

To the School District of Ashland Board of Education,

5/19/25

We are writing to express deep concern regarding the handling of a recent complaint filed against Board Member Kelly Maday, which was first presented to the Board in closed session during its April 21st meeting.

As a duly elected representative, Ms. Maday is entitled to the most basic principles of due process—including timely notice of any complaint, the right to see the complaint that was submitted, and a meaningful opportunity to respond—prior to any investigative action or censure. It is our understanding that, as of this writing, she has been denied both access to see the complaint against her and the chance to address the Board in her defense.

Due process is not only a cornerstone of the American legal system guaranteed by the 5th and 14th amendments to the United State Constitution—it is a core civic value. It safeguards fairness, strengthens institutional integrity, and upholds public confidence in democratic governance. Denying a board member the right to know the nature of an accusation or to respond to allegations sets a troubling precedent for transparency and fairness. When due process is denied, it undermines both the integrity of governance and the faith that citizens place in democratic procedures.

Moreover, just as Ms. Maday has the right to understand the claims made against her, we—voters and community members—have the right to know what conduct is alleged, what evidence justifies the use of public funds for an investigation, and what information informs the Board's conclusions. As the constituents who elected each board member, we have a responsibility to provide oversight—and that requires access to the facts and rationale behind the Board's actions and decisions.

We respectfully urge the Board to pause any further action related to the complaint until Ms. Maday has been afforded the fundamental rights of due process: the opportunity to review the complaint and respond to the allegations against her.

Further, we urge the board to adopt clear, written, policies which guarantee due process rights to any board member accused of wrongdoing in the future. These include timely notice of the complaint, access to the written complaint, and the right to respond.

Upholding these basic principles of fairness for all board members is essential to preserving public trust and the democratic legitimacy of this body. Due process is a bedrock principle of democracy, and one that should be upheld at all levels of government.

Sincerely,

Concerned voters and community members of the School District of Ashland