



solana beach school  
district

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*VIA CERTIFIED MAIL, RETURN RECEIPT*

May 27, 2016

Commission on Teacher Credentialing  
Division of Professional Practices  
ATTN: Rosalinda Lara  
1900 Capitol Avenue  
Sacramento, CA 95811-4213

Re: 80303 Notification [Joel Tapia, DOB [REDACTED]]

Dear Ms. Lara:

In accordance with Section 80303 of Title 5 of the California Code of Regulations, the following correspondence constitutes notification by the Solana Beach School District regarding allegations of misconduct and the separation from employment of certificated administrator Joel Tapia.

The allegations included that Mr. Tapia harassed and/or annoyed a particular female [REDACTED] and continued to do so after receiving explicit written direction from Human Resources Director Sal Gumina to refrain from any physical contact with that particular employee. On or about March 18, 2016, [REDACTED] submitted a written complaint with several allegations against Mr. Tapia. (Many of the other allegations were performance-based.) Mr. Gumina investigated the allegations and found many were substantiated by the employee witnesses, including the allegation of continued harassment and/or annoyance of a particular female employee. Based on those findings, it was my intention to present a recommendation for his nonreelection to the District's governing board.

On April 29, 2016, Mr. Gumina met with Mr. Tapia to advise him of his investigation findings and notify him that District administration would proceed with a recommendation to the governing board that he be nonreelected for the 2016-2017 school year. Mr. Gumina advised him that the District would place Mr. Tapia on paid administrative leave through the end of his contract. On May 1, 2016, Mr. Tapia delivered a written resignation from his employment, which obviated the need to nonreelect him.

In support of this notification, I am enclosing the 80303 Notification form, with several attachments, which consist of all relevant District documents pursuant to Section 80303(b). If I can provide further assistance, please contact me at (858) 794-7104. You may also contact Mr. Gumina with any questions. His telephone number is (858) 794-7108.

Sincerely,

Terry Decker  
Superintendent

Encl.: 80303 Notification Form with attachments