

Dr. Klint Willert
March 8, 2023

lasted approximately 1.5 hours. The Board has no idea how the preparation of the December 16, 2020, contract went from the Board's duly appointed law firm, i.e. Helsper, McCarty & Rasmussen, P.C., to the Rodney Freeman Law Firm in November 2020 after the Helsper Law Firm had been working on your contract since February 2020. On December 14, 2020, the Helsper Law Firm was asked to review the contract prepared by Rodney Freeman and, in written letters and e-mails to the Board and to you, said in no uncertain terms the Freeman contract should not be used. However, you signed the Freeman contract on December 16, 2020, and persuaded the Board Chair, Deb Debates, to also sign it on December 16, 2020. You did not advise our lawyer that the Freeman contract was used. In fact, in 2022, you had staff member Laura Gerjets make revisions to the Freeman contract and again, without telling anyone nor having our attorney review it, you signed it and asked Board President Heermann to sign which she did.

The Board has lost faith and trust in your ability to lead the District for the reasons mentioned above. It is the consensus of the Board that changes must be made for the good of the District.

The plan is to have you announce your resignation on or before Monday, March 13, 2023 at 11:00 A.M., but you would remain in your position as superintendent until Friday, June 2, 2023 at 3:00 P.M. Your compensation package would be as set forth in the Release of All Claims and Settlement Agreement, which is being provided to you today, March 8, 2023.

The process to be used is as follows. You have until Monday, March 13, at 9:00 A.M. to decide if you accept the Release of All Claims and Settlement Agreement and must return the signed Agreement to Board President Keli Books by 9:00 A.M. on March 13, 2023. A press release will be prepared by you and Keli Books on March 13 to be released to the news media by 5:00 P.M. on Monday, March 13, 2023.

If you choose not to retain your superintendent duties until Friday, June 2, 2023 at 3:00 p.m., then you can resign immediately with no further benefits. If you refuse to resign and/or refuse to sign the Settlement Agreement, your employment will be terminated with cause.

The Board is offering this proposal because the members do recognize the good work you have done in the past but substantial problems as set forth have developed in the last few years. In the Board's collective opinion, there are more than adequate grounds to terminate you for cause under the present contract.

Please let Keli Books know of your decision no later than Monday, March 13, 2023 at 9:00 A.M.