

From: **Dan Snowberger** <dsnowberger@durangoschools.org>
Date: Fri, Dec 21, 2018 at 8:59 AM
Subject: Happy Holidays & Sincere Wishes for a Happy & Prosperous New Year
To: D9R_Staff <D9R_STAFF@durangoschools.org>
Cc: schoolboard@durangoschools.org<schoolboard@durangoschools.org>

Prior to break, I wanted to wish each of you a very Merry Christmas and a Happy New Year. I'd like to thank staff for their huge support shown to my family during our recent auto accident. I have not read many emails, yet am aware of the huge volume of communication received from so many. Please accept my apology if I haven't responded yet. We are home and adjusting to a new normal. Olga, my wife, is making small steps each and every day. I look forward to returning to my post on Monday, January 7. While I hope all of you know I've encouraged staff to keep family first, my recent experiences have emphasized those things that are important in life. While we all have critical jobs in shaping the future of our community through educating and caring for our children, we must take care of our loved ones and ensure that we don't let valuable moments pass without keeping them as a priority in our life. When we keep these personal priorities, we are even more valuable to the children we serve.

On a professional note, I also appreciate the outpouring of support from so many around the recent criticism that's been aired publicly. I own my unprofessional behavior of being drawn in and becoming emotional with a reporter who lost my trust in prior interactions. That is no excuse for my unprofessional exchange and I am embarrassed by that. This was complicated by a situation that could not be publicly shared as it involved a parent/student issue. I regret the time and attention the board has had to place on this issue and I recognize that I will be appropriately held accountable for that exchange and any other matters the board feels fall outside of their operational expectations. Our board is fair, but does take their responsibility seriously. I apologize to all staff for the attention this has taken away from the amazing work you do each and every day.

On a personal note and sadly in the midst of all of this, the paper choose to publish a defamatory document without the opportunity for me to present facts. I was given a Sunday afternoon to respond in an email request, yet I was by the side of my wife in the hospital and was not focused on email. The article ran on Monday. On this past Wednesday, I presented documentation to the board outlining the supporting material around my 35 years in public education. Sadly, I have personally engaged an attorney to address the libel and defamation of character that some individuals in our community felt appropriate. This will be a personal issue from this point forward and will be handled by me as a private citizen. I will offer an opportunity in January to hold a public forum in a public place to present that documentation and answer questions for those who have had their faith or trust impacted by the attack. Trust is essential for me with those who choose to be fair and want the best for our children. I will not let anyone harm me or my family by making false attacks on me without being held accountable.

This is an important time of the year for all of us to recharge and spend valuable time with those who are special to us. I look forward to catching up with you in January and maintaining our current focus on a quality education for the next generation of Durango citizens. **You are doing the most important work of our time!**

Happy Holidays!!!!

Dan