



# YELM COMMUNITY SCHOOLS

DR. CHARLES A. HALL  
Superintendent

404 Yelm Avenue West  
P.O. Box 476  
Yelm, WA 98597  
(360) 458-1900

March 12, 1998

Steve Fiser  
4202 Candlewood Ct. SE  
Lacey, WA 98503

Dear Mr. Fiser:

This is an amended notice to you to reflect recent developments surrounding your employment with Yelm Community Schools. I have determined that there is probable cause to discharge you from your employment with Yelm Community Schools. As you know the school district recently conducted an investigation regarding reports of inappropriate conduct toward female students. That investigation included an interview with you on October 29, 1997. On completion of the investigation I met with you and your representative on November 4, 1997, to hear your response to the allegations. I made my decision that there was probable cause to discharge you after consideration of the information gathered, including your comments.

The reasons for this determination are that you engaged in inappropriate actions and made inappropriate comments to female students during your employment with Yelm Community Schools. Your inappropriate actions and comments occurred as part of your coaching duties for the girl's volleyball and softball teams and as part of your classroom teacher responsibilities. You also have made sexually inappropriate comments to female students, including written communication to at least one student. You engaged in sexual relations with [REDACTED], a minor female while she was a student in Yelm Community Schools. The identity of this student has been disclosed to you. Your sexual conduct with this student is the subject of pending criminal charges against you in Thurston County Superior Court. Also, you engaged in sexual relations with females who had recently graduated from Yelm Community Schools and who had been on your sports teams and/or students in your class during their time at Yelm High School.

*"Where all students can learn and grow."*

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You also engaged in sexual relations with [REDACTED], a minor female student at Tumwater High School during the time that you coached at that school, and were employed by Yelm Community Schools.

In addition, you kept sexually explicit materials in your classroom. These include a video tape upon which you taped a sexually explicit program, sexually explicit pictures on a computer disk issued by Yelm Community Schools, and condoms which were found in the desk in your classroom.

This conduct is devoid of any legitimate professional purpose and lacks any positive educational aspect. Sexual contact between a student and a staff member is entirely unacceptable. Likewise, comments and written communication of a sexual nature is inappropriate, unprofessional and unacceptable. The position of trust held by teachers and coaches with their students must remain above even the appearance of impropriety.

These reasons, taken separately or together, constitute probable cause to discharge you from your employment. This notice of probable cause is issued pursuant to RCW 28A.405.300. Pursuant to that statute, you have the right to appeal this decision, which you have done. A hearing on your appeal is currently scheduled to begin on June 1, 1998.

Sincerely,



Charles Hall  
Superintendent