

# San Dieguito

Union High School District

710 Encinitas Blvd.  
Encinitas, CA 92024-3357  
(760) 753-6491  
www.sduhsd.net

## Board of Trustees:

Joyce Dalessandro  
Linda Friedman  
Barbara Groth  
Deanna Rich

Beth Hergesheimer

## Superintendent:

Ken Noah



## La Costa Canyon High School

One Maverick Way  
La Costa, CA 92009  
(760) 436-6136  
FAX (760) 943-3539  
www.lchhs.com

## Principal

Kyle Ruggles, Ed.D



Canyon Crest Academy  
Camel Valley MS  
Diegueno MS  
Earl Warren MS  
La Costa Canyon HS  
North Coast Alternative HS  
Oak Crest MS  
San Dieguito Adult Education  
San Dieguito HS Academy  
Sunset HS  
Torrey Pines HS

October 27, 2010

To: Marc Sandknop

CC: Kyle Ruggles

RE: Letter of Warning

On Tuesday, 10/12/10, I was given information that on Friday 10/8/10, an LCC teacher was riding his bicycle up Double Peak road in San Marcos, and as he approached top of the dead end road, a car, a [redacted], passed him with [redacted] sticker, followed by blue Mazda, a car the teacher recognized as yours. When he reached the top, the teacher saw the two cars parked next to each other, in the isolated parking lot, and recognized you in one car and current LCC :

[redacted], your former student, in the other. When the teacher rode up near the cars, I [redacted] drove away, and you remained in your car.

I spoke with [redacted], who acknowledged that at 5:30 p.m., Friday 10/8/10, she drove to the end of Double Peak Road in San Marcos, passing the LCC teacher who was biking. [redacted] explained that she reached the parking lot and parked her car. Soon after, you pulled your car up next to [redacted] "to say hi." [redacted] explained that when the teacher on the bicycle rode up near the cars, she drove away. You stated, "I asked her which [of us] should leave, and she made the decision to leave."

[redacted] acknowledged that she spent "a lot" of time in your classroom this fall, both at lunch and occasionally during class time, and when asked what her relationship was with you, she said, "he was my teacher, and I consider him a friend."

You were coaching tennis at an away match on 10/12/10, so I phoned your cell phone and set a meeting for 8:00 a.m. in my office on Wednesday, 10/13/10, instructing you that you could, if you wished, bring association representation. In addition, I instructed you not to speak with any parents or students before our meeting.

At our morning meeting, you declined to have a representative present. You acknowledged that at 5:30 on Friday 10/8/10 you drove to the parking lot at the end of Double Peak Road in San Marcos. You reported that you went to the spot, a place you often picnic, to grade papers. You said that as you reached the parking lot you recognized current LCC : [redacted], a student you taught in : [redacted] and who was your [redacted]. You said that on 10/8/10 you pulled your car next to [redacted]'s to say hello, that you talked briefly, and "both felt awkward."

You were assigned to remain on paid Administrative Leave from October 13 to 18, pending our investigation.

On Monday, October 18, we met with Terry King, Associate Superintendent. At that meeting, Ms. King reminded you of a number of reports of your relationships with girls who were your recent students, some of whom were players on your girls' tennis team. She also pointed to your allowing students to call you by your first name.

Marc, you have been a teacher in our District for 16 years. At times your lapses of judgment have eclipsed your reputation as a professional. You must protect yourself, your reputation, your students, and the District by maintaining a professional demeanor and relationship with your students at all times. This most recent incident highlighted an ongoing informality with students (ie.g. students calling you "Marc" rather than Coach or Mr. Sandknop) that may erode the respect and professional distance your position as an instructor both deserves and requires. Additionally, your closeness to certain female students reinforces the perception that your girlfriends may have been "recruited" while they were your students

To assist you, I will continue to clarify appropriate professional demeanor and ensure that you know the difference between informality and overly familiar contact with students. I encourage you to seek clarification at any time. In the meantime, it is essential that you err on the side of professionalism and caution. You are not to have contact with students outside of campus; you should direct your phone and email correspondence home to parents, not students; and you must require students to refer to you as Coach Sandknop or Mr. Sandknop, rather than Marc. You will not be assigned female student aides.


At yesterday's tennis tournament, [redacted] was in attendance, wandering alone. When asked, you stated that she must have attended after hearing you announcement to your students.

She is neither your student nor aide; she would not have been present for your announcement. \_\_\_\_\_'s parents agree that she should move on and not spend time with you. As the adult and professional, you must cease your reported "friendship" with

It is essential that you learn from this experience and that you accept direction and seriously protect your professional reputation, however, any additional incidents of this type will result in further discipline, up to and including dismissal.

Bjorn Paige  
Assistant Principal  
La Costa Canyon High School

 11.3.10  
Teacher's Signature Date  
(Signature only signifies receipt of the document.)

 10/29/10  
Administrator's Signature Date

*This document will be placed your personnel file. You have ten (10) working days from the receipt of this document to make any signed written comments, which will be attached to the document and placed in your personnel file.*