



March 19, 1999

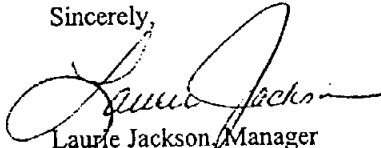
Re: Investigation cooperation

Dear *Teacher*

I understand that you are not cooperating in our investigation of charges that you committed acts of inappropriate physical and verbal conduct, including, but not limited to, unwanted touching, unwanted kissing, inviting a student to come to your home when your wife was absent, and making comments of a sexual nature to a student. Through your attorney, you have conditioned your cooperation on receipt of certain documents from our investigator. This letter will inform you that the District has no obligation to provide copies of our investigator's notes and a list of all witnesses that our investigator has interviewed as part of our investigation as a condition to your cooperating with our investigator's request to interview you. ✓

The District has a duty to protect our students. You have a professional duty to cooperate in an investigation that is necessary to carry out the District's duty. Therefore, you are directed to meet with our investigator on Tuesday, March 23, 1999 at 10:00 a.m. in the Federal Way School District Administrative office and to respond fully to each and every question asked. Your failure to do so will be considered insubordination and grounds for termination from your duties.

Sincerely,

  
Laurie Jackson, Manager  
Human Resources

LJ/dlm

cc: *ATH*