

VIA EMAIL, CERTIFIED MAIL, AND REGULAR MAIL

November 15, 2017

Randy Burgess
In Care of Attorney Matthew Herron
350 Tenth Avenue, Suite 880
San Diego, CA 92101
mherron@herronlawapc.com

Re: Employment Status

Dear Mr. Burgess:

You are well aware that there were various allegations against you, with the possibility that such allegations would be supported by an alleged victim through the filing of an official court complaint. It is the District's current understanding that such a complaint was not filed, the deadline for pursuing those allegations in Superior Court has expired, and the District is currently unaware of any ongoing, continuing investigation into past allegations of misconduct by you which would have implications for terminating your employment with Coronado Unified School District (CUSD). The District is aware that as late as October 23, 2017, the alleged victim's attorneys were attempting to interview former water polo players regarding the allegations. On November 1, 2017, the District received a request to extend the timeline so the alleged victim's attorneys would have more time to investigate the allegations. To expedite this matter, the District declined that request.

Under those circumstances, your administrative leave with pay is terminated effective November 27, 2017, and you are expected to return to work as a physical education teacher at Coronado High School commencing the beginning of that workday. Your first period of instruction begins at 7:00 a.m. Your class schedule is:

- E Period: Physical Education
- First Period: Physical Education
- Second Period: Physical Education
- Third Period: Preparation
- Fourth Period: Physical Education
- Fifth Period: Physical Education

If you have any questions as to the duty to report, your particular assignment, or your duties upon returning to active service, you are to contact me, Rita Beyers, immediately. To assist with your return, you will need to meet with me and Jennifer Moore, Coronado High School principal, on Friday, November 17, 2017, at 2:00 p.m. This meeting will take place at the District office. At this meeting, we will discuss the transition of your classes from the current teacher to you and share the information which will be provided by the District to students, parents, and staff. If you would

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like to bring a legal representative with you, you are requested to let me know that no later than Thursday, November 16, 2017, at 4:00 p.m.

Without implying you engaged in any wrongdoing, but given the nature of the unsubstantiated allegations made against you, you are reminded that this District, as a public school district, and its representatives consider the safety and welfare of its students among its highest priorities. As it is in everyone's best interest that similar issues not arise in the future, the following is guidance the District would provide to any employee in similar circumstances. Given the heightened sensitivity among members of educational community regarding what appear to be well-known allegations involving your conduct, you are strongly encouraged to be sensitive to those concerns in your conduct as a Coronado Unified School District public school teacher. For example, it is strongly recommended that you not be alone with any student within the general education program or to the extent if any it becomes relevant, within extracurricular activities, unless absolutely necessary for the health, safety or welfare of that particular student. If, however, issues do arise in the future, the District will continue to consider the safety and welfare of its students among its highest priorities and proceed accordingly if and as might be relevant in consideration of any future circumstances. In that regard, the right is reserved, as with all District employees, to investigate and take actions as deemed warranted if and whenever any allegations of misconduct are asserted against an employee, especially one who has daily contact with students.

For purposes of recordkeeping, a copy of this communication will be placed within your official personnel file. Although not derogatory in nature, you and/or any representative(s) on your behalf may supply a written response which would be attached to this document.

If, at any time, you have questions regarding the above or expectations regarding your future conduct, please contact me.

Sincerely,



Rita Beyers
Assistant Superintendent

C: Karl Mueller, Superintendent
Jennifer Moore, Principal, Coronado High School
Personnel file