

## Statement from Dr. Fred Rayfield, Superintendent of Schools

Mr. Rollins states that the process of bringing addendums has been discussed prior to July 21<sup>st</sup>, 2011. The practice that was discussed prior to July 21, 2011, was the process of hiring employees in advance of Board approval. Since my employment in July of 2010, no one has been hired on any permanent basis prior to Board vote. Individuals have been hired as substitutes, primarily for bus and custodial services, until the Board has had an opportunity to approve.

On July 21, 2011, Mrs. Kendrick initiated the first discussion of receiving addendums and reviewing applications with follow up comments by Mr. Rollins. A lengthy Board discussion ensued after which I asked the question, "What is the pleasure of the Board?" The consensus of the Board (verbal and nonverbal) was to continue the current practice and not review applications. I am not aware of any request to submit all recommendations as a part of the regular Board packet prior to the request made on Thursday, July 21<sup>st</sup>.

Once resignations are approved by the Board, available positions can be posted. Principals and Directors review applications, contact individuals to interview, conduct interviews, check references, conduct background checks, and make a recommendation of the successful candidate. Principals and Directors attempt to complete this timeline prior to the next scheduled Board meeting.

Historically, Board packets are mailed the Friday preceding the Thursday meeting. Addendums submitted the evening of the Board meeting are most often due to the time it takes to conduct interviews and process paperwork. The board has the opportunity to review ask questions concerning the addendum during the work session preceding each regular session. The process of providing Addendums to the Board has been in place in Decatur County for longer than a decade, has been a practice under the past three Superintendents and, to my knowledge, has not been questioned.

Mr. Rollins stated that I have failed to complete certain tasks. There has been one instance during the year where Mr. Rollins visited my office and requested that I consider not filing a report with the Professional Standards Commission that I was required by law to file. I did not honor his request. I am unaware of any tasks given to me during the retreat or at any time which I have not completed or addressed with the board in its entirety.