

March 22, 2023

Dear LEA Executive Team,

This letter serves a twofold purpose: to respond to the specific request of the LISD Board by LEA in their letter dated Feb 15, 2023, and to respond more fully to the present climate in our district.

At the Board meeting on Jan 23rd, the LEA brought forward a letter with many concerns and a list of requests for the Superintendent to respond to. Three weeks later at the February 15th meeting, the LEA brought another letter with a notice of no confidence and a request that the Board call for Mr. Murray's resignation.

The Board acknowledges the many concerns brought forward by the LEA in recent months. We do not take lightly the pressures on staff of coming to work in uncertain circumstances. We value the LEA's perspective and information as a major stakeholder in the district. It is clear that communication and collaboration are ongoing issues within this district.

After much consideration, the LEA's request that the Board call for Superintendent Murray's resignation is not something that we, the Board, agree to. Our answer is no. It is important that the Board's annual Superintendent evaluation, that is required by law, is allowed to be fully completed. This process was already in action upon receipt of LEA's letters, and the Board will culminate that process at today's regular board meeting.

The Board believes that complexity and change do not equal impossibility. Our school has been in a state of high conflict for too long. The issues in our district do not revolve around one person/group/thing. Our district teaches students to value understanding and unbiased communication, not divisiveness. Moving toward real, positive change often includes disagreements, and we are called to be open to constructively work through that conflict. The Board supports this work of conflict resolution through integrity, curiosity, and active listening that our school models to students in their day to day learning.

The Board invites every stakeholder, including Board members, teachers, staff, principals, the superintendent, parents, and the greater community to walk together as we collectively keep our focus on students and their learning experience in all decision-making.

In partnership,

The LISD Board

Kelli Carrier, Del Guenther, Kirm Taylor, Robert O'Connell, and Sarah Rabel