

Office of the Superintendent

Karen A. Forys, Ph.D.

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JUL 15 1999



18315 Bothell Way NE
Bothell, WA 98011-1983
(425) 489-6353

CERTIFICATION

July 15, 1999

J. Carl Leede
1908 East Calhoun
Seattle, WA 98112

Re: Probable Cause Determination/Professional Practices Complaint Notice

Dear Mr. Leede:

By now you are in receipt of a copy of the investigator's Report and have had time to review its contents. I hope you have shared it with your attorney, Mitch Cogdill.

In response to a specific request to hold a meeting with you, your attorney, Laurie Ferwerda, and me in order to provide you a chance to explain your actions or omissions that were brought into question by the Report, your attorney declined for you to participate in such a meeting. In a July 6 letter to Laurie Ferwerda, Mr. Cogdill declined by saying, "... we will not be appearing at the meeting." As rationale, Mr. Cogdill stated "... as things stand now, especially given the criminal allegations, Mr. Leede would not be advised to discuss any claims made against him. . . ."

I too have read the Report and find the facts as established by the investigator to be extremely disconcerting. I have concluded that probable cause exists to take immediate termination action against you.

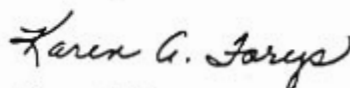
The specific reasons for my determination come from the Report and can be summarized as follows:

1. You engaged in a consistent pattern of behavior on numerous occasions over time that involved unprofessional and inappropriate physical touching of female students. This physical touching consisted of inappropriate contact such as hugging from behind or frontally, having female students sit on your lap or straddling your lap, placement of your hands and/or arms on the shoulders, arms, stomach area, chest or breast area, hips and/or waist of female students, kissing the student's hair or head, tickling, rubbing or massaging backs, stomachs, ribs, chests or armpits. This physical touching was not done for instructional or discipline reasons; it lacked any legitimate educational purpose and was in direct violation of established standards for appropriate touching and accepted professional methods for interacting physically with students.
2. You knew or should have known that this type of conduct was unacceptable due to the personal counseling and sharing of "safe-touch" materials from various administrators over a long period of time, most recently during the 1998-99 school year. Your professional code of conduct should also have been sufficient to alert you to the impropriety of your actions and this type of touch with female students.

3. Your persistence in continuing this type of conduct in spite of repeated, clear direction to cease such indicates either an inability to stop the practice or willful disregard for acceptable professional standards and directives from your supervisors. This inability or defiance does not meet professional standards and is inconsistent with your employment contract and its obligations.
4. Your conduct has materially undermined the student/teacher relationship and the trust, confidence and level of safety to which students and parents are entitled. For some, that material breach has created fear of you and clear feelings that you are not safe to be around. Student enrollment in your class has declined and parents have transferred their student to other schools or classes. Your conduct has generated a hostile environment that is unnecessarily disruptive to your students' education and the performance of your duties. Your conduct has even caused parents to question your fitness to teach and to file incident reports with law enforcement, which in turn has brought media attention and public questioning of your fitness to teach. The appropriateness of your actions with female students has also been complained about by fellow certificated and classified employees more than once. Your relationship with some of the staff has likewise been damaged by your conduct on the job with female students.

For any and all of the above reasons, I have determined that probable cause exists to discharge you pursuant to RCW 28A.405.300. A copy of that statute and RCW 28A.405.310 are enclosed with this letter. Should you wish to appeal my determination to a hearing officer and test the sufficiency of cause for discharge, please note in the statute the timeline and written request requirements for obtaining such a hearing.

Sincerely,



Karen A. Forsy
Superintendent

Enclosure

C: Laurie Ferwerda
Edmund Young, Principal
David Wood, Uniserv Director
Mitch Cogdill, Attorney at Law