

CONFIDENTIAL PERSONNEL MATTER

To: Mz. Cindy Frazee, Assistant Superintendent of Human Resources
From: Donn Boyd
Date: December 13, 2017
Re: Response to May 2017 Student Allegations of Misconduct

Dear Ms. Frazee:

On 12/7/17 I received a packet in the mail with letter from Tina Douglas and enclosures A through F. The enclosures have been numbered DB001 - DB029 for reference.

Of these 29 pages of documents, I had only ever seen two as of 11/27/17: DB005 (a letter to me from Principal Bjorn Paige) and DB007 (my rebuttal to him) both put into my file in May 2017. On 11/28/17, I was provided DB009 (Bjorn's response to my rebuttal written to Torrie Norton on 5/22/17) by Tim Staycer, SDA president. Until that time, I did not know that document existed nor was in my Personnel File. I was unaware any of the other materials in the packet existed until I received them on 12/7/17.

The following responds to these just-disclosed documents and the allegations in them, and I object to their being disclosed to the Voice of San Diego.

DB009 summarizes statements made by four different students. Their full statements are included in the enclosures so I will comment on each one as it appears. While I have a pretty good idea who the students are, I will not name them and instead refer to them as students A, B, C, and D. The summaries of their statements are paragraphs 4, 5, 6, and 7, respectively in DB 009-10.

I wish that Bjorn had shared with me all the statements he'd evidently gathered about me last Spring when he had them and the events were fresher in my mind. I also think it's unfair that materials were placed in my personnel file without my knowledge. I also believe the situation I now find myself in could have been avoided had the administration made full disclosure.

DB012-014 are also summaries of student statements which include statements by students A, B, C, and D. I will comment on their full statements which appear later in the packet.

DB016 contains statements from a student in my _____ class last Spring. I had this student for _____ in Fall '13 and _____ in Fall'14. I recall asking her about her club soccer team. I coach soccer for SDA and take an interest in all the players here at our school. This student is one of the seniors who was caught cheating on a _____ test and

received a zero for it. She found out about the zero while she was away during Spring break visiting colleges. When she returned from Spring break, she waited outside my classroom to have a conversation with me. That was the first time I had seen her since I caught her cheating (another student admitted getting a photo of the test from her). She first apologized and then broke down in tears saying “you know me Mr. Boyd. You’ve known me for years. I don’t do this kind of thing”. I told her that I didn’t think any less of her, but she will have to take the zero. I consoled her saying that anybody can make a mistake. At that point, she put her arms around my neck and hugged me. Up until that point, we had had a very good rapport. On occasion, I had placed my hands on her shoulders or neck to redirect her attention or behavior. While I accept and understand that I should not be touching any student absent a safety or security issue, she never communicated to me that any such touching made her uncomfortable. I have known her for years and find the timing of her coming forward suspect.

DB018 contains statements made by student B. Her claim was that I put my arms on her legs while she was seated “criss cross applesauce”. Student B would regularly work with her group while seated on the floor near the South wall of my classroom. I would typically have to work my way into their circle to be able to answer their questions as they worked. It is possible I contacted her knee while pushing myself back to a standing position after having knelt down to address the group. If I did touch her leg or knee in that situation, it’s inaccurate to characterize that as “laying my arms on her legs”. Student B had been in my _____ class Spring ’14, my _____ class Fall ’14 and my _____ class Spring ’17.

DB019 contains statements made by student C. I had this student in my _____ class Fall ’15. She would often come in early for help. One such morning, she looked like she wasn’t feeling well. I inquired and she explained that she gets migraines. She further shared that she _____

REDACTED - Personal Student Information

_____. She started to sob. I went up beside her and put my arm around her from the side, giving her a shoulder-to-shoulder hug to comfort and empathize with her. She put her arms around my neck and hugged me back. Our rapport seemed quite good after that. She even invited me to _____ REDACTED - Identifiable Student Information _____. I took my entire family. When I arrived she stood and greeted me with a hug and introduced me to her _____. I did, after that, give her an occasional friendly not affectionate hug. I also placed my hand on her neck as a way of saying hello; like a pat on the back. This student also never gave any indication that anything I ever did made her uncomfortable. Given her behavior toward me, it’s unreasonable to characterize my actions as inappropriate let alone ‘sexual misbehavior.’”

DB020 contains statements made by student D. I had this student in my _____ class, Fall ’14. She claims I gave her a hug and kissed her on the forehead. I have no recollection of hugging her, and am certain I did not kiss her. I question the timing of her accusation. She makes allegations two and a half years after the alleged incident

at exactly the same time as her friend student A drops my class and makes allegations against me.

DB029 contains statements made by student A. She claims I started rubbing her bare shoulders. Not true. She was over by her friends (out of her seat, not ready to start class). I called her name twice with no response. As she was facing away from me, I placed my hands on the outside of her shoulders to get her attention and redirected her torso / shoulders to her seat. My hands were in contact with the sleeves of her sweater for less than a few seconds. To characterize that event as “rubbing” or a “massage” is a gross mischaracterization. Student A also dropped my class. I had taken her smartphone away several times. She was quite frustrated each time. Student A had been in my class in Spring '15.

DB013, bottom paragraph. This student had been in my class in Spring '17. She dropped. She was failing when she dropped. I do not seat girls in the front row deliberately. I use a random number generator to make my seating charts. Most of my students are aware of that fact and I'm sure many can verify it. My comments were not exactly as described. I would occasionally make the statement “I know you've seen this. It was covered in and you had to have passed to be in this class”.

In conclusion, I want to acknowledge that I understand allegations of this nature are serious and must be thoroughly investigated. I admit that I have touched students, both male and female on discrete occasions exemplified above, throughout my career. In each and every case, my actions and their motivations were purposefully driven to re-direct, comfort, or sometimes celebrate with students. I recognize now how a few occasions could make students feel uncomfortable, and for that I am deeply regretful. That was never my intention. I very much wish that the administration had shared their concerns fully with me. Had I known last Spring what I know now I would have not have touched any student except to protect them and/or myself.

This ordeal has taken a toll on me. It is incredibly stressful. I wish I could apologize personally to each student that I made to feel uncomfortable. I also would like them to know that my intentions were as stated just above, not prurient. . I have devoted my life to teaching and coaching because I care about kids and their education. I have positively impacted many lives and that is rewarding feeling. I fully understand that I cannot continue to touch students as I have, regardless of my intentions. I hope I get the opportunity to finish my career in a positive way.

Sincerely,



Donn Boyd