



403 E Street West
Vale, Oregon 97918
(541) 473-0201
valesd.org

DATE: February 17, 2025

TO: April Johnson

FROM: Ryan Bates, Board Chair for Vale School District

RE: Public Complaint Decision

Introduction: On December 3, 2024, the Vale School District (“District”) received a complaint filed by you against Superintendent Alisha McBride and the District alleging violations of the First Amendment and Board Policy IC/ICA – School Year/School Calendar.

Background: On December 11, 2024, the Board voted to retain an independent investigator to investigate your complaint and provide a confidential report to the Board. To allow the district and the investigator time to conclude a thorough and complete investigation into your complaint, the District requested an extension on the complaint timelines under Board Policy KL until February 28, 2025. On December 16, 2024, you agreed to this extension.

Board Action: On February 13, 2025, the Board reviewed the confidential, attorney-client privileged report completed by the independent investigator in executive session. After reconvening in open session, the Board voted to delegate authority to me, as the Board Chair, to notify you of the results of the investigation. The Board adopts the findings and conclusions of the independent investigator. The Board also voted to waive attorney-client privilege on the confidential report completed by the investigator, which is attached to this letter as a courtesy copy.

The conclusions of the independent report as adopted by the Board are as follows:

1. Did Vale School District Superintendent Alisha McBride exceed her authority by changing Christmas Break to Winter Break on the district’s annual calendar? **Unfounded.**
2. Did Superintendent Alisha McBride violate School District policy IC/ICA in relation to the production of the district’s annual calendar? **Unfounded.**
3. Did Superintendent Alisha McBride and/or the Vale School District Board of Directors violate April Johnson’s First Amendment right to freedom of speech? **Unfounded.**
4. Did Superintendent Alisha McBride and/or the Vale School District Board of Directors violate April Johnson’s First Amendment right to the free exercise of religion? **Unfounded.**

Please consider this notice of the Board’s action in response to and conclusion of the complaint, filed on December 3, 2024.



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Appeal: An appeal process has been established by the Oregon Department of Education (“ODE”). A complainant who has exhausted local complaint procedures under Board Policy AC and AC-AR may appeal the District’s final decision to the Deputy Superintendent of Public Instruction under Oregon Administrative Rules Chapter 581, Division 75.

Sincerely,

Ryan Bates