



solana beach school
district

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SUPERINTENDENT

Terry Decker

April 11, 2016

Joel Tapia
[REDACTED]
[REDACTED]

Re: Placement on Paid Administrative Leave Pending Investigation

Dear Mr. Tapia:

You are hereby notified that you are being placed on paid administrative leave effective immediately. The purpose of this paid administrative leave is to provide the Solana Beach School District an opportunity to investigate allegations of inappropriate and unprofessional conduct. This paid administrative leave is not disciplinary, but rather is intended to give the District an opportunity to complete the investigation. You will remain on paid administrative leave until such time as you are otherwise notified by administration.

Pending further notice, you are directed to remain off District property unless otherwise instructed by me. You are directed to be available during your normal work hours on your normal work days for meetings or conferences regarding this matter or any other matters related to your employment. In the event that you will not be available during your normal work hours on a normal work day, you shall notify me in advance and report your unavailability under the applicable leave.

Aside from any legal counsel or as otherwise necessary for due process, it is important that you be circumspect in communicating with others about this matter; such communication may compromise the integrity of the investigation or alter assessments of credibility. Accordingly, you are directed to refrain from engaging in any activity which may interfere with the pending investigation.

You are specifically advised that any retaliatory action against any employee, or other person involved or perceived to be involved in this matter, or retaliatory action against any person involved in decisions related to your employment, will not be tolerated and may constitute separate grounds for discipline or dismissal, irrespective of the merits of the underlying allegations.

You are hereby directed to immediately turn over any District keys and all other District property in your possession, including District technological devices, if any. If you have personal property that you wish to retrieve from the work site, please contact me to make appropriate arrangements.

A copy of this notice will be placed in your personnel file. Pursuant to Education Code section 44031, you may prepare a written response, and your written response, if any, will be placed in your personnel file along with this correspondence.

Should you have any questions regarding this matter, please contact my office.

Sincerely,



Sal Gumina

Director, Human Resources

Solana Beach School District

858-794-7108

fax 858-794-7111

salgumina@sbsd.net