



September 3, 2020

Dear Thomas,

This letter is to inform you that you have been placed on administrative leave with pay effective September 2, 2020, for the reasons we discussed earlier today, pending an independent investigation of allegations of improper conduct. This paid administrative leave is not disciplinary in nature but is for the purpose of protecting your rights as well as the interests of the District during the investigative period.

While you are on administrative leave, you are not to be on District property or attend District-sponsored events, regardless of location, without my permission. In addition, you are not to be in contact with District students, parents, or employees. It also understood that superintendent responsibilities have been assumed by the designated individuals as per the Emergency Succession Plan. In this regard, if there are any individuals who need to be contacted, whether a District employee or external individuals, please contact me so that I can coordinate accordingly. You must also be available to accept phone calls and meet with me during regular business hours.

Finally, the Board will be hiring an outside investigator to conduct a fair and impartial independent investigation into this matter, and you are expected to cooperate with the investigator. The District has deactivated your key card and you are directed to turn in any District technology devices and any other District property for the duration of the administrative leave.

Please contact me if you have any questions.

Sincerely,

A handwritten signature in blue ink that reads 'David Ray'.

David Ray
Douglas County School District
Board of Education President