

# Steilacoom Historical School District No. 1

[REDACTED]

Dave Olson  
Pioneer Middle School  
511 Chambers  
Steilacoom WA 98388

HAND DELIVERED

RE: NOTICE OF LEAVE WITH PAY PENDING INVESTIGATION

Dear Mr. Olson:

Please be advised that you are hereby placed in leave with pay status, effective immediately, pending a District investigation of the following alleged conduct:

The District has received copies of personal correspondence apparently sent by you to a female student, one [REDACTED] that contains expression of romantic interest in the child and evidence of inappropriate physical contact by you with her. It also appears that you have corresponded with the girl's parents concerning the child in a manner that is unduly personal and which may further evidence the existence of a romantic relationship or interest by you regarding this student.

The District will conduct an investigation regarding your relationship with this student to determine what has occurred. As part of that investigation, an investigatory conference will be conducted with you at a later date. You will be advised of the time and place of the conference, as well as provided a summary of the information obtained in the investigation, before the conference. The purpose of the conference is to provide you an opportunity to respond to that information and present your account of what occurred. You may bring a representative of your choice to the conference.

Following the completion of the conference and investigation, the District will determine what, if any, disciplinary action, up to and including termination, should be taken.

You are also directed to provide me with a copy of any written material you have received from this student immediately and not to destroy any such material in your possession.

You are also directed not to go to your assigned school or upon District property during the pendency of your leave without my express permission. If you need to obtain personal property from your work area, I can be available to escort you. You

510 CHAMBERS □ STEILACOOM, WASHINGTON 98388 □ (206) 588-1773  
FAX 584-7198

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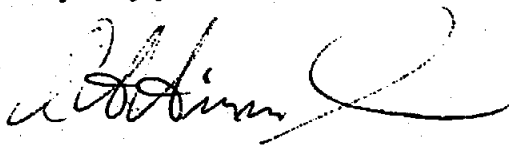
[REDACTED]  
Dave Olson  
Page 2

are also directed not to discuss this investigation with students, parents, or other employees with the exception of your union representative. You are further directed to make no further contact with [REDACTED] or her family.

Please note that failure to comply with these directives will constitute an independent ground for possible disciplinary action, up to and including termination.

Please call if you have any questions.

Very truly yours,



Dr. Art Himmler  
Superintendent

I acknowledge having received this correspondence on January 13, 1995.

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Dave Olson