



Federal Way Public Schools

31405 18th Avenue South

Federal Way, WA 98003

941-0100 or 927-7420

BOARD OF EDUCATION

Linda Hendrickson
Ann Murphy
Helen Pepper
Gail Pierson
Orlando Trier

November 21, 1995

SUPERINTENDENT
Thomas J. Vander Ark

Mr. Paul Jensen
2225 South 287th Street
Federal Way, WA 98003

Dear Mr. Jensen,

As you know, on September 27, 1995, the District received a complaint from a student's parent that you inappropriately touched her daughter, an eighth grade student in your science class. Subsequent thereto, other students came forward to complain, or were identified as having knowledge, of inappropriate comments and/or touching by you. The District is currently investigating each of these allegations. Copies of the student's interview memos are enclosed.

These allegations, if true, could form the basis for disciplinary action, which could include suspension or discharge. You are directed to report to my office at 31405 18th Avenue South on Tuesday, November 28, 1995, at 1:00 p.m. for an investigative conference. The purpose of the investigative conference will be to allow you to completely respond to these allegations.

You are entitled to have a representative of your choice present for the conference. Assistant Superintendent Thomas R. Murphy and Joni R. Kerr, one of the attorneys representing the School District, will assist me in conducting the conference.

You are directed not to discuss these allegations with any students and/or employees of the Federal Way School District (with the exception of appropriate union representatives) and, in particular, not to contact (directly or otherwise) the individuals who made these allegations.

Sincerely,

Ben Lastimado
Director of Human Resources
and Employee Relations

BL/clc

cc: Joni R. Kerr, Attorney
✓ Tom Murphy, Assistant Superintendent
Mark Rieke, Principal
Tom Vander Ark, Superintendent
Personnel File