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# Tahoma School District

25720 Maple Valley-Black Diamond Rd. S.E. • Maple Valley, WA 98038 • (206) 432-4481 FAX (206) 432-5792

May 24, 1994

Randy Hammack  
27400 132nd S.E. #C-206  
Kent, WA 98042

Dear Randy:

This letter is to inform you of my determination that there exists probable cause for your discharge as a certificated employee of the district. The bases for my determination are as follows:

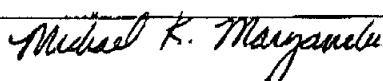
1. You are involved in an intimate relationship outside of school with a female student of the district. The district considers the fostering and maintenance of this relationship inappropriate and unprofessional conduct.
2. Your fostering and maintenance of this relationship is also in direct violation of the terms of the reprimand and warning given you on April 5 at the conclusion of the district's prior investigation of your involvement with this female student. At that time, you were reprimanded both for your involvement with this female student and for having lied to the district in connection with its investigation of that involvement. You were directed to have no further contact with the student on pain of termination. You did not grieve this disciplinary action in any way. While admitting you lied about your contacts with this student, at the time you persisted in the claim that you had engaged in no inappropriate conduct toward her. In light of what I now know about the relationship, I am strongly skeptical that this claim by you was ever true.

These grounds, both individually and collectively, constitute probable cause for discharge. They reflect unprofessional conduct and insubordination. They undermine my trust and confidence in you.

Randy Hammack  
May 24, 1994  
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Under RCW 28A.405.300 you have ten days from the date of receipt of this notice in which you may request a hearing to determine whether or not there is/are sufficient cause or causes for your discharge.

Sincerely,



Michael K. Maryanski  
Superintendent

MR:MKM:bh