

From: Kaschub, Zander [CO]
Sent: Tuesday, February 13, 2024 3:52 PM
To: Landrigan Steve <Steve.Landrigan@jeffco.k12.co.us>
Cc: Dorland Tracy <Tracy.Dorland@jeffco.k12.co.us>; Jones Jen <Jen.Jones2@jeffco.k12.co.us>; Parker Mary <mary.parker@jeffco.k12.co.us>; Varda Danielle <Danielle.Varda@jeffco.k12.co.us>; Reed Paula <Paula.Reed@jeffco.k12.co.us>; Applegate Michelle <Michelle.Applegate@jeffco.k12.co.us>; Kenworthy Erin <Erin.Kenworthy@jeffco.k12.co.us>
Subject: JESPA Complaint Re: HopSkipDrive

Hello Steve,

We are writing to confirm the complaint we discussed at the last superintendent meeting regarding violation of district policy. You and Jen Jones were present at the meeting, and you agreed that Dean would be assigned to investigate. We also want to make sure the superintendent and school board are aware of this complaint and are looking into it. We still have not been contacted regarding our complaints, so we wanted to reduce them to writing.

Here is a summary of the issues we have brought to your attention:

#1. Violation of Agreement between Jefferson County School District and HopSkipDrive

Unauthorized Use of District Information and Resources:

The actions of district officials, including Valerie Mora and former official Greg Jackson, and several others in the use of district resources, including school buses, students, staff, and Jeffco's reputation including Jeffco's logo in marketing materials for HopSkipDrive, are in direct violation of the agreement between Jeffco Public Schools and HopSkipDrive.

Specifically, these actions contravene Section 8 (Data and Information) of the agreement, which clearly states:

8.3 Prohibited Uses of District Information: The Service Provider (HopSkipDrive) is explicitly prohibited from using District Information, including the district's name, logos, or reputation, for its own commercial benefit or in any manner not expressly allowed in the agreement.

8.3.3 Specific Prohibition: The use of the District's name, logos, or reputation by the Service Provider is not permitted unless explicitly authorized in advance in writing by the District.

The creation and dissemination of marketing materials by HopSkipDrive featuring district resources, without proper written authorization, represents a clear breach of these contractual terms.

We are aware that HopSkipDrive had no permission to use this information and to see our members taxpayer dollars and potential paychecks diverted to a company who blatantly violates the contractual terms of their agreement with Jeffco is appalling.

#2 Violation of District's Fraud Policy (Code DIF) and Staff Conflicts of Interest Policy (Code GBEA), and Staff Conduct Policy (GBEB)

Misuse of District Assets and Potential Conflicts of Interest:

The involvement of district officials in the creation of promotional materials for a private company using district resources raises serious concerns under the district's Fraud Policy (Code DIF) and Staff Conflicts of Interest Policy (Code GBEA). This misuse of public resources for the benefit of a private entity and potential conflicts of interest demands immediate investigation and appropriate action.

Actions taken by district officials contravenes the district's Staff Conduct Policy (Code GBEB), which requires staff to conduct themselves in a manner consistent with the educational mission of the district and observe rules of conduct established in law.

#3 Violation of Record Retention Policy (Code EHB)

Improper Deletion of Email Records:

The deletion of Greg Jackson's email history following his departure violates the district's Record Retention Policy (Code EHB) and the Colorado School District Records Management Manual referenced particularly the section on the retention of routine correspondence for 2 years.

#4 Legal Standards

Colorado Public Records Act, Unfair Labor Practices and potentially other state statutes:

The department's involvement in activities targeted at union officials, including intimidation, interrogation regarding union activities, sharing confidential personnel matters with employees about union leaders, encouraging and providing resources for union withdrawal during work hours, and ongoing coercive activities violate our CBA, board policy, and state labor law.

Request for Thorough Investigation and Enforcement of Contractual Terms

Given the serious nature of these violations, we request a thorough investigation into the actions of both the current and former district officials involved from the transportation department -and HopSkipDrive. The district must enforce the terms of its agreement with

HopSkipDrive and take necessary actions against any district officials found in violation of district policies and the terms of the agreement and end the contract with HopSkipDrive immediately.

The integrity of contractual agreements and adherence to district policies are fundamental to the operation of Jefferson County School District. It is imperative that all parties involved uphold these standards to maintain public trust and ensure responsible stewardship of district resources.

Given that we have made this complaint multiple times and have not heard anything, we are giving you the deadline of March 5th to complete your investigation.

Sincerely,



Zander Kaschub

JESPA President

Phone: 303-279-3232

Mobile: 720-647-3270

Email: zkaschub@coloradoea.org

910 Loveland St.
Golden, CO 80401

www.jeffcoespa.org