District Complaint Form

Sent By: | Completed By: Public User | Sent On: 8/24/2026 8:36am
Completed: 8/24/2026 8:48am

General Guidelines

* The district encourages parties with complaint or concern to first address the issue on an informal basis with building principal or department supervisor.

* Complaints that cannot be solved informally should use this form.

* If the complaint involves a student being bullied or harassed please contact the building administrator who will assign an investigator.

I am a:	Employee
If other, please describe.	
Name	Elizabeth Callahan
E-mail:	ecallahan@crschools.us
Phone-1:	(319) 899-9237
Phone 2:	
Address: (Street, City, State, Zip)	720 7TH AVE SW

My Complaint is regarding:

Name of person, program or activity:	Kendall Gent
Location of incident/situation:	CRA
When did this event/incident occur?:	8/17

Nature of the Complaint:

Please describe your complaint below (or attach a statement), including names and places involved so that we may have a complete understanding of the concern.

Kendall asked the custodian to take down the curtains in my room without any conversation with me about them. The room is full sun by noon, and the curtains have hung there without issue for 7 years. He also instructed the custodian to move the hydroponic system which I maintain to a back closet on the opposite side of the school without telling me. In an email he also alluded to moving other magnet-related items into a shed but didn't elaborate as to what else he moved.

What would you consider to be an acceptable resolution?

Employee counseling on courtesy in the workplace.

Individual(s) who could supply additional information about the complaint:

Name	How to contact
Name	How to contact

Have you discussed this issue with the employee involved in the complaint and/or immediate supervisor(if applicable)?	No, I haven't discussed this with the individual(s) involved
With whom did you discuss your complaint?:	
Date of conversation:	
What was the result of the conversation	

I understand that the school district may request further information about this matter, and if such information is available, I agree to present it upon request. I also understand that a copy of this complaint may be given to the employee or supervisor against whom the complaint was mad (if applicable). I acknowledge that the school district prohibits retaliation or harassment against any individual or the child of the parent who submits a complaint. I also understand that the district has five business days from the date of receipt in order to respond to this complaint.

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Note: The District reserves the right to decline to investigate any complaint that is provided anonymously.

For more information, please see Board Policies, Procedures and Regulations;
211.1 \(community\). or 500.2 \(employee\), or 600.2 \(student\) for further information regarding complaint process.

District Complaint Form

Sent By: | Completed By: Public User | Sent On: 9/2/2026 10:03am
Completed: 9/2/2026 10:22am

General Guidelines

* The district encourages parties with complaint or concern to first address the issue on an informal basis with building principal or department supervisor.

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* If the complaint involves a student being bullied or harassed please contact the building administrator who will assign an investigator.

I am a:	Employee
If other, please describe.	
Name	Elizabeth Callahan
E-mail:	ecallahan@crschools.us
Phone-1:	(319) 270-5379
Phone 2:	
Address: (Street, City, State, Zip)	720 7TH AVE SW

My Complaint is regarding:

Name of person, program or activity:	Kendall Gent
Location of incident/situation:	CRA
When did this event/incident occur?:	8/26/26

Nature of the Complaint:

Please describe your complaint below (or attach a statement), including names and places involved so that we may have a complete understanding of the concern.

During our BLT meeting, our 4th grade teacher announced that Kendall is allowing her to take off every Friday in September to watch her son play baseball. Later in the week, another teacher received an email reminding her that she needed to stay until 4:10 (she left under 5 minutes early on a Friday with other staff members).
During that same BLT meeting, Kendall said he and our instructional coach will be conducting time audits on core learning in all classrooms. The same 4th grade teacher said she starts math 15 minutes late every day because of a whole-class bathroom break. Kendall told her not to worry because the time audits weren't for her, they were for teachers who routinely finished teaching core early. This alluded to targeting one teacher in the building.

What would you consider to be an acceptable resolution?

Provide principal with bias training and council him on how "care" in workplace does not include showing favoritism.

Individual(s) who could supply additional information about the complaint:

Name	Joliann Schroeder	How to contact	email - CRA 4th grade teacher
Name		How to contact	

Have you discussed this issue with the employee involved in the complaint and/or immediate supervisor(if applicable)?	No, I haven't discussed this with the individual(s) involved
With whom did you discuss your complaint?:	
Date of conversation:	

District Complaint Form

Sent By: | Completed By: Public User | Sent On: 9/2/2026 10:03am
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What was the result of the conversation

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District Complaint Form

Sent By:	Completed By: Public User	Sent On: 9/22/2026 4:58pm Completed: 9/22/2026 5:06pm

General Guidelines

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I am a:	Employee
If other, please describe.	
Name	Elizabeth Callahan
E-mail:	ecallahan@crschools.us
Phone-1:	(319) 270-5379
Phone 2:	
Address: (Street, City, State, Zip)	720 7TH AVE SW

My Complaint is regarding:

Name of person, program or activity:	Kendall Gent
Location of incident/situation:	CRA
When did this event/incident occur?:	Sept 21, 2026

Nature of the Complaint:

Please describe your complaint below (or attach a statement), including names and places involved so that we may have a complete understanding of the concern.

According to our teacher handbook, we are to be given the agenda for any PL 24 hours in advance. On the 9/21 PL Day, we received only a slidedeck sent by email at 8:03am that day. Those of us at morning PL in other buildings had to sift through the slide deck while in our trainings to determine what time we were resuming building PL at CRA in the afternoon. Teachers who had PL at CRA were not provided a morning agenda, as there was nothing planned. Instead, they spent almost 2 hours rehearsing tier 1 scenarios with Kendall in advance of leading the rest of the staff through the same scenarios in the afternoon (which took under 30 minutes).
This lack of agenda and preparation is consistent with all other PL days, and is causing frustrations with staff who want to know what to expect. Our shared specials teachers need to know which school to prioritize based on the PL, and without an agenda, they can't prioritize CRA.

What would you consider to be an acceptable resolution?

Providing Kendall guidance on time management, communication, and planning and delivering professional learning.

Individual(s) who could supply additional information about the complaint:

Name	Juliana Johnson	How to contact	district email
Name		How to contact	

Have you discussed this issue with the employee involved in the complaint and/or immediate supervisor(if applicable)?	No, I haven't discussed this with the individual(s) involved
With whom did you discuss your complaint?:	

District Complaint Form

Sent By:	Completed By: Public User	Sent On: 9/22/2026 4:58pm Completed: 9/22/2026 5:06pm

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