

December 15, 1992

[Hand delivered or certified mail]

Mark Taylor
[address]

RE: Notice of Probable Cause for Discharge from Employment

Dear Mr. Taylor:

I have determined pursuant to RCW 28A.405.300 that probable cause exists to discharge you from your contract as a certificated employee with the District. This determination covers your regular contract and any supplemental contracts. The grounds for my determination are as follows:

1.) You have engaged in a series of overly personal and inappropriate communications and relationships with female students during the ~~1988~~ and ~~1989~~ school years. These communications and relationships included conversations at school and phone calls after school hours with these students that involved discussions of sexual topics and personal matters, including your own personal relationships and sexual matters, suggestions to students to engage in sexual activities or physical behaviors such as back-rubs, and inquiries concerning the students' sexual activities. You also allowed your personal relationships with these students to create an impression that you graded them more favorably based upon the relationship.

2.) You have inappropriately touched female students, including placing your hands on their posterior areas. In addition, you also inappropriately touched a female student in the breast area and the neck area while returning from a field trip on or about June 11, 1992 on a school bus.

The conduct described above, whether viewed as separate incidents or as a pattern of conduct, had no legitimate professional purpose, had an adverse impact on the students involved and demonstrates you are unfit to perform your teaching duties. This conduct also demonstrates an abuse of your position as a teacher

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and the trust required of an educator. Accordingly, the conduct described above, both collectively and individually, provides probable cause to discharge you from employment.

You are hereby advised of your right to request a hearing concerning this determination by filing a written request with my office or the President of the board of Directors within ten calendar days of your receipt of this notice. A full explanation of your hearing rights, which are governed by RCW 28A.405.300 to .380, are available upon request from the Personnel Office.

Very truly yours,

DONALD E. BERGER, Ed.D.
SUPERINTENDENT