



Review of Concerns and Issues  
Raised by [REDACTED]  
Snoqualmie Valley School District

Between March and May, 2010, I reviewed concerns and issues raised by Mount Si High School parent [REDACTED] stemming from events surrounding the assault on her son at school on November 6, 2009 and subsequent actions by staff and administration. I interviewed twelve individuals, and reviewed numerous written and electronic materials.

*Note: statements in quotation marks are direct quotations from those interviewed, either from the interviews or from written documents.*

**I. The Concerns/Issues**

In her interviews with me, [REDACTED] raised a number of concerns and issues about the way that Mount Si High School administrators and staff acted subsequent to the November 6, 2009 assault on her son by another student, how they investigated that incident and how they and District administration handled the results of the investigation. She also questioned school and district administration's actions in the way they approached creating a plan for her son's return to school after his injuries and time out of school, and the way her son's needs have been addressed after his return to school. Finally, [REDACTED] alleged that school principal Randy Taylor has "harassed and [REDACTED] her son since his return to school.

**II. What [REDACTED] Wants**

When I asked [REDACTED] what she wants, she repeatedly said she wants school and district administrators and Board members to "do their job," but was either not willing or not able to define what that means to her, even after repeated requests to do so. She did say she felt there should be a policy/procedure that addresses expected responses to assaults on students, delineating what administrators and staff should do for the student and notifying all parents at the school that this had happened (much like the notification that happens when a sex offender is living in the neighborhood). She felt that such a policy would address the current school culture and policy that has resulted in administrators being "obstinately obtuse" in the way she and her son have been treated in this situation.

**III. Background/Overview**

On November 6, 2009, Mount Si High School Freshman [REDACTED] (" [REDACTED] ") was assaulted by another student in the locker room at the end of the school day. He was taken to Overlake Hospital. During that and subsequent medical visits it was determined that he had sustained a concussion, a fractured eye orbit, a broken tooth and bruises. According to his mother, [REDACTED] he also suffered memory loss, nausea and other effects. The student who assaulted [REDACTED] was expelled from Mount Si High School and is now attending Two Rivers, an alternative secondary school in the District.

[REDACTED] was out of school from the week after the assault until January, 2010. During that time, [REDACTED] collected and brought him his homework, and she, school and District officials communicated in attempts to develop a plan for [REDACTED] return to school. Both [REDACTED] and Mount Si High School administrators grew increasingly frustrated during this time in their attempts to find mutually acceptable approaches to and plans for [REDACTED] return. At [REDACTED] instigation, State officials were also brought into the situation in January, and by all accounts were helpful in resolving issues.

After [REDACTED] returned to school, plans were put in place to help him re-enter and catch up with schoolwork and to attempt to ensure that he felt safe. However, issues continued to arise, and [REDACTED] continued to bring them to the attention of School and District administration. It is my understanding that issues continue to this day.

I was contacted by Superintendent Joel Aune on March 10, 2010. Mr. Aune asked that I review the actions of the adults in this situation from November 6, 2009 through the date of my engagement. This report reflects my findings as they address [REDACTED] concerns/issues within the scope set by Mr. Aune.

Note: I wanted to speak with [REDACTED] to get first-hand information from him. To that end, I made my request to [REDACTED] by phone on April 26, 2010. She told me she would speak with her attorney and her son and call me back. When she did on April 28, so she told me that [REDACTED] did not want to speak with me, and that she would honor his wishes. As a result, all the information representing [REDACTED] recollections, responses and perspectives as reflected in this report are the result of information given by his mother or others.

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Since I am not an attorney, nothing in this report is intended, or should be taken, to constitute legal advice. Rather, my remarks should be viewed as the observations,

analysis and findings of an investigator with extensive experience in the conduct of workplace investigations, including many in schools and school districts. My analyses and findings are based on the information gathered in interviews I conducted and the content of written materials provided to me.

#### IV. Concerns/Issues, Analysis and Findings

*Note: Under each Concern/Issue, I have represented the perspectives of individuals involved. As perspectives are described, it is my intent to represent each individual's point of view about the particular concern/issue as accurately possible. These are not my perspectives, but theirs. My perspective is represented only in the Analysis and Findings section under each Concern/Issue.*

**Concern/Issue 1:** [REDACTED] believes that some adults at Mount Si High School did not respond appropriately to the November 6, 2009 incident involving [REDACTED]

**Perspective:** [REDACTED] told me she compiled the information she shared with me about the events of November 6, 2009 from what her son [REDACTED] and his friend [REDACTED] (" [REDACTED] reported to her. Her account is as follows:

For several weeks prior to the incident on Friday, November 6, 2009, a number of Mount Si High School students, led by [REDACTED] (" [REDACTED] had been teasing and taunting [REDACTED] [REDACTED] [REDACTED] said that [REDACTED] mother told her that comments had included threats to "kick his ass" and beat him up. [REDACTED] believes the comments also included anti-gay remarks. This had been happening primarily when the students encountered one another in the community, but had also happened at school. During this time, [REDACTED] had also "body slammed" [REDACTED] in the hallway one day at school. [REDACTED] reported that whenever the teasing happened, [REDACTED] just walked away. She said that he did not report [REDACTED] behavior to any adults at school, including his PE teacher and coach, Tony Schlotfeldt.

On November 6 at approximately noon, gym class had just ended for [REDACTED] and others with gym that period, and they were getting changed in the locker room. The school day ends at 12:18 on Fridays, and everyone was getting ready to go home. [REDACTED] [REDACTED] said there were roughly 60 students in this locker room after the multi-grade physical education class when [REDACTED] "starts in on" [REDACTED] as [REDACTED] was getting dressed by his locker. She said that when [REDACTED] heard the teasing, he went over to [REDACTED] told him to "knock it off" and returned to his own locker. As he walked away he heard [REDACTED]

continuing with his comments.

When [REDACTED] was back at his own locker, he saw a boy he did not recognize talking with [REDACTED]. As [REDACTED] was putting his shoes on, he heard a thud behind him. He turned and saw this boy (later identified as Sophomore [REDACTED]) near him. [REDACTED] then punched [REDACTED] in the mouth, and a tooth fell out. [REDACTED] put his fists up, and that was the last he remembered of what happened.

According to [REDACTED] the subsequent events were related to her by [REDACTED] as follows: [REDACTED] said that [REDACTED] then hit [REDACTED] again, and "knock[ed] him out." [REDACTED] fell to the floor, hitting his head on the bench as he went down. While he was unconscious, [REDACTED] picked [REDACTED] head up and kned him in the face. He also kicked his side and "stomp[ed]" on his chest. [REDACTED] then ran out of the locker room.

Immediately, [REDACTED] and another student tried to help [REDACTED] onto the bench. [REDACTED] looked around for help, saw an adult in the office and knew "he saw what happened." [REDACTED] believes this to have been a volunteer coach. According to what [REDACTED] told her, the adult turned away. Just as the boys got [REDACTED] onto the bench, Mr. Schlotfeldt, who had only been out of the locker room for "a moment" returned.

[REDACTED] [REDACTED] said that Mr. Schlotfeldt then helped [REDACTED] walk to the Health Room, which is adjacent to the Attendance Office. She remarked, "That was a mistake. He should never have been moved." In the Health Room, [REDACTED] and Mr. Schlotfeldt soon realized one of his teeth was missing. Assistant Principal Cindy Wilson then joined them (her office is nearby) and told them to return to the locker room to look for the tooth. She also told someone else to get a cup of milk into which to put the tooth (with the hope of re-attaching it) once it was found.

[REDACTED] and Mr. Schlotfeldt then walked back to the locker room (approximately 100 feet) and looked for the tooth. Another teacher, Brian Tawney, saw them there, told them to stop looking and return to the Health Room, which they did. [REDACTED] [REDACTED] remarked that these actions were "completely neglectful" and wondered, "why are they doing all this?"

[REDACTED] [REDACTED] told me that once they were all back in the Health Room, all of the adults left, and only a student who works in that office remained. She said the student gave [REDACTED] paper towels and tried to "clean him up." During this time [REDACTED] was telling the student that all he wanted to do was to go home. He then left the Health Room, and went through the front office toward the front door of the school. At that point Principal Randy Taylor, Mr. Schlotfeldt, Security person Mandy Shinn, and Assistant Principal Beth

Castle were all running after him as he was running to catch his bus. "They were chasing him," [REDACTED] said. Once outside, only Mr. Taylor and Mr. Schlotfeldt remained with [REDACTED]. [REDACTED] reported that [REDACTED] was "concussed" and repeatedly "screaming, 'fuck you, get away from me'" at them. They finally got him back inside to the Health Room, and [REDACTED] called her.

She received his call between 12:30 and 12:45. She said he was "screaming bloody murder on the phone" telling her to get to the school immediately. That was all the information she was able to glean because they were then disconnected. She said she had been concerned about where [REDACTED] was that afternoon because he should have been home by this time. She had been calling him, but he had not answered. So, after this call she immediately got into her car and drove from her home in Fall City to the school.

Upon arriving at the school, she pulled into the parking lot and called [REDACTED] again. This time his phone was answered by Mr. Schlotfeldt, who told her [REDACTED] had been in an accident and that they were in the Health Room ([REDACTED] knew Mr. Schlotfeldt because he had been [REDACTED] teacher and wrestling coach in middle school.) When she entered the Health Room she saw [REDACTED] sitting on the bench "unrecognizable on the left side of his face...bleeding from his eye and mouth, with his eye tooth broken off..." Mr. Schlotfeldt was sitting next to him with his arm around him. Ms. Wilson and Mr. Tawney were in the room as well.

[REDACTED] said that Ms. Wilson's first words were, "Do you want to press charges?" [REDACTED] said she did not know Ms. Wilson, and replied, "I want to understand what happened." Mr. Schlotfeldt got up, and [REDACTED] sat down by her son and began cleaning up some of the blood. When she asked [REDACTED] what happened, he told her he did not know other than to say, "I got beat up." When asked by whom, [REDACTED] said he did not know the boy. At that point Mr. Tawney left.

According to [REDACTED], there were many employees in the Nurse's and Attendance Office areas during this time. They were trying to determine who the perpetrator was, and did identify him from a video as [REDACTED]. She said, "He's a junior and he's huge!" She recalled that once identified, [REDACTED] asked where the boy was, but no one knew. [REDACTED] mother was to be called, and all the adults other than [REDACTED] left the Health Room, leaving her with [REDACTED] who was beginning to "sink" and was "unstable."

Several minutes later Ms. Wilson returned and reported that she had spoken with [REDACTED] mother. She said he was out with his girlfriend, to which [REDACTED] recalls

saying, "Then his mom needs to tell him to get back here." Ms. Wilson agreed that she would call her and tell her that. Thinking back about these moments, [REDACTED] recalled her own state: "I'm nervous, antsy. I don't know where anybody is to help my son...he's bleeding from the mouth and eye..." She remembered that Ms. Wilson then told her, "I think you ought to take him to Issaquah to have him looked at."

[REDACTED] said she did not want to do that, and Mr. Schlotfeldt offered to go with her to a get medical attention. Again, [REDACTED] said no, that she did not need to be driving her son, and that she wanted 911 called. By then it was approximately 1:10, and Ms. Wilson confirmed that [REDACTED] wanted 911 called.

Three minutes later Snoqualmie Police and Fire arrived at the school. Firefighters checked [REDACTED] out, and shortly thereafter loaded him into the aid car with [REDACTED] to begin the trip to Issaquah Hospital. [REDACTED] said that on the way [REDACTED] drifted in and out of consciousness, and threw up blood. This caused the medics to change destination and take him to Overlake Hospital in Bellevue.

At Overlake he was given a CAT scan which showed that the right orbital wall was broken, and the left eye tooth was  $\frac{3}{4}$  gone. He was given medication to stop the vomiting. [REDACTED] and [REDACTED] were taken home by a friend later that night.

When I spoke with her about these events, [REDACTED] expressed serious concern and great dismay about several things that happened (or didn't happen) on November 6, 2009. She noted that although she was certainly concerned about the actions of [REDACTED] her greater issues were with the responses of the adults in the situation. Specifically her concerns were that:

- No one called 911 until almost an hour after the assault on [REDACTED] in spite of the fact that he had been "brutally beaten," had been unconscious, had a concussion, was bleeding and had serious injuries.
- No one from the school called her after [REDACTED] was hurt.
- [REDACTED] was left in the Health Room without an adult after having been "brutally beaten."
- Even though one of his students had been "brutally beaten" by another student, Principal Randy Taylor absented himself from the situation shortly after helping bring [REDACTED] back into the school.

[REDACTED] also emphasized that she took no issue with Mr. Schlotfeldt's actions, and was extremely appreciative of his concern and caring.

Administration and Staff Perspectives

The following are accounts reported to me by the other adults involved in the events of the afternoon of November 6, 2009.

Tony Schlotfeldt's Account

Mr. Schlotfeldt reported that at the end of PE class on November 6, 2009 he released students to "dress down." He said that there were four PE teachers (two men and two women) who had taught approximately 160 students that period. He was holding an iPod for a girl (he allows students to use them on fitness days when they run inside) and had left the boys' locker room to return it to her. At the girls' locker room he gave the iPod to another student and asked her to return it to its owner. He said this took a couple of minutes.

As he returned to the boys' locker room, he saw fellow PE teacher Darren Brown also coming into the locker room. Their paths intersected, and each went toward his own office at opposite sides of the locker room. As Mr. Schlotfeldt entered the locker room, he saw [REDACTED] on his hands and knees on the floor, apparently on his way to getting up to sit on the bench. [REDACTED] ran up to him and asked for his help, saying that [REDACTED] had been "assaulted." Mr. Schlotfeldt said he did not see [REDACTED] or [REDACTED]. He sent another student to find Mr. Brown, and sat down by [REDACTED]. He said he helped him sit, but could not recall whether or not he actually touched him. He saw that [REDACTED] face was scraped, and said he was bleeding a little bit from his mouth.

Mr. Schlotfeldt said that [REDACTED] was "super agitated, swearing quite a bit" and repeatedly saying, "Fuck, I don't want to deal with this... Fuck, my eye hurts... I just want to go home... I just want to go home..." Mr. Schlotfeldt said he sat with him for approximately two minutes, talking with him and trying to "convince him" to come to the office and call his mother. He recalled telling [REDACTED] that it was "not safe" for him to get on the bus because he could have a concussion. He said that although [REDACTED] "has a mouth" and sometimes uses profanity, he had never seen him "this worked up" before. He told me that he felt that [REDACTED] needed to "lay down and get some attention."

At that point, Mr. Brown joined them, and [REDACTED] agreed to walk with the two teachers to the Health Room. Mr. Schlotfeldt said that [REDACTED] walked unassisted, and sat down on one of the beds in the Health Room when they got there. He recalled seeing the attendance secretaries (Ginnett Durham and Bronwyn McDaniels) and the security person (Mandy Shinn) and telling them that [REDACTED] needed some help. He said that at some point Mr. Brown left.

Mr. Schlotfeldt told me that he repeatedly told [REDACTED] he needed to call his mother. By that time Assistant Principal Cindy Wilson had joined them and was trying to ascertain what had happened. [REDACTED] told her that [REDACTED] was involved. Mr. Schlotfeldt recalled that she told [REDACTED] that "we need to call your mom."

Asked to describe [REDACTED] physical state at this point, Mr. Schlotfeldt told me he had developed a bruise on his eye, and was "doing a lot of spitting" of saliva and blood into a garbage can. He repeated that he was more worried about the possibility of a concussion than about the physical symptoms he observed.

Mr. Schlotfeldt recalled that when Ms. Wilson said they were going to call his mother, [REDACTED] responded, "Fuck no, you're not going to call my mom." He then "went off on" Ms. Wilson and the attendance secretaries, repeatedly saying, "You fucking bitches. I'm going home right now." He said that after two or three minutes in the office, [REDACTED] "decide[d] to leave." Mr. Schlotfeldt, Security staff Mandy Shinn and Ms. Wilson followed him out, Mr. Schlotfeldt repeatedly telling [REDACTED] "Let's get you some help." [REDACTED] ignored their admonitions to return to the Health Room, and kept going out the front door of the school. Once outside, Principal Randy Taylor joined them, and Ms. Shinn and Ms. Wilson returned to the building.

Mr. Schlotfeldt said that both he and Mr. Taylor repeatedly asked [REDACTED] to stop, which he finally did. They continued to speak to him, telling him he needed help. Mr. Schlotfeldt said that [REDACTED] continued to say he wanted to go home, but by this time the buses had left. [REDACTED] then called his mother on his cell phone, and told her to come to the school to get him. Mr. Schlotfeldt recalled telling him that the only way they were going to let him go home was if he first returned to the Health Room with them. He said that by this time [REDACTED] was frequently touching his eye, but was no longer spitting either blood or saliva.

Mr. Schlotfeldt and Mr. Taylor then walked [REDACTED] back into the building and to the Health Room, at which point Mr. Taylor left them. There was a woman in the Health Room whom Mr. Schlotfeldt did not know. [REDACTED] again began spitting into the garbage can. Mr. Schlotfeldt recalled that Brian Tawney then came into the Health Room, at which point [REDACTED] said he had lost a tooth. Hearing this, one of the attendance secretaries told them to go find the tooth and said she would put it in milk so it could be saved and re-attached by a dentist. [REDACTED] said he wanted to go find his tooth, so Mr. Schlotfeldt and Mr. Tawney walked with him back to the locker room to look for it. Mr. Schlotfeldt was unsure how long they looked, but they did not find it. He said he continued to be most concerned about [REDACTED] possibly having a concussion. The three returned to the Health Room, where the woman who had been there earlier was still