



WEST VALLEY SCHOOL DISTRICT NO. 208

8902 ZIER ROAD
YAKIMA, WA 98908-9299
(509) 972-6000
FAX 972-6001

May 4, 2009

Sue Graham
**Employee Address
Redacted**

Re: Inappropriate Conduct

Mrs. Graham:

This memo sets forth the results of my investigation into a report that you sent home fecal matter and a note in the backpack of one of your Kindergarten students on Friday, April 17th. On the basis of my investigation, and after consideration of all of the relevant facts and circumstances, I have determined enough evidence exists to support a written reprimand for these actions, which will be placed in your personnel file.

On Friday, April 17th, you wrote a note stating, "This little turd was on the floor in my room." You also wrapped up a sample of fecal matter you found on the floor. You then placed the note, fecal matter, and the student's soiled clothes (as per usual) in the backpack of one of your Kindergarten students, which he transported home. You verified having taken these actions in an interview on Tuesday, April 21st.

The District is putting you on notice that any further incidents like the present one, involving poor judgment resulting in upsetting, potentially harmful communication with parents or students, will result in further disciplinary action, up to and including termination of your employment. If any aspect of this directive and warning are unclear to you, please seek clarification from me.

I regret the necessity of this action.

Sincerely,

Rick Ferguson, etc

Cc: Peter Ansingh
Personnel file