

**From:** ["David Ray" <dray@dcsdk12.org>](mailto:dray@dcsdk12.org)

**To:** [agraziano@dcsdk12.org](mailto:agraziano@dcsdk12.org)  
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[Smeek@dcsdk12.org](mailto:Smeek@dcsdk12.org)

**CC:**

**Date:** 1/21/2021 11:55:16 PM

**Subject:** Friendly Reminder...

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Colleagues,

As we continue to engage in challenging decision making that may not always result in a unanimous vote, I would like to remind everyone of Board Governance Policy 1.8.6: "Members will respect and support the legitimacy and authority of all Board decisions, irrespective of the member's personal position on this matter."

Passing and not passing motions are both Board actions and decisions. Once these decisions have been made, I would caution against publicly communicating disagreement. As stated in this policy, supporting the legitimacy of the decision should be the focus regardless of our individual vote.

Our Code of Ethics (Board Policy BCA-E-1) also reminds us to:

"Be mindful of serving as an ambassador of the Douglas County School District when interacting with others," and "Exercise good judgment when using social media that is respectful of employees, students, communities, partners and affiliates."

I felt compelled to provide this friendly reminder as we continue to navigate decision making that triggers intense emotional reactions. Sharing diverse perspectives and engaging in civil debate is certainly welcome and expected while on the dais. After a decision has been made, we need to honor and model the democratic process of moving forward together.

David Ray  
DCSD Board of Education  
Board President and Director - District F

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[Smeek@dcsdk12.org](mailto:Smeek@dcsdk12.org)  
**Date:** 1/22/2021 1:56:09 PM  
**Subject:** Fwd: [EXTERNAL] Recall Effort

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Hi Stacy and Paula,  
Would you mind contacting this individual and reminding them of proper media protocol for requesting interviews and/or statements from the Board? I believe there has also been a previous request from KDVR and Evan Kruegel. Thanks!

David Ray  
DCSD Board of Education  
Board President and Director - District F

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----- Forwarded message -----

From: **Hernandez, Lance** <[lance.hernandez@thedenverchannel.com](mailto:lance.hernandez@thedenverchannel.com)>  
Date: Fri, Jan 22, 2021 at 10:53 AM

Subject: [EXTERNAL] Recall Effort

To: [david.ray@dcsdk12.org](mailto:david.ray@dcsdk12.org) <[david.ray@dcsdk12.org](mailto:david.ray@dcsdk12.org)>

**\*\*CAUTION: This email originated from outside Douglas County School District. Use caution and judgment in responding to this message.\*\***

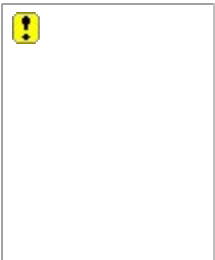
Hi Director Ray,

I'm working on a story about the recall effort against 4 school board members by parents who want schools reopened now.

Might you be willing to do a zoom interview, or on camera interview about the parent's concerns and the district's concerns?

Our story airs at 6pm this evening.

Thank you for your time.



**Lance Hernandez**

Reporter

Tel 303-832-0255

Mobile 720-785-3733

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[Smeek@dcsdk12.org](mailto:Smeek@dcsdk12.org)  
**CC:**  
**Date:** 1/29/2021 10:48:34 AM  
**Subject:** Fwd: Proposed Survey Questions  
**Attachments:** [Douglas County School District Survey Questions.docx](#)

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Colleagues,

Please find attached a draft of the community engagement questions for the superintendent search. Please provide any feedback to Tim DeMers ([tdemers@fredand.com](mailto:tdemers@fredand.com)) by the end of the day on Monday, February 1st. Thanks!

David Ray

DCSD Board of Education

Board President and Director - District F

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[kleung@dcsdk12.org](mailto:kleung@dcsdk12.org)  
**Date:** 1/24/2021 11:02:12 PM  
**Subject:** Re: BoE | Funds for Superintendent Search

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Thanks for this update and information, Sandy. I will defer to Director Leung's input based on his consultation with you. Thank you!!

David Ray  
DCSD Board of Education  
Board President and Director - District F

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On Fri, Jan 22, 2021 at 9:38 AM Sandy Maresh <[smmaresh@dcsdk12.org](mailto:smmaresh@dcsdk12.org)> w rote:

Good morning President Ray and Director Leung,

I have been working with Budget on the funding for the superintendent search firm, as there is not a line item in the current BoE DBB for this unexpected expense.

Budget advised that I will need to do a budget amendment for the \$36K, from the funds currently in the BoE's budget.

Wanted to let you know, and if you have any input, please let me know, as we'll need to work on this as soon as possible in preparation of receipt of a first invoice.

The Dec-end BoE budget available funds worksheet previously sent to the Board is attached for reference.

Thanks.

S



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**From:** ["David Ray" <dray@dcsdk12.org>](mailto:dray@dcsdk12.org)  
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[kleung@dcsdk12.org](mailto:kleung@dcsdk12.org)  
**Date:** 1/25/2021 11:51:11 AM  
**Subject:** Re: SAG Meeting Tonight

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Absolutely. See you soon!

David Ray

DCSD Board of Education

Board President and Director - District F

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On Mon, Jan 25, 2021 at 9:59 AM Student Emma Peters <[petersej@s.dcsdk12.org](mailto:petersej@s.dcsdk12.org)> wrote:

Hi Directors,

I hope you are doing well. I am emailing to ask if you could arrive to the zoom meeting 5-10 minutes early tonight. I think it would be beneficial if we, the leadership team, could give you a quick rundown of how the meeting will go. Thank you for your time and I look forward to seeing you tonight.

Thank you,  
Emma Peters