Thompson River Ranch development, just east of Loveland. Incredibly, he sits on “at least three dozen metropolitan district boards that, if fully developed and put together, would easily rank among the state’s top 10 biggest cities.”

Of course, he does not live in Thompson River Ranch or any of the other developments, registering “more conflicts of interest in his elected capacity than any other official in the state.” He serves on all those boards to represent the interests of his employer, Oakwood Homes.

Many metro district boards are controlled by developer-affiliated people, in large part, because of concealed board vacancies and canceled elections. Like the other metro district boards on which Rau serves, Thompson River Ranch residents are provided with very little information to understand that a metro district even exists in their community, let alone that there are elections for metro district boards on which residents can serve. Simply put, Thompson River Ranch and other residents have been kept in the dark about their metro districts’ fiscal matters for years.

“Election officials say they often don’t know how metro district elections are even put together or their outcome. ‘If they conduct their own election, they’re supposed to send their numbers to us, but not all of them do,’ said Jace Richards, Adams County’s voter-records supervisor.”

“‘That whole bit of a developer parcel, a lot they simply split up to make themselves eligible to be on the board is unethical and immoral,’ said James Gertson, a former resident and board member of Thompson Crossing Metropolitan District No. 4 in Larimer County. “The whole process was never really in the interest of the homeowners and once the builders and developers could use the system to their advantage, it ran rampant.’ ”

Green Valley Ranch

Metro district board elections almost always involve very small-budget campaigns. However, developers will put their thumbs on the scale, when reform-minded residents are running.

As reported by The Denver Post (1/22/2020; quotes from the article unless otherwise noted), Patrick Hamill, CEO of Oakwood Homes, contributed almost \$40,000 dollars to two candidates running in the Ebert Metropolitan District. The district is part of Oakwood’s development, better known as Green Valley Ranch.

“‘It’s hardly fair to call it a democracy when money has such a huge influence on elections, even the small ones,’ Aurora Councilman Juan Marciano said. His campaign last year took no money from developers, though his incumbent opponent did. ‘You’re on auction, not election.’ ”

“‘Metro district developers are absolutely buying the elections,’ said Garner-Holman, who lost in the Ebert Metro District election. ‘It’s gotten down to the lowest level, where even running to represent your own neighborhood is tainted. I’m frustrated, disappointed and disgusted.’ ”

Green Valley Ranch metro district resident Gail Bell believes reform is absolutely essential. “How did this happen to our beautiful state? The answer is that politicians, over decades on both the state and local levels, along with developers, have created and supported a system that is mired in a lack of democracy, transparency, and oversight. They must be held accountable, and there must be justice for the people!”

Tami Romeis, a Colorado International Center Metro District #3 resident, feels that homeowner taxpayers must take charge. “When I bought my home in 2015, I asked and understood my HOA fees were \$25 a month and my metro district fees would be \$27 a month. Then in 2016 and again in 2018 my taxes drastically increased as a result of further bond debt – without disclosure or a vote. That is why I self-nominated along with four other homeowners displacing all developer board members – Developer-centric boards must be stopped!”

Granby Ranch

As reported by The Colorado Sun (1/12/2024; quotes from the articles unless otherwise noted), this developer-controlled metro district board is “banning elected members of the homeowner metro district from accessing the ski area, the golf course, trails, fishing areas and all restaurants” and “were told they could not access any of the resort’s amenities, including ‘sidewalks, patios and lawns.’ ” The developer is discouraging residents from serving their metro district board through harassment and intimidation.

Husch Blackwell attorneys formally demanded that The Colorado Sun’s editors remove stories about the development and issue a public apology to the owners. The Sun declined.

Dear Lawmakers,

I strongly encourage you to pass House Bill 24-1073.

I am writing as a parent in the Elizabeth School District. We desperately need some avenue to report inappropriate and unethical behavior of our school board and our superintendent. In this district, we have had several issues with the school board where parents and community members were left with nowhere to go after being treated poorly or having seen questionable board/superintendent behaviors and decision making. Here are some specific examples of situations within the Elizabeth School District:

During their October 23, 2023 board meeting, a board member, Heather Booth, accused me of “stealing from the district” for filing CORA requests and for filing a complaint about potential Open Meeting Law violations. This accusation was slander and defamation, but I had nowhere to go to report this issue. There was no one at the state-level government where I could report this slander and no one to hold the board accountable for these inappropriate actions. I emailed the entire board and the superintendent about the issue expressing my frustration with what had happened and the fact that no one on the board stopped the behavior while it was happening. Not one board member responded to my email. Superintendent Snowberger supported the board member in her slanderous statements and proceeded to speak to me in a completely inappropriate manner (this entire email back-and-forth is pasted below). You can listen to the October 23, 2023 board meeting here (the accusation happens around the 15 minute mark):

<https://www.youtube.com/live/W3cQqi-N86A?feature=shared>

On that note, Superintendent Snowberger frequently emails district parents and community members in a completely unprofessional, condescending and dismissive manner. If you would like to see those emails as well, I am happy to share upon request. Below is one example of these emails. After the incident where the board member accused me of stealing because of my CORA requests, I sent this email to the entire board and Superintendent Snowberger. The emails between Superintendent Snowberger and me are pasted below. Again, I had nowhere to go to report this inappropriate behavior by our superintendent. The school board refuses to act (or even respond to any emails I send them) and there is currently no governing body to report these issues to.

I understand the idea of “local control” but that does not mean our school boards and superintendents get to operate with zero accountability. As citizens, we deserve to have somewhere to go to report when we see these government officials behaving badly. This is tax payer money being used to pay the superintendent’s salary and to pay for the decisions the board makes. Any time tax payer funds are being spent, those tax payers have the right to expect governance over those actions and behaviors.

Please pass the HB 24-1073 Bill. Our public schools desperately need it and the tax payers deserve it.

Thank you,
Jessica Capsel
40555 Valley View Ct, Elizabeth CO 80107
capselj@yahoo.com
Cell: 480-495-4263

Email between Superintendent Dan Snowberger and Jessica Capsel:

On Thu, Oct 26, 2023 at 2:18 PM Jessica Capsel <capselj@yahoo.com> wrote:

To: Superintendent Snowberger, Rhonda Olsen, Mary Powell, Mike Calahan, Jonathon Waller,

I would like to express my disappointment in you as leaders. During the October 23, 2023 Elizabeth school board meeting, Heather Booth invoked my name and proceeded to accuse me of stealing from the district. You sat -- completely silent. Not one member of your leadership group spoke up to stop it from happening before or during the tirade. I am a private citizen. I am not running for any public office or representing anyone who is running for public office. I am a private citizen trying to ensure that my elected school board is following the district policy and the law. I am a private citizen trying to improve what has become a nightmare situation for the teachers and school staff whom I have grown to love. Yet, six people of authority -- all public figures -- sat there silently while a public official used her position of power to publicly accuse a private citizen of committing a crime and scold and shame her for asking for public information she has the right to request.

At the beginning of the public comment portion of every board meeting, the board president reads the following statement: "The board will not entertain slander, name calling or public defamation of any individual."

So, this doesn't apply to board members?

I understand that this has been a contentious election cycle. This election has brought out the absolute worst in this community. I have been threatened with violence and death. I have been called a Satanist, a child molester, a groomer because I support "those groomer teachers," a stupid f-ing radical slut (for no other reason than because I am a registered Democrat). I have had to ask the school to keep an extra eye on my child because I fear for their safety. All for defending the honor of our teachers and district staff and for speaking up against inappropriate behavior and comments made by a member of our school board.

Through all of this school board drama, I genuinely thought that the root of the problem was Heather Booth's behavior and her ties to extremist groups. I convinced myself that the rest of you were good people with honest values who were eventually going to steer the district back into a place of sanity rather than a place of constant drama. A place where teachers and staff no longer felt like *they* would be the next target if they voiced an opinion different than the board's. A place where every family -- regardless of their political affiliation -- felt like the board supported them. But, sadly, and especially after this incident, I only see a group of followers, not leaders. A leader would have stood up to the bully. A leader would have stopped her.

You can disagree with me. You can disagree with my beliefs or the way I go about practicing my democratic rights. But you cannot allow, even through complacency, any private citizen's name and reputation to be dragged through the mud by a member of the board especially during a board meeting. By sitting at that table, you have a responsibility to stop it. You failed.

I expected better.

Jessica Capsel
capselj@yahoo.com

On Thursday, October 26, 2023, 3:21 PM, Dan Snowberger <dsnowberger@esdk12.org> wrote:

Jessica,

Thanks for emailing me. I will respond individually. We do require that "The board will not entertain slander, name calling or public defamation of any individual." Can you share what statements were made that rose to that level? If there is any misinformation, I will be happy to clarify and set the record straight? Have you not engaged Mr. Roane in filing a lawsuit against the district? Have you not filed numerous CORA requests taking needless resources from the district as we are required to engage legal counsel to review any such release? I believe those were the two things that were publicly referenced. If those are inaccurate, please help me understand and I will be happy to work to correct the situation.

A few weeks ago, I did reach out to you in good faith in hopes that I could provide you answers on topics that you had questions about. Of course, you have a right to file CORA requests but you must understand the financial impact of such actions and the time that such requests absorb above and beyond a simple call and request of a district leader. All district leaders have been directed to respond to requests of the public. I will hold them accountable if they do not do so.

I regret that the temperature has been turned up. I do hate politics and am disappointed that school board races across the country have become so political. My only desire is to focus on things we can agree on and ensure that our district remain heavily focused on teaching our students to read, write, do math, understand science and social studies concepts covered in the standards. I appreciate this board in honoring those desires of mine. Yes, each do hold their own political views and do state them at times. That does not necessarily lead to change in the district focus.

I once again extend the offer to meet with you and discuss your concerns. The divisiveness in our community will only hinder the district's hopes to address critical funding needs as when we tick off individuals on either side of the political spectrum, the likelihood of ever getting support for funding to address capacity, school improvement, staff compensation, or infrastructure needs.

Dan

On Oct 26, 2023, at 3:26 PM, Jessica Capsel <capselj@yahoo.com> wrote:

She accused me of stealing from the district and from classrooms. . You can listen to the recording of the school board meeting if you wish to hear the entire statement.

Jessica Capsel

On Thursday, October 26, 2023, 3:55 PM, Dan Snowberger <dsnowberger@esdk12.org> wrote:

Yes, Jessica. Any money diverted for legal fees does have to come out of general fund that would otherwise be channeled toward classroom needs and salary. We had a small contingency fund for compensation reform which we see slowly dwindling, some due to the legal fees being incurred for litigation defense and CORA reviews.

There is no magic source of funding for litigation. The board budgets legal fees based upon normal district operations which doesn't account for defense of claims made. I have directed that we need to seek repayment of legal fees when we are victorious in such litigation from those filing the claims which might replace such funds. Sadly, attorneys get paid whether their case wins or fails in the court.

Dan

Dan Snowberger
Superintendent

Elizabeth School District

On Thu, Oct 26, 2023 at 6:37 PM Jessica Capsel <capselj@yahoo.com> wrote:

I know how the funding works and you know that's not what I have an issue with. I was publicly accused of stealing by a member of the board while the rest of the board and the Superintendent sat there and did absolutely nothing.

I have zero problem with the lawsuit being mentioned. I have zero problem with the CORA requests being mentioned. I do care that they were presented incorrectly and under false pretenses.

The lawsuit was filed because that meeting appears to have broken the Colorado Open Meeting law. It was not filed because I simply disagreed with the Resolution. The CORA requests have been filed because I do not trust the district administration within the Elizabeth School District and want to go through formal channels. The fact that one board member and you, the Superintendent, have now tried several times to bully and publicly shame me out of filing CORA requests is just one example as to where my distrust comes from.

It's also important to mention that you nor the board have EVER mentioned any lawsuits you have with anyone else. You have never mentioned CORA requests from anyone else — only me and Roxanne Aviles. It appears as if certain people are being targeted.

If there is such a concern about funding for attorneys' fees, then more care should be taken to avoid putting the board or the district into situations where legal action needs to be taken.

Jessica Capsel

From: Dan Snowberger <dsnowberger@esdk12.org>

To: Jessica Capsel <capselj@yahoo.com>

Sent: Tuesday, October 31, 2023 at 03:04:58 PM MDT

Subject: Re: Board Meeting Conduct

Unfortunately, I do believe you will find the law was not broken. Mr. Roane will file a lawsuit on any topic as in the end, he gets his attorney fees covered one way or the other. The resolution was not available when the meeting was noticed and was added prior to the start of the meeting. Boards across the state amend their agenda at the start of the meeting and commit no such violation. If it was illegal, districts across the state would be sued. Because this case is one that will result in expenditure of funds defending what we believe is a frivolous lawsuit, we will pursue compensation of the district for attorney fees. I just want to be very clear on our intent.

You by all means have a right to file a lawsuit and we have every reason to pursue financial compensation for the expenses incurred by the district in defending itself. Mr. Roane has already been paid out by past boards here in Elizabeth. You are working with someone who makes his living by suing rural school districts. Important you know who you are partnering with. Those funds will come out of general fund and will be diverted from staff and student needs sadly.

Dan

Dear Members of the Transportation, Housing and Local Government Committee:

I write to emphasize the critical importance of upholding ethical standards for superintendents in our local control state. In a decentralized system, where community involvement is key, ethical leadership is paramount. Superintendents wield significant influence, and their adherence to ethical principles is vital for fostering trust, preventing conflicts of interest, and ensuring decisions prioritize student welfare.

I reside in the rural town of Elizabeth, Colorado and have, unfortunately, been witness to what occurs when our school district leaders are not held accountable. Here in Elizabeth, we have several concerning issues related to our superintendent yet I am told the only group we can report these issues to is our local school board. Unfortunately, our school board and superintendent are very interconnected and reporting concerns to our board does absolutely nothing.

Our superintendent, Dan Snowberger, has time and time again violated our very own school district policies related to ethics. His behaviors at times are not only unethical, they are outright disgusting. I have received quite a few emails from Mr. Snowberger where I am addressed with little to no regard and have been spoken to as if my family and I mean nothing to him. He is extremely unprofessional and does not possess qualities of a district leader. He has sent emails including the phrases "before you embarrass yourself further", "your email really aggravates me" and he has also expressed to me many times how disappointed he is in me, all for expressing my concerns as a fellow educator, a tax-payer and mother to 4 students in the district.

I serve as the President for our elementary school's PTCO. Mr. Snowberger has invited DAC and FAC members that were hand-chosen, to infiltrate and attempt to destroy our PTCO. They recently tried to report us for tax evasion! After our PTCO cleared all of the misunderstandings with the assistant superintendent, we were assured that these "community members" would be advised to stop attending our meetings. After discussing our findings with these individuals, we were told that they would still be attending for accountability purposes, but were advised not to interact. We went to our superintendent multiple times for help and were ignored. Mr. Snowberger knew of these attacks and not only did he do nothing to prevent them, his lack of action actually encouraged them.

Are these the actions of a district leader? Who do we report these concerns to if our school board is behind him and his actions? How do we hold district officials

accountable? Who will stop our district leader from destroying an amazing school district where staff are leaving in droves? If our teachers are held to ethical standards, our superintendent should be, too!

In our local control state, community confidence and collaboration rely on transparent, accountable leadership. By enforcing and prioritizing ethical standards for superintendents, we safeguard against misuse of power and maintain a focus on the shared goal of providing quality education for all students.

Thank you for your commitment to the ethical integrity of our local education system.

Roxanne Aviles