

STATEMENT OF KEVIN SKELLY

As Superintendent of the District, it is my responsibility to carry out the goals of the Board. One of those goals is to create and maintain a safe and respectful environment at all of our schools for our students and staff.

Last June, we received concerns about the behavior of the former Palo Alto High School Principal. On the same day, we contacted our legal counsel and commenced an investigation into those concerns under his guidance and direction. The employee took responsibility for some of the allegations but disputed others.

Upon completion of the investigation, the Board and I met with our legal counsel and evaluated the options that were available to the District. We determined that the most appropriate course was to provide the employee with a corrective action plan—providing notice of unsatisfactory performance, clear guidance on expected conduct, clear consequences if our expectations are not met, and clear provisions for assistance.

The employee requested a reassignment back to the classroom where he had demonstrated success. He has been in this assignment since the beginning of this school year and continues to show his success as a teacher.

Personnel matters of this nature are always sensitive involving the rights of the employee, the rights of the staff and students and the public's right to information, all of which requires a careful balancing. We believe that in this instance all those rights were considered and protected.

While the behavior that was exhibited at Palo Alto High School was totally unacceptable, we have no reason to believe that the type of conduct that occurred there will be repeated. We will continue to monitor the situation and make sure that our goal of achieving and maintaining a safe school environment for all students and staff is met.

Any further questions about his matter should be directed to our legal counsel, Lou Lozano at (831) 646-1501.