

Dear Washoe County School District Family,

I have received many kind and supportive emails over the last day and I want to thank you for your outreach and encouragement. It is my sincere hope that communication will continue as we move forward.

As has been stated, the Board and I know the trust in our organization has been broken on many levels. This is a painful time and I will be working daily to restore the trust of our employees and our community.

I am proud to serve as Interim Superintendent and I'd like to reiterate some of my core values with you: I will serve at all times with honesty, integrity, and kindness. I also believe we must respect one another and our individual opinions, and have candid and respectful conversations.

As many of you may know, I have served in this capacity before. I can't tell you how long I will serve in this role but I do want to assure you that I am here to provide continuity and security to our District. I think it helps to understand the role of an Interim Superintendent: In this position, I will not initiate any large or comprehensive District reorganizations. There may be some slight changes, but if they are made, it will be to provide direct support to schools. As an Interim Superintendent, I have full authority as a Superintendent to fulfill all needed responsibilities concerning the budget, reporting to agencies such as the Nevada Department of Education, principal hiring, meeting with Trustees, and adhering to and developing regulations and legislative requirements.

However, I will not be hiring a Deputy Superintendent, Chief of Staff, or Chief Student Services Officer. I will not be traveling or serving on national boards during this time. I will be out in our schools and working alongside our Board and Leadership Team to maintain the functions of this District.

I also want to be clear that when I served as Acting Superintendent, I took immediate action to protect our District from further harm and to protect individuals in our District from further intimidation. I stand by those decisions today. I have also taken immediate action to redistribute reporting structures to ensure continuity of operations. As I reminded the Board yesterday during the public meeting, upon being named Acting Superintendent I notified both our Leadership Team and the Board that I am engaged to Mike Schroeder, Budget Director. I immediately established reporting structures in the Office of Business and Finance through the CFO and Chief Academic Officer to ensure I am in full compliance with all board policies, regulations, and state laws governing nepotism.

I would like to provide you with an update on some reporting structure changes:

- Grants and Student Accounting will now report to Ben Hayes, Chief Accountability Officer
- Education Alliance will report to Debra Biersdorff, Chief Academic Officer
- Board Services will report to Neil Rombardo, Chief Legal Counsel

- Special Education will report to Dr. Troy Parks, Area Superintendent
- Executive Director Michael Doering and his staff will report to Dr. Paul LaMarca, Chief Ombudsman and Strategies Officer
- Executive Director Victor Sherbondy and his staff, Human Resources, School Police, Operations, Business and Finance, IT, Communications, and Project Manager Vangie Russell will all report to myself.

In the near future, I will be working with our Leadership Team to develop a 30-, 60-, and 90-day plan going forward and I will most certainly be seeking your input as these plans are developed.

I am already working on outreach and will have my first informal meeting with employee association leadership tomorrow; what I hope to be one of many to come.

Again, it is my priority to keep open lines of communication. If you'd like to reach out to me, please feel free to email me.

Thank you,
Kristen McNeill
Interim Superintendent
KMcNeill@washoeschools.net