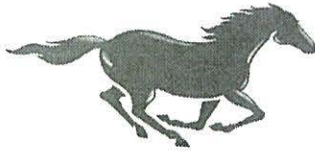


Personnel file

SAN DIEGUITO HIGH SCHOOL ACADEMY

800 Santa Fe Drive Encinitas, CA 92024
(760) 753-1121 Fax: (760) 753-8142
www.sd.sduhsd.net



Principal
Bjorn Paige

**San
Dieguito**
Union High School District

Board of Trustees
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John Salazar

Interim Superintendent
Eric R. Dill

May 10, 2017

To: Donn Boyd

On 5/8/17 we received reports from several students about your behavior toward female students in class that had taken place over this school year. The actions described included:

- Walking up behind a female student in a strapless shirt and gave her a shoulder rub/massage
- Putting your arms on the legs of a female student who was sitting cross legged when helping her with homework
- Touching the back of a female student's neck
- Making comments about how female students were dressed, "especially if they are wearing a shirt or skirt that could be considered revealing"

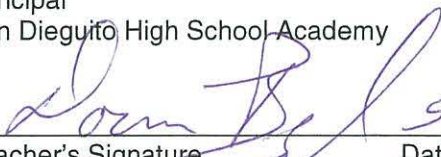
Actions like those described above would never be appropriate, and were described by several female students as "very rude and inappropriate." These girls said that you "make very uncomfortable comments" towards female students in the class, and they were troubled by your touching of female students.

This is not the first time you have been spoken to about this topic; on January 30, 2007 you received a letter from SDA administration about a student complaint about inappropriate touching and conversation with a student that made her feel very uncomfortable. At that time you were ordered to attend sexual harassment training.

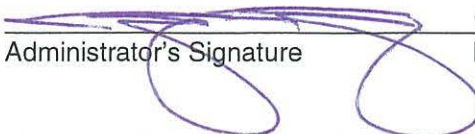
Moving forward it is important that you are very intentional in your decisions regarding student interactions. You need to avoid touching female students, including but not limited to backrubs, touching necks, or any contact that could be perceived as inappropriate. In addition, you should refrain from making comments about student attire, recognizing that any comments about the way in which female students are dressed can be perceived as inappropriate.

It is essential that you learn from this experience and that you accept direction in order to protect your professional reputation. Any additional incidents of this type will result in further discipline.

Bjorn Paige
Principal
San Dieguito High School Academy

 5/10/17

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

 5/10/17

 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.