



LINCOLN COUNTY SCHOOLS

Student Support Center
305 Danville Avenue
Stanford, KY 40484
Phone: (606) 365-2124 Fax: (606) 365-1660

Michael Rowe, Superintendent

February 21, 2022

[Redacted]
Stanford, KY 40484

Dear [Redacted],

The purpose of this letter is to confirm your suspension with pay from the position of principal with the Lincoln County Schools. This personnel action is being taken in accordance with Board Policy 03.17. This suspension is being issued pending the results of an investigation into neglect of duty, incompetence, inefficiency, dishonesty, and lack of institutional control.

An employee shall be suspended with pay only when the Superintendent determines there is a justifiable need for an investigation of alleged employee actions necessary to protect the safety of students and staff or to prevent significant disruption of the workplace and/or educational process. The period of suspension with pay shall not exceed the time needed to determine whether the employee is to return to active service or face disciplinary action.

During the investigation, you will be provided with the details of the allegations and given an opportunity to respond to them. You must ensure you are available for interviews during this period. If you do not make yourself available, we will proceed with the investigation and make a determination based on the information we have available to us.

You are to have no communication with board members, staff, students, or parents of students and are directed to limit discussion of this matter to those who are conducting the investigation. Any deviation from this directive without authorization from me may be construed as an effort to impede or interfere with our investigation and may be grounds for dismissal. Should you need specific information regarding the allegations, you are to contact Mrs. [Redacted], Human Resources Director, at the Student Support Center. Upon receipt of this letter, you are not allowed on any property owned by the Lincoln County Board of Education and must surrender your keys.

Your suspension with pay is intended to allow Lincoln County Schools to examine the issues thoroughly and to determine appropriate action. If the allegations are determined to be unfounded your personnel file will be purged of any documentation concerning this investigation. If it is determined the allegations are true, disciplinary action may be

Lincoln County Schools does not discriminate on the basis of race, color, national origin, sex, age or disability in employment or provisions of services

taken. When the investigation is concluded, you will be advised of further action that may be considered regarding your employment with the Lincoln County Schools.

Sincerely,

Michael Rowe

Michael Rowe, Superintendent

cc: Jonathan Baker, Board Attorney
Personnel File