



# Battle Ground Public Schools

PO Box 200 • Battle Ground, WA 98604-0200 • Office Location: 11104 NE 149<sup>th</sup> St., Brush Prairie, Washington  
District Switchboard: (360) 885-5300 • Fax (360) 885-5351

Mark Lugliani  
PO Box 1493  
Battle Ground, WA 98604

January 25, 2017

Dear Mr. Lugliani,

Thank you for your interest in the certificated substitute position with Battle Ground Public Schools. In reviewing your work with us on January 24, 2017, we have determined that we will no longer be using your services as an “at will” employee. As it states in the substitute handbook, “Substitute employment is an at-will relationship between the Battle Ground School District and the substitute employee. Due to the at-will nature of this relationship, it may be terminated at any time by either party. Accepting substitute work is by no means an offer of permanent and/or on-going employment.”

On January 24th students reported to administration discomfort in comments from you; “I hate apostolics”, as well as calling female students “Honey”, and “Sweetheart”. There were also reports that when students created names, while signing up for Kahoot, you allowed them to use names like “Ass Eater” and “Send Nudes”. Administration attempted to find you in the media center where they believed you to be covering a class, so they could get a statement from you. Unfortunately, they were unable to connect with you there and learned from office staff that you had checked out of the building around 1:30. In light of your actions, past and present these incidents are unacceptable and show poor judgment.

This letter is to inform you that we rely on our substitutes daily to ensure that students are able to receive consistency in their school experience, and that these concerns have lead us to determine we will no longer be using your services as an “at-will” employee.

Respectfully,

A handwritten signature in black ink that reads "Shelly Whitten".

Shelly Whitten  
Director of Human Resources  
Battle Ground Public Schools

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