

January 19, 2022

Dr. Risha VanderWey,

I have received your request of a mutual separation with a payout until the end of your contract, which would have been June 30, 2023. I will refer you to Section 9 of your contract, which sets out the bases for early termination of the contract.

The Montezuma-Cortez Re-1 School Board will not agree to the terms you have requested this morning. However, we are prepared to offer a separation agreement including a severance payment equal to 45 days of compensation at your current daily rate, in exchange for your resignation effective January 20, 2022 and a full release of claims. January 20, 2022 was the date agreed on for your resignation during the evaluation meeting held January 18, 2022. We are willing to give some flexibility to this date.

The Montezuma-Cortez Re-1 School Board is prepared to move forward with termination of your employment contract if a separation agreement is not executed by January 21, 2022. Please let me know by the close of business today whether you intend to enter into a separation agreement, and we will provide that to you right away for your review.

Respectfully,

A handwritten signature in blue ink that reads "Sheri Noyes". The signature is written in a cursive, flowing style.

Sheri Noyes  
Montezuma-Cortez Re-1  
Board President  
Director - District F