

Bellevue High School Football Staff

June 1, 2015

To: Scott Powers, Principal Bellevue High School  
From: Varsity Football Coaching Staff  
Re: Two serious concerns regarding safety and authority

Mr Powers:

The varsity football staff is very concerned with regard to the two below items:

1: SAFETY...We have some very legitimate and serious safety concerns for the program right now both in terms of player safety and the safety of coaches. Collectively, we have a measure of experience in dealing with various situations and even in anticipating scenarios often before they happen....and doing things in advance of them potentially happening so that unfortunate situations ultimately simply do not happen. It is our professional opinion that we are currently sitting on a powder-keg right now and the situation is such that we are extremely uncomfortable being on the field or in the locker room. Our concern is not only for the coaches, but also with regard to the student athletes. As a public school, we have to be able to ensure the safety of our student athletes and our coaches, and right now Mr Powers it is our professional opinion that Bellevue High School cannot do that as of the writing of this letter (June 1, 2015). We currently have, in our opinion, an unsafe workplace right now. To date, no direction or advice on how to proceed with these concerns has been provided by the Bellevue High Administration nor has any been provided by the Bellevue School District Administration. Should an incident occur, we as a staff want to go on the record as having warned the Bellevue School District of our legitimate concerns with regard to safety both for the players and the coaches, and state for the record that our request to dismiss a player from the program has to date not been honored, and it is our professional opinion that the dismissal of this player from the program would greatly reduce our very legitimate and serious safety concerns for the players and coaches in this program.

2: AUTHORITY....For our staff to be able to properly function as a coaches, we have to know that the powers that be (ie the school district administration) will support the dismissal of a student athlete who, in the opinion of the head coach of a given program, needs to be dismissed. We understand there is a process and we are respectful of that process, but as we are reminded of time and time again in other circumstances, being allowed to participate in athletics is a privilege and privileges can be removed when bad behaviors or poor actions warrant (ie see Purple Policy). Right now, we do not feel that the school district administration has done that in the case of the athletic team that we are currently a part of. We do not feel supported in this case by the school district at all in this regard. The head coach has made a recommendation to dismiss a player, that player has not been dismissed. This same player who walked off the field during a game last fall, punched a fellow teammate in the mouth during film, went after a coach in the weight room in December, sent incredibly inappropriate bullying texts to teammates, recently caused a fight right outside the athletic director's office and recently said "f... you" to the Dean of Students and also accused the Dean of Students of being a racist. These items we understand are documented. Now a few days ago, this same player says "f... you" to the weight

room instructor who is currently one of our coaches...and again this has been documented. This latest documented incident, when combined with other documented incidents warrants the removal of the privilege of participating in our program. If this were the first time something like this had occurred, we would respect a decision that was less rigid than this, but given the history of the transgressions and the seriousness of the transgressions, and the obvious and apparent and repeated lack of remorse and/or accountability on the part of the student, taking away the privilege from this student is in this case warranted and it needs to be done. As we mentioned above, in order to properly function as coaches, we must know that the administration will support the coaches and have their back when things like this happen. It just happened again a few days ago and we are again requesting the permanent dismissal of this student from the program.

The below signatures represent the Varsity football coaches who are registering the above complaint and concerns with you this afternoon:

<u>El. Hopoi</u>	<u>Bob Jones</u>	<u>[Signature]</u>	<u>Richard Lane</u>
<u>Michael Rogers</u>	<u>[Signature]</u>	<u>John Cal</u>	<u>MTCS</u>
<u>Bob Houser</u>	<u>[Signature]</u>	<u>[Signature]</u>	<u>[Signature]</u>
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