

# OAKESDALE SCHOOL DISTRICT NO. 324

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MELVIN J. LOUK  
Superintendent of Schools  
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LISA V. HOLMES  
Principal of K-12  
Phone: (509) 285-5296

July 11, 2000

Mr. John Taylor  
[REDACTED]

Re: Written Reprimand

Dear Mr. Taylor:

As you know, I recently learned of allegations regarding inappropriate conduct by you toward a female student, [REDACTED], and toward softball students who were undressing on a bus after a practice. You were given notice of the allegations and an opportunity to respond in a meeting with Lisa Holmes, Penny Niles, and your union representative Gene Volland. An investigation was conducted, including meetings with you.

Based on the investigation, including the meeting with you, I find that you engaged in the following conduct:

1. As to the female student, [REDACTED], I find that you made comments such as "nice legs" and "Wow, you're looking good today." I also find that you inappropriately made comments to [REDACTED] about not going to the prom because you "won't be there" -- implying that you would otherwise be her date. Even though you denied making any such comments, other students heard you make comments of this type toward [REDACTED].
2. As to the bus incident, I find that after a practice when students were changing on the bus, you proceeded to board the bus even though you were asked to stop and even though you were told that female students were undressing. You ignored the requests and proceeded to the back of the bus, walking past students in various stages of undress. You admitted this. At one point, you made a comment such as "don't worry, I've seen more than that before."
3. Regarding the same bus incident, while at the back of the bus you gave a female student, [REDACTED], a hug, despite specific instructions by me to keep your hands off female students.

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4. Regarding all of the above incidents, I have given you specific directives to not only keep your hands off of students, but also to refrain from making inappropriate comments to students. Specifically, you were given a written reprimand on September 21, 1994 (attached and incorporated into this letter) for making inappropriate comments and touching. You have also been warned by other supervisors about avoiding inappropriate comments.

Based on the above findings, I conclude that your conduct was unprofessional, inappropriate, insubordinate, and a disregard of generally recognized professional standards. I also conclude that your behavior lacked any positive educational value. Based on the above, I conclude that your conduct constitutes grounds for this written reprimand. I further conclude that the inappropriate conduct described above adversely affects your ability to work with students.

Therefore, I am specifically directing that:

1. You are not to be alone with female students;
2. You are not to touch female students except in the case of medical emergency; and
3. You are not to make inappropriate comments to students, including, but not limited to, comments about how students look, what they are wearing, their dating conduct, or any other aspect of their personal lives.

If you have any difficulty whatsoever in understanding the above directives or if you need any type of clarification whatsoever, you need to let me know immediately.

In issuing you this written reprimand, I want to make it clear to you that further inappropriate conduct by you, of a similar nature to the inappropriate conduct described above, will result in additional discipline, up to and including discharge. This written reprimand is a step in progressive discipline and is designed to make clear to you that this type of conduct will simply not be tolerated by the Oakesdale School District. By placing this reprimand in your personnel file, I am ensuring that it will be available for future reference if needed. I sincerely hope that further inappropriate conduct will not occur, and that further discipline will be unnecessary.

Sincerely,



Melvin J. Louk  
Superintendent of Schools

cc: Personnel File