

Cameron Fiore's written and read comments

Under **ACTION ITEM "Consider**

Actions In Response To Investigations of District Policy Violations"

First, I would like to address some of the misinformation that is being spread throughout the community... This isn't an investigation about the people who were hired. This is an investigation into the actions of the Superintendent and Principal that led to their hiring. School boards don't do criminal investigations, that is the role of the Sheriff's department. If you have questions regarding criminal history, that information would need to be requested from the Sheriff's department, not the School Board, and certainly not Facebook where the people making posts do not have all the facts.

I would also advise in the future when making such posts that you don't get information from people who are documented liars. Unlike the misinformation that they spread, ours is documented and recorded, and can be recalled to disprove all of these false statements.

Which brings us back to why we are here, to discuss the investigation into how the Superintendent and Principal knowingly hired personnel, that according to the State of Colorado and Board policy, are disqualified from ever working in a Colorado School. These disqualifications are outlined in CRS 22-32-109.8 (6.5) and District Policies GCE GCF-R, GDE_GDF-R.

These statutes and policies include but are not limited to: any crime of violence, felony child abuse, unlawful sexual behavior, an act of domestic violence, a felony drug offense, and others. State law also specifically calls out any offense in any other state, which if committed in Colorado would meet these definitions and would be disqualifying.

Let me be clear...the law says If any of these items are in an employee's or applicant's record, they are disqualified from working in our school period. And... with full knowledge that there were disqualifying records in the background checks, the Superintendent chose to disregard both Colorado law and District Policy and hired them anyway, without any due regard to the potential consequences that their decision would bring.

Let's talk about consequences: If anyone with this kind of documented background ever had a violent or threatening issue with a student, faculty, opposing team coach, or referee, whether now or 5 years from now, we wouldn't be talking about the community's feelings on the matter, we would be talking about FELONIES. Felonies for anyone who was involved in the hiring of the individuals, and potential charges for anyone who had knowledge but said nothing. And who knows how far the end result would go.

Also, coaches have a much higher level of access and influence to our students than most teachers. They have overnight trips and lots of 1:1 personal time "coaching" our kids based on their life point of view. While some say that they are "reformed", and I hope they are, their reformation is not allowed in our schools.

But let's be clear... This entire situation could have been avoided if the Superintendent did his job. So, any outrage that these individuals or the community has towards this Board, is simply misplaced. It should be focused on the only reason we are having this discussion... Thom... yet again, failed to do his job.

Now there seems to be some confusion in the community regarding the Board's role in all of this. Simply put, we are accountability... Which means, if the Superintendent is blatantly disregarding state statute and board policy, it is our sole responsibility to hold him accountable for his actions. And not taking action would expose the district to serious risk.

And while there are those in the community who seem to have an opinion about everything the board is doing, these people do not and cannot possess all of the facts necessary to even have an opinion. But that doesn't seem to stop them from just making stuff up.

From the very first Board meeting, Thom has established a consistent pattern of lying to and trying to manipulate the board. Teachers have come forth stating similar concerns. All of this is documented in public record. Including the recent investigation, where he was caught lying to the investigator. So, when we say that Thom has a record of lying to the Board, that is a factual and documented record.

For additional example:

Thom left a confidential Executive Session, and used his position as Superintendent to spread lies about a meeting that even he wasn't fully a part of. Which means that he doesn't have all the information. But he had no problem making up his own facts about the meeting. Unfortunately for Thom that meeting and its entirety were recorded, which means everything he claims can be disproven. Which is yet another reason you shouldn't get your facts from documented liars.

When asked about Teacher evaluations being complete, Thom lied to the Board and led the board to believe that Teacher evaluations are up to date and completed. That we had no concern there.... And in the very next meeting, information was presented to the board that documented nearly half of the teachers hadn't even had an evaluation.

These are state mandated evaluations. At least one teacher was so concerned about not having an evaluation, that they practically had to beg the administration to do eval so they wouldn't lose their license. But even after all of this, no evaluation was performed until they threatened to quit. So, when we say Thom's not doing his job, we quite literally mean he's not doing the state mandated portion of his job, that has serious consequences to the school and its students and staff if they are not performed.

Thankfully the acting Superintendent and Principal has stepped up to complete these tasks.

Now with the most recent incident, when Thom was pointedly asked by the board, do these new hires have the appropriate background checks to be in our school? He said YES!!!

What he failed to tell us, was that one of the individual's background check was performed, but he was completely disqualified due to his criminal history.

He also told us and our attorney that the other individual's background check was clear. When the attorney gave Thom strict instructions to keep both individuals'

out of the school until legal counsel could review their background checks....
Thom refused!

He stated that we can't keep the one individual out of the school, because their background was clear. And sure enough that individual showed up to the school the following Monday.

When asked to produce the background check, no background check could be produced, because no background check was performed!!!

So, he already had knowledge of one individual's failure on the background check, and didn't even bother to see if the other individual failed their background check. This is an absolute egregious dereliction of duty.

Only after he was called out for not having a background check for the individual did Thom ask them to leave the school and to do a background check. When the other individual's background check came back.... It too WAS NOT CLEAR and at that point Thom even admitted that.

Fun Fact: On every CBI background that comes back with a charge, there's a clear statement that reads "WHEN EXPLANATION OF A CHARGE OR DISPOSITION IS NEEDED, COMMUNICATE DIRECTLY WITH THE AGENCY THAT FURNISHED THE DATA TO THE FBI." What did Thom do? He just talked to the individuals.

Now... I want to apologize to the individuals involved in this matter. They should have never been put in this situation. If Thom was doing his job, they simply would have been told they are not allowed to work here and the matter would have been concluded. We would not be here today talking about this most egregious lack of judgment and exposure of risk that Thom has placed on this school and the community.

We know that people in the community believe or claim that Thom is a good person and that he should have yet another chance. But by any moral standard that I can agree with, Good People do not lie and manipulate those they interact with. Good Superintendents are truthful with their staff, good superintendents own their mistakes instead of blaming others around them, including their

department heads. Good superintendents ensure full evaluations of all teachers early and often to help them be the best version of themselves, versus lying about evaluations that were never performed impacting both the teachers and school.

Our first duty is to the safety and welfare of everyone in the school. Thom failed at this duty.