

## OAKESDALE SCHOOL DISTRICT #O. 324

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September 21, 1994

John Taylor



## Re: Letter of Reprimand

Dear Mr. Taylor:

I am writing this letter in light of the four complaints submitted on September 1 and the results of the ensuing investigation. It is important that you understand the seriousness of the situation.

The following students have voiced complaints concerning verbal remarks and touching which they considered to have sexual or inappropriate overtones: [REDACTED] and [REDACTED]. Their concerns involve situations which occurred in practice prior to the start of school and in the Tekoa multipurpose room on the first day of school. They also brought up situations which had occurred in previous years as early as the 7th grade. In addition, during the investigations, [REDACTED] called to inform the school of several instances of name calling which occurred in your classes when she was in school. The following is a summation of the above complaints:

1. [REDACTED] - While sitting on the stage being taped for practice you took one of her ankles (causing her legs to be in a "V" shape) and made the comment to her and Mr. Whitman that "Let's do the wishbone and see who wins." Last year in a similar situation you told her to "spread eagle" for taping. Other concerns voiced by [REDACTED] involved rubbing her shoulders and back, sticking your finger in her mouth and tickling her when she was in junior high.
2. [REDACTED] - At the start of practice [REDACTED] asked if she could have the volleyball you were holding and your response was "No, take this one." She also complained that in junior high you would tickle her ribs and back.
3. [REDACTED] - During pre-practice stretching while laying on her back and stretching her neck, you approached and tickled her throat.
4. [REDACTED] - While sitting on the stage in the Tekoa multi-purpose room prior to the start of school on the first day of school you approached her and commented on how nice she looked while your eyes looked her up and down and came to focus on her breasts. She also stated that last year while taping her ankle you commented "Your legs are sure rough. I prefer mine to be smooth." She also stated that during her freshman year you would rub her shoulders during class.
5. [REDACTED] - Called to inform Mrs. Holmes that you called her "Dink" when she was in your class because she couldn't answer questions that were being asked. She also stated that you referred to another student as "Edith Bunker" and called yet another student "Sperm Whale."

Most of the situations mentioned above were observed by other students and in some cases, other coaches.

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You were informed of the above allegations on September 9, 1994 in a meeting with Lisa Holmes and Ken Lindgren. Prior to that meeting you were given an opportunity to have a union representative present. During that meeting you were given an opportunity to respond to each allegation. Most of your responses were that you did not remember the incidents but that they could have occurred and that they were not out of character for you.

In the past I have given you specific instructions to keep your hands off of female students. I have also talked to you about making inappropriate comments to students. Specifically, I spoke to you regarding the following incidents:

1. You were given a written warning instructing you to refrain from wrestling with female students in P.E. class after I observed you wrestling with a female student on the football field.
2. After sticking your finger in [REDACTED] mouth. I told you to keep your hands off of female students.
3. Following a complaint by Steve Crider in regards to [REDACTED] you were told not to run your fingers through the hair of female students.
4. You were warned last year about inappropriate comments to students after telling [REDACTED] that she couldn't do a class project based on her adopted father's family but needed to use her natural father's family.

You have also been warned about making inappropriate comments by other supervisors and classroom observers. Given your past warnings and given the nature of the present complaints, I am issuing this letter of reprimand and notifying you that should this type of incident occur again that a more serious form of discipline including the possibility of discharge, could follow. I find your conduct, as described above, to be unprofessional, wholly inappropriate, and totally unacceptable. Further, I find that this type of conduct adversely affects your ability to teach and work with students, parents, and other staff members.

Sexual harassment and inappropriate conduct of this kind will not be tolerated in the Oakesdale Public Schools. Also, you need to realize this letter will be placed in your personnel file for any further reference which might be needed. More specifically, I want to make absolutely clear to you that any further inappropriate conduct by you, similar in nature to the above referenced conduct, could result in additional discipline, up to and including discharge.

Very truly yours,



Melvin J. Louk  
Superintendent of Schools