

Overview and Timeline of Events Regarding the Demotion of SMHS Principal Ed Behrens

- **June 30, 2017:** SMHS Principal Ed Behrens receives a largely positive annual evaluation for the 2016-17 year.
- **January 19, 2018:** SMHS administrators are made aware of a possible threat made online towards several students in the district. SMHS immediately contacts Assistant Superintendent Frann Wageneck and the Sheriff's Office, who take control of the investigation. The families of those students directly threatened or involved are informed, and appropriate disciplinary action is taken.
- **January 23, 2018 & February 5, 2018:** Two subsequent community meetings are held to address concern over district safety policies were conducted, first largely by Assistant Superintendent Frann Wageneck with Behrens in attendance and then by Superintendent Cary Matsuoka. A small group of parents continue to voice frustration with the district's response.
- **February 7, 2018:** Behrens receives a Letter of Reprimand from the district concerning the response to the online incident. The letter is highly critical, blaming Behrens for parent frustration, but makes *no reference to reassignment*. Mr. Behrens is given 10 business days to respond.
- **February 19, 2018:** Behrens submits his rebuttal and request to retract the reprimand.
- **February 22, 2018,** Behrens receives two documents: First, Matsuoka presents a Notice of Reassignment dated **February 12, 2018**. It definitively stated that Behrens "will be reassigned for the school year 2018-19 from Principal to a social studies teacher position." At the same time, Behrens receives a negative evaluation for the 2017-18 year, dated February 22, 2018.

Conclusions:

- Principal Behrens and his team took immediate action and made the right decisions related to the online chat room incident. No one was injured, the threat was immediately identified as non-credible, his team followed best practices in addressing the situation, including communicating with the then-known affected students' families, and with senior District personnel.
- Superintendent Matsuoka's February 12 decision to demote Ed Behrens could not be based on the February 2018 review because at the time the decision was made, the June 2017 review was the most recent on record. Additionally, the Superintendent did not even consider Behrens' response to his Letter of Reprimand prior to his decision to demote. Furthermore, from June, 2017 to February, 2018 (only 6 months of school), his performance review ratings unbelievably went down in 5 of the 6 performance categories used by the district. There is no credible explanation why a 20-year accomplished administrator's performance would suffer such a drastic collapse. The reality is that the February 22 evaluation is a pretextual, trumped-up attempt to justify Mr. Matsuoka's decision to oust Principal Behrens as a means to deflect blame from senior district management, including Mr. Matsuoka himself.