

## Re: Intergity Check #8

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From: Melisse Mossy (melisse.mossy@sduhsd.net)

To:

Date: Thursday, May 16, 2019, 09:39 AM PDT

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Hello ,

I appreciate your follow up and addressed each and every issue with the executive team. Each member of the staff looked me directly in the eye and delivered the following in a sincere and professional manner.

I am not a psychologist, police investigator or detective, but this is a recount of what I was told after asking numerous comprehensive questions:

The response given to me is that the district deeply cares about the well being and success of students and staff and they work very hard to achieve this.

The district has been very careful to take the law seriously and they are following the CA Edcode and letter of the law implicitly. They take all issues and accusations extremely seriously and do comprehensive investigations when issues arise. When an issue of merit with evidence is presented, action is taken as soon as possible to protect students.

Anyone with a grievance or issue should have details, and evidence of inappropriate action, behavior or circumstances. The more facts that are presented, the easier it is to take action, and they have no problem taking action as long as there is proof on which to base such action. In the case of public records they do follow the law and Edcode with what they release and when. The recent records requests have been extremely costly and time consuming and the district is using many resources to fulfill these requests that could otherwise be spent on supporting students, however they still follow the law and are willing to personally meet with all those making requests so those individuals can get the information they are seeking in an expedited manner.

They feel so confident about how they are handling things they have asked the county board of education to meetings involving individuals who have issues with district behavior and the county has worked closely to confirm the district has not acted inappropriately. They believe they are in their legal rights to provide and also protect the privacy rights of students with regard to how and when documents are released.

They assured me there is no purposeful coverup of anything and that they do want to be as transparent as possible within the law. They assured me that there is not a large number of parents, staff or students complaining about any particular coach. They believe it's important that complaints at a school site be first handled at the site with the coach/ teacher/ AP/ Principal rather than a complaint going straight to the board or superintendent. We discussed the foundations and how the money raised from foundations is extremely helpful to directly benefit and enrich the educational programs for students however so is transparency and independent audits. I was told audits are consistently performed and that foundation directors are meeting consistently with the superintendent to address any concerns and to keep lines of communication clear. I did suggest that foundations have a separate email address than that of the district and I am not sure I was not completely supported on this issue however I did feel heard. One board member alone on any school board in America can not enact solo change without a majority however if the feeling is widespread by many individuals I believe it could be changed if that desire was conveyed by numerous people to the board and staff. I was assured the foundations do not have access to the district server, grades, or personal information other than the directory.

I was told that the district morale has been severely affected by the long term accusations from individuals and that integrity is extremely important to district personnel.

I was told the superintendent would encourage anyone who feels the district is behaving with impropriety to gather factual evidence and present it, and if not satisfied to then submit such evidence to the county and or law enforcement. I was told that personnel are there to support students and staff and that personal attacks that are unproven detract from the time, resources and energy staff need to do their best work for kids. They told me the same attacks have been brought up for several years and have not been proven, therefore the requested action was not taken.

Again, I am delivering the message I heard. I asked many specific and tough questions. I believe the staff was being honest, however again, I am a private citizen who is not professionally trained to detect otherwise. So far, I have not seen evidence or behavior to support a hidden agenda, unlawful behavior or unethical decision making. If it's happening I would encourage anyone to bring the facts to the police and I would support any substantiated evidence and take action to make sure the district is: first a place that educates and cares for kids extremely well with the highest integrity,

and that we do the same for our staff to the very best of our ability and to keep working harder to do the best job possible always and every day.

I ran for election to the board because I love kids and I love education. I want to serve to make a positive difference and if I don't make a positive difference than I am not being effective. From being at many school sites and spending time along side hundreds of students and the staff that support them, overall I am personally seeing many many great things happening. I see kids who are learning in engaging ways who love school. I see staff who have sincere passion for learning and talent they want to share with students. No education system is perfect and we cannot simply rest on our laurels, especially in a rapidly changing technologically advanced world. I am always going to advocate that we do the very best job at educating and supporting our students, staff and families. No matter what. I have no other personal or political agenda... period.

I believe surveys, and data on stakeholder feedback would be extremely valuable to gauge how well we are doing as a district. We need this feedback from our alumni as well. I have expressed this monthly and hope my idea will gain traction and support. The belief of the district is that overwhelming positive support for SDUHSD exists and while many school districts are facing declining numbers our population continues to grow because families want to take advantage of the high quality schools we offer.

Thank you for caring about kids, accountability and integrity. I share the desire to model what it is we want to see in our students.

I hope this account is helpful, again, I spent over an hour with the executive team addressing each issue and did so without fear of retaliation or reprisal. I am willing to step forward to ask tough questions and fight for kids... on that I will never waiver.

With Gratitude,  
Melisse

Sent from my iPhone

On May 16, 2019, at 7:06 AM,

> wrote:

Hello Ma'am,

How did this ExCab meeting go? The questions are easy to answer if everything is legal and nothing is going on. Please do not let the bad board members, district personnel and The 100 force you into losing your integrity. The clarification is simple, and the information is in my Public Records request. The District knows this, and that is why they are obstructing the release of not only mine but other concerned parents and taxpayers Public Records. If the privileged want to sue, let them, those checks have been cashed, services have been rendered and deductions written off. Play stupid games, win stupid prizes.

Thank You for your time

On Sunday, May 5, 2019, 07:43:41 AM PDT, Melisse Mossy <[melisse.mossy@sduhsd.net](mailto:melisse.mossy@sduhsd.net)> wrote:

Hello ,

I have a meeting Tuesday with our executive team and I will ask for further clarification and information regarding the requests and questions you have posed.

Thank you so much,  
Melisse

On May 5, 2019, at 6:51 AM,

> wrote:

Hello District,

This Public Request for answers is for all of you since Superintended Douglas and Haley will not answer.

1. I would like to know if the Torrey Pines Head Baseball Coach has an exclusive contract with a parent/s that keeps him coaching despite his and the staffs poor behavior?

2. I have attached a copy of the Singer MOU that was NOT approved by the school board? If it was approved behind closed doors then the Public has the right to know where all the money generated by teams and coaches is going? I understand that some checks may have been written for the rights to use the fields and have exclusive access to coaches. So where does this money go? I have attached a copy of the Singer MOU, seems like it expires in August so maybe it has been updated or renewed, either way the Public has a right to know.

Thanks a Bunch

<09-14-17 Reg Mtg 20B- Bd Correspondence POSTING(Singer MOU).pdf>