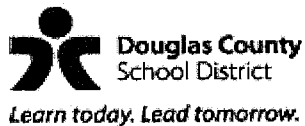


Exhibit 3



Jerryann Jascott <jrjascott@dcsdk12.org>

Fwd: Opt Out Question

Christian Cutter <Christian.Cutter@dcsdk12.org>
To: Jerryann Jascott <jerryann.jascott@dcsdk12.org>

Mon, Apr 11, 2011 at 12:05 PM

Forwarded conversation

Subject: Opt Out Question

From: **KEN PALMREUTER** <kenpalm@q.com>
Date: Thu, Apr 7, 2011 at 4:05 PM
To: ccutter@dcsdk12.org

About a week ago I called your office and spoke with one of your assistants. I wanted an explanation of "Religious Services" as stated in the application to participate as a Private School Partner.

This is what I understand she told me, and I just want an official statement from you, rather than make an assumption that this is acceptable.

Here is what I heard.

*Religious Services are worship services. Scholarship students are required to attend religious services. They do not have to participate, but they are to be there. (This is similar to what public schools do with non-American citizens. They are required to stand during the pledge of allegiance, but they are not required to say the words.) Scholarship students are not exempt from religious instruction or any other activity during the school day.

Would you please respond to this understanding I have.

Thus, if we are to complete the application and respond to the question regarding opting out, could we write the following:

Religious affiliation: Lutheran Church - Missouri Synod

Are students required to participate in religious services? Yes All students are required to attend chapel services which are held once a week, usually on Wednesday mornings for about 30 - 40 minutes.

Are parents permitted to exclude their student from religious services? Yes, they may exclude them from active participation in worship services, but they are required to attend. If a child or the parents request that the child not actively participate in chapel services in the singing of songs and hymns and pray out loud, that request will be granted so long as the child or parents do not call attention to the child's non-participation. Scholarship students will not be exempt from religious instruction or any other religious activity during the school day.

Thank you in advance for your consideration and your reply.

Dr. Ken Palmreuter

4/19/2011

Douglas County School District Mail - F...

Trinity Lutheran School

Franktown, CO 80116

303-841-4660 Ext. 302

303-908-5039 Mobile

For I know the plans I have for you, declares the Lord, plans to prosper you and not harm you, plans to give you hope and a future. Jeremiah 29:11

From: **Christian Cutter** <ccutter@dcsdk12.org>
Date: Thu, Apr 7, 2011 at 6:46 PM
To: KEN PALMREUTER <kenpalm@q.com>

Thank you for this email. I appreciate your attention to detail and will try to answer you questions in order.

1. The paragraph starting, "Religious Services are worship..." is correct. That is how we have described the interpretation to everyone interested in partnering with DCSD.

2. Answer to "Are students required to participate in religious services?" is clear and concise.

3. The next answer is clear as well. However, I need help interpreting the last sentence, "Scholarship students will not be exempt from religious instruction or any other religious activity during the school day.". This first part meets the intended recognition that religious instructions is embedded in all content areas, which families cannot waive out of. However, the part after "or" may need to be defined. Could "religious activities during the day" be mistaken for services.

We can remedy this by clearly stating the religious activities so the parents recognize what is and isn't waivable.

Most of this can be worked out between us one-on-one. Because services vary between faiths and institutions, the waiver will include unique specifics for each individual school. It's not a "one waiver fits all." you and I can work together to make sure it is comprehensive after your application is submitted.

Or, we could talk on the phone sometime tomorrow if you have further questions. Let me know a time and number to reach you.

Thanks. cc

Christian Cutter
Assistant Superintendent
World-Class Elementary Education
Douglas County School District

From: **KEN PALMREUTER** <kenpalm@q.com>
Date: Thu, Apr 7, 2011 at 8:02 PM
To: ccutter@dcsdk12.org

4/19/2011

Douglas County School District Mail - F...

Thank you, Dr. Cutter.
I think I can clarify the last sentence according to your comments.
I appreciate your quick response.

Subject: Re: Opt Out Question
From: ccutter@dcsdk12.org
Date: Thu, 7 Apr 2011 18:46:17 -0600
To: kenpalm@q.com

From: **Christian Cutter** <ccutter@dcsdk12.org>
Date: Thu, Apr 7, 2011 at 10:00 PM
To: KEN PALMREUTER <kenpalm@q.com>

No problem. Let me know if there is anything else I can do to support.

cc

Christian Cutter, Ed.D.
Assistant Superintendent, Douglas County School District
World Class Elementary Education
620 Wilcox Street, Castle Rock, CO 80104
[303-387-0067](tel:303-387-0067)
