

December 15, 2024

Dear Board Chair Knight,

Based on Step Four of Policy KL-AR, we are submitting this formal complaint against Superintendent Dr. Melissa Skinner directly to the Crook County School Board. This is an effort to bring to light multiple concerns regarding her hiring practices and management of school district staff. While our concerns are centered around the actions of Dr. Skinner, there is additional information that leads us to believe that there is evidence of corruption within the Crook County School District Board, and urge you to seriously consider escalating this matter to neutral third-party investigators and/or to seek the guidance of the ODE, OSBA or the OGEC to further prevent additional perception of biased decision making within Crook County School District Leadership.

Our concerns are centered around three separate matters:

1. The recent hiring of former board member Jessica Brumble into the Transportation Manager role. To our knowledge, Mrs. Brumble was hired into this role while a sitting board member, does not meet the requirements of the role, has no previous experience in transportation of students and was verbally placed into the position, even before the applications were closed. At least one current employee in the Transportation Department applied and was told her interview was "a formality." The position was closed soon after the HR Department was notified that another current Transportation employee planned to apply, even though no formal close date for the posting was provided. District staff have reported that the role was not posted and shared through the typical channels of communication, fueling the perception that this was in fact, a quid pro quo between Dr. Skinner (the employee) and Board Member Brumble (the supervisor). Further, Dr. Skinner's announcement of Brumble's hiring to school district staff clearly states that Brumble would be resigning her board position, after the hiring decision was made. Ethical issues with Dr. Skinner hiring one of her own current supervisors are clearly problematic. We believe that several policies were violated in this process: **GDCA, BBFA, GB**
2. The community (taxpayers) have recently learned via social media that Dr. Skinner's family members have been employed by the district since the date of her hire. Her husband currently holds an administrative position, which is intended to be directly managed by the Superintendent. While it is understood that Dr. Hoff is providing direct management for Mr. Skinner's performance, Dr. Skinner is responsible for the performance of Grizzly Mountain and is the escalation point if performance issues, complaints, etc. arise from Mr. Skinner's job responsibilities. It is noted that there are significant concerns among both staff and families involved in, or aware of the administration of GMH surrounding competency issues with Mr. Skinner's performance. His hiring appears to be a potential liability to the district as well as a clear concern with regard to nepotism and lack of competency to fulfill the job requirements. It is also noted that this arrangement provides a difficult conflict for Dr. Hoff as Mr. Skinner's direct supervisor when his wife is Dr. Hoff's own supervisor. In addition to the employment of her husband, Dr. Skinner's son has also gained employment with the district since her hire. We believe that these family hires are in violation of policy **GBC** and should be investigated.
3. Recent accusations that the board has violated Athletic Director Rob Bonner's rights to a fair hearing have brought about additional concerns with Dr. Skinner's management of complaints raised against staff. Policy **BG/GBD** makes it clear that any communication with Mr. Bonner about this hearing or complaint were to be made by the Superintendent to her staff. It was not the board's responsibility, nor right, according to this policy, to communicate with Mr. Bonner directly.

This communication clearly did not take place as he was not notified of the meeting about the complaint against him. Specific to Mr. Bonner, Dr. Skinner has determined that he cannot remain in his role, in spite of the fact that the results of several internal and third-party investigations found no evidence of wrongdoing. Dr. Skinner's relationship with Board Member Edgerly is well known throughout the community, and Edgerly's statements of having a "hit list" of employees who she will remove during her board tenure have been documented by Dr. Skinner's predecessor and are part of the district's public record. In that record, you will find that Edgerly noted Rob Bonner among those she intended to have removed as part of her service as a board member. We are aware of additional community members who have first-hand observations of Ms. Edgerly discussing this "hit list" and/or her targeting of Rob Bonner specifically and we can make those names available upon request. Due to the intimidating behavior surrounding Ms. Edgerly, we prefer to provide those names to an investigator as opposed to putting them into this public record.

Dr. Skinner's actions to remove Mr. Bonner from his role, without cause, signals that she has taken direction from Board Member Edgerly, bringing further concern with regard to her ability to manage school district staff and grave concern that there is collusion and corruption among the ranks of leadership. The community has serious concerns about the Superintendent taking directives from a single board member as opposed to taking the direction of the entire school board, as is dictated in policies **CB** and **CBA**. With regard to making an employment decision about Rob Bonner, presumably without notification to the board, we cite Policy **BCD** that this would have been a matter worthy of "keeping the Board informed."

In order to prevent further harm to our district, we request the following actions:

- Remove Dr. Skinner from making any employment decisions throughout the course of an investigation (hiring, firing, performance management). Any employment decisions made within the previous 90 days should be reviewed and reconsidered by a neutral third party to ensure fair labor practices have been met.
- Triangulate communication by and between Dr. Skinner and Board Member Edgerly. The expectation is that any communication between these two parties is witnessed and documented.
- Review the hiring process as well as the reporting relationship between Dr. Skinner and her family members employed by the district. Document and communicate (internally and externally) responsible parties for individual and school performance, demonstrating Dr. Skinner's removal from any association of work activity, decision making or influence over Grizzly Mountain and/or any other areas of the district where her family members are employed.
- Review the hiring process for Jessica Brumble as Transportation Manager. Until a review of that process is complete, we ask the board to refrain from consenting to her hire. Additionally, please consider that until the board has consented to her hire, which is currently scheduled for the next regular board meeting in January, it would be unreasonable for her to be notified in writing of her employment according to Policy **GB**, yet the announcement indicated she was to begin her employment on December 30th.
- ***The signers of this petition have no confidence in Dr. Skinner's ability to lead this district. We submit that she has materially damaged the reputation of the District and we are asking the board to consider a "No Confidence" vote for her employment termination.***

Please consider the urgency of this complaint and recognize that the Crook County community is growing frustrated and fearful of the direction Superintendent Dr. Skinner has taken our school district.

Together, we implore you to take action while you can, as the uncertainty of the school board in 2025 is of significant concern.

<insert names and email addresses of everyone who agrees to sign>