

**To:** DCSD Board of Education

**From:** Danny Winsor, Assistant Superintendent  
Jason Jacob, Principal of Legend High School

**Date:** December 10th, 2024

**Regarding:** Matthew Pebody, Video Broadcasting Teacher at Legend High School and Policy [DJ-R \(Purchasing Procedures\)](#)

**Request:** An exception to Policy DJ-R to allow Matthew Pebody to continue teaching a .2 FTE (one section per semester) Video Broadcasting course at Legend High School while maintaining his separate business, Front Row Productions, LLC, which provides video production services to DCSD schools at a significantly lower cost. The school would like to continue to utilize Front Row Productions, LLC for video production services, while allowing Mr. Pebody to maintain his part-time teaching position as a Video Production teacher at Legend High School.

### **DJ-R Policy**

*Section of Policy: Conflict of Interest No employee or close friend or family member of a District employee shall be allowed to sell to the District or to a minor or the parent or guardian of any such minor enrolled in the District where the employee is performing services, goods, materials, or services of any kind other than that for which (s)he is employed by the District except by **specific prior Board approval**. No firm or business in which a District employee or close friend or family member of a District employee is an officer or holds substantial interest shall be allowed to sell goods, materials, or services to the District without specific prior Board approval. Any request for Board approval must also be in compliance with Policy GBEA, Staff Conflicts of Interest, and its supporting regulation.*

### **Rationale:**

1. **Educational Benefit:** Mr. Pebody's industry experience and expertise as the owner of Front Row Productions brings a unique and valuable perspective to the classroom, enhancing the quality of the Video Broadcasting program and providing students with real-world insights and connections. Legend High School's school administration have tried to hire this position multiple times and have been unable to do so at a reduced FTE, until Mr. Peabody's hiring. Mr. Pebody CTE certified credential and experience is very challenging to find and is an asset to the Legend High School community and course offerings.
2. **CTE Program Enhancement:** Providing pathway programming in DCSD is vital to the success of our students long term future. If Mr. Peabody resigned from his role as the Video Production teacher, Legend Hlgh School would have to cancel its Video Production Courses and limit this pathway for its Legend Hlgh School students.

*\*We respectfully request the Board's approval of this exception, as this is a limited circumstance that does not occur on a regular basis.*