



September 15, 2015

The Bremerton School District respects and has an obligation to protect the rights of all students and staff, including those fundamental rights protected by the First Amendment. District Board Policy 2340 implements that obligation, setting forth basic staff expectations in relation to religious activities while staff are doing their work as public employees of this district.

This policy includes the following statement:

As a matter of individual liberty, a student may of his/her own volition engage in private, non-disruptive prayer at any time not in conflict with learning activities. School staff shall neither encourage nor discourage a student from engaging in non-disruptive oral or silent prayer or any other form of devotional activity.

The District is reviewing (investigating) how our staff are trained to learn about and comply with this policy. We expect the investigation to be finished before the end of this week. Based upon what we learn from that investigation, we will take necessary action to ensure the rights of all members of our school community are honored.

The District has taken no action about any staff member's employment related to this situation. In keeping with the District's paramount educational mission, and in recognition of the outstanding quality and loyalty of our District's employees, we will resolve concerns identified in this investigation through education.

Respectfully,

Aaron Leavell, Ed.D.
Superintendent

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