

Jim Busey, Richland School District Superintendent
250 Gage Blvd. #3046
Richland, WA 99352

December 26, 2012, 10:00 a.m.

Richland School District
Board of Directors
615 Snow Avenue
Richland, WA 99352

Re: Retirement Notification Effective June 30, 2015

Dear Sirs and Madams:

Please accept this memo as my retirement notification (per date/time above) effective June 30, 2015 per contract and addendums. My intention continues to be to devote my "Full-Time Efforts" and fulfill my contractual obligations. Your verbal "offer" communicated to Gene Sharratt on or before 6 p.m. on Tuesday 12/11/12 (and communicated with me) that the "Board wants you gone"; "The board wants a quick settlement with not much money" is not acceptable. In addition, your "draft written proposal" communicated to me by your attorney, Greg Stevens, is also unacceptable. This was shared with my attorney as well on 12/14/12. And finally, your written ultimatum for me to sign the "draft documents" by 12/26/12 1 p.m. is unacceptable.

It should be noted that the board, under Greg Steven's guidance and direction, investigated my relationship with a staff member, found no legal or policy violations, found 100% support from the key cabinet members and staff leadership, and concluded that there are "no issues" on 11/21/12.

Furthermore, in your 12/10/12 (at approximately 2 p.m.) hand delivered "notice of administrative leave with pay", you indicated that "no determination has been made as to the truthfulness of the allegations." You verbally indicated that Canfield Insurance would be the investigator. Approximately 28 hours after this meeting and conversation, you engaged the services of Gene Sharratt to "negotiate a quick settlement" and that "the board wanted me gone". In addition, this decision by the board was made 14 hours before I even met with the investigator Alan Key, Canfield. You clearly made the decision to terminate my contract after "clearing me on 11/21/12" and clearly before you investigated me again after the publicity from 12/7 – 12/10/12.

I feel it is important to again share what has been verbally communicated with me; Rick Jansons shared that my key cabinet, after his visits during the initial investigation 11/8/12 – 11/21/12, were completely supportive of me as their leader and superintendent of schools. Furthermore, Rick Jansons commented, as well as Gene Sharratt, that I was the "Best superintendent they have ever worked for". When quoted in the paper, Rick Jansons shared his concern about whether "I can be an effective leader now". My perspective is that I surely can be effective based upon the above facts, the only issue is whether the board will allow and support the "excellent leadership that has been provided during the past 2 ½ years", as shared by staff.

Per my contract, my intentions have clearly been to fulfill all obligations. I plan to use any accumulated vacation days and cash out 30 days of accumulated vacation pay at retirement. In addition, I will cash out 180 days of sick leave "buy-back pursuant to Washington State Law". Any accumulated sick leave beyond "buy-back" provisions and not used for contractual purposes will remain "on the personnel records for any potential transfer to other employment". Finally, all personal leave and annual accumulated sick leave will be cashed out per contract as available to other employees.

Furthermore, per contract, I will exercise my right to claim expenses for an additional move from Chelan to Richland prior to 6/30/13 up to the cumulative maximum of \$20,000.

Finally, I will need immediate access to office space and support, per contract, to fulfill my obligations. Due to the manner of the investigation and publicity, I suggest that we immediately discuss our working relationship and proceed to support students and their success. Though you have asked that I "not discuss this matter with any school district employees", I will respectfully disagree and proceed with contacts as needed to "fulfill my obligations".

Sincerely,



Jim Busey,
Superintendent

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Cc: Greg Stevens, Attorney
Galt Pettett, General Counsel
Tony Howard, Executive Director HR
Ty Beaver, TC Herald Reporter
Rich Puryear, Interim Superintendent
Nancy Mayer, Executive Assistant to the Superintendent
Personnel File Jim Busey
Frances Watson, KEPR TV
Todd Baddley, Assistant Superintendent
Mike Hansen, Assistant Superintendent
Erich Bolz, Assistant Superintendent
Jeri Morrow, REA President