

Dear Cecily,

I am writing to you with a heavy heart to inform you that, effective immediately as of Dec 2, 2024, you are placed on a leave of absence from your position at TSIS, pending an investigation into concerns regarding your conduct as a teacher. Please understand that this action, though difficult, is necessary in order to allow a thorough and impartial investigation to take place, ensuring the well-being and safety of our students and the integrity of the school community.

The concerns we are reviewing include the following:

- Sharing personal information of a sensitive nature, including details about your sexual history, with students without appropriate parental and school consent.
- Engaging in unauthorized or excessive digital communication with a student(s) regarding non-school-related matters.

Below are the terms of your leave of absence:

1. **School Access:** Please kindly refrain from entering school grounds unless contacted by us for specific reasons. Please also ensure that any school property in your possession remains secure. Failure to comply with this policy may result in further actions regarding your position at TSIS.
2. **Communication:** During your leave, please kindly refrain from using the school email system to communicate with students or colleagues. This ensures the integrity of the ongoing investigation.
3. **Confidentiality:** We kindly ask that you refrain from discussing these matters with anyone in the TSIS community during this time. If you maintain communication with colleagues, please ensure that the allegations themselves are not discussed. Breaching this confidentiality may result in further actions being taken.
4. **Cooperation:** Should we require further information or clarification during the investigation, we may contact you. We kindly ask for your full cooperation, as your timely and transparent participation is vital to ensuring a fair resolution.
5. **Investigation Outcome:** Once the investigation is complete, we will inform you and CRU of our findings and any necessary follow-up actions. Should disciplinary measures be warranted, we will communicate those with you.
6. **Reporting:** If the investigation determines violations of the Washington State Educator Standards Board (WAC 181-87-062, WAC 181-87-060, and/or WAC 181-87-080), we are required to notify the Office of Professional Practice.

I recognize that this is a very challenging situation, and your cooperation is essential in helping us move forward in a way that upholds the values of the TSIS community. If you have any questions or concerns, please don't hesitate to reach out to me directly.

Thank you for your understanding during this difficult time.

Sincerely,
Hans

The expectation is that I will have opportunity to speak to the investigation team.

The expectation is that the investigation is complete in the next 48 hours.

Cecily Baker