

May 29, 2020

Dear Lopez Island Community:

As you may recall, several weeks ago we announced that the third-party investigation into allegations of workplace sexual harassment at the school had concluded. At that time, we shared a summary of the findings with parents, staff, and the community. To review, the third-party investigator determined the following:

1. Our former principal, Mr. Sather, failed to abide by the terms of the letter of instruction concerning his workplace behavior which we gave him in September of 2017.
2. The Lopez Island School District had appropriately responded to reports of harassment when these reports were brought to the attention of the district.

Upon the completion of the investigation, Mr. Sather was provided the investigative report as part of his due process and he subsequently resigned from employment with the district effective immediately on May 11. He also voluntarily waived his right to appeal the findings of the investigation.

The school board met several days later to process his resignation and to appoint board member Jenny Poole to lead a taskforce tasked with exploring enhancements to our workplace safety practices moving forward. And at our regular board meeting this week on May 27, Jenny reported that she has gathered a group of staff, parents, and community members to be on the taskforce and that its work will begin immediately. We are appreciative to the group for their service. We look forward to the progress this taskforce can help us make as a school and community.

As of this date, the investigative report, with the required redactions, is now available. Anyone wishing to more fully understand the basis for the investigator's two findings, please read the report. It is about 50 pages long and some parts are explicit in their descriptions. The board and the district leadership team have read it and the report is detailed and thorough. It provides a fuller sense of the matter, the investigator's two findings, and insight into the actions that the school board and district leadership have taken.

Anyone wishing to receive a PDF of the report to review, please email (the most direct path) the request to hr@lopezislandschool.org. Or call our HR department at 360/468-2202, ext. 2303, to make the request. If the call goes to voicemail, a contact phone number for the requester must be left so that our HR department can return the call in order to complete the request. We plan to respond to completed requests within three business days.

Thank you for your attention to this matter,
Lopez Island School District and Board