



Evergreen Public Schools

June 19, 2013

Dear Sadie Pritchard,

This letter is to inform you that you have been placed on administrative leave with pay, pending an investigation of a complaint by a parent alleging unprofessional conduct associated with your administrative position.

During this investigation you are directed to have no contact with students or family members of students that were enrolled in the Evergreen School District during the 2012-2013 school year. This directive includes but is not limited to, phone calls, text messages, email, personal meetings, or other forms of communication.

You will need to make yourself available to meet with me upon request during normal school hours.

Sincerely

A handwritten signature in black ink that reads "Bruce A. Nashif". The signature is fluid and cursive, with a large initial "B" and "N".

Bruce A. Nashif

Executive Director of Human Resources



Evergreen Public Schools

June 24, 2013

Sadie Pritchard

To: Sadie Pritchard
From: Bruce A. Nashif, Director of Human Resources
XX, Principal
Subject: Letter of Direction
Re: Investigation of alleged boundary issues with student

The purpose of this memorandum is to notify you of the preliminary results of the investigation we have conducted of allegations that you engaged in activities, including texting students from your private cell phone, giving gifts to students, completing course work for students, excusing absences, destroying disciplinary referrals, and other activities that may have constituted student-teacher boundary invasions. The preliminary results of the investigation indicate that you did indeed engage in inappropriate conduct, but that such conduct appears to have been the result of poor judgment and a lack of experience, as opposed to any inappropriate or nefarious intention.

On June XX, 2013, I met with you, your Union Representative, XXX, and the District's outside investigator, Alan XX, as part of our investigation of the allegations against you. In that meeting, you admitted that you have, on many occasions, used your own personal cell phone to communicate with students via text messaging multiple times during school hours, on weekends and in the evenings, that you gave gift cards to student, and/or that you gave money to students. You also admitted that you did assist a number of students with homework and other school work, but you denied actually doing student work..

Based on what you said at the meeting and the rest of our investigation to date, we believe that your intention in engaging in these behaviors was to assist at-risk students in their progress toward graduation and to use text messages, gift cards, money and other reward measures to facilitate this purpose. However, you did so in a manner that was not sanctioned by your supervisor or District policy, was without the input or agreement of parents, and undoubtedly could be perceived as "grooming" behavior. While your extra effort regarding these at-risk students appears to have been, the way you attempted to assist the students demonstrates a lack of professional judgment and inexperience.

Therefore, you are being directed as follows:

1. You are not to use your private email, phone(s), or text services to communicate with students at any time.
2. When communicating with students and parents, you are to use appropriate District provided and monitored communication media such as phones, email, or other approved processes.
3. Any system to reward students' good behavior needs to be developed in collaboration the administrative team at the building, and monitored carefully. You are directed to obtain advance approval from your supervisor before giving any gift or money to a student.

13501 Northeast 28th Street • PO Box 8910 • Vancouver, WA 98668-8910 • (360) 604-4010 • FAX (360) 604-4114

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4. You are not to use any of your private funds to assist students with financial needs(e.g., lunch money, fees, fines, etc.).
5. Any communication after hours with students and parents needs to be using District communication media, which can be monitored as necessary
6. When meeting with students to assist with school work You are directed to work with your building principal to determine the manner of academic assistance you will be permitted to provide to students, and you are directed not to meet with students one-on-one, without getting advance approval from your principal.
7. You are directed to participate in the District's training on maintaining proper boundaries with students, as well training from Canfield and Associates that is made available to District employees. You are to contact Scott Deutsch to schedule these trainings no later than the first day of school for the 2013-14 school year.
8. You are directed to have regular meetings with your supervisor to review your processes in keeping with the District's training on maintaining proper boundaries. The frequency and content of these meetings will be developed by your supervisor, in conjunction with me and Mr. Deutsch.
9. You are directed not to engage in any acts that are intended or could be perceived as retaliation against any students or families associated with this investigation.

This letter is intended to establish parameters of conduct that protect you as well as students and the District. It is extremely important that you understand and demonstrate your understanding of proper adult-student boundaries and that you not engage in activities that even suggest those boundaries are being violated. If you fail to abide by these directions, or if more information comes to light associated with this investigation, there could be additional discipline imposed, up to and including termination of your employment with the District.

Sincerely,

Bruce A. Nashif
Executive Director of Human Resources
Evergreen Public Schools