

**HUMAN RESOURCES SERVICES GROUP**

San Jose/Evergreen  
Community College District

Anita L. Morris  
Vice Chancellor, Human Resources

• Forty Seven Fifty San Felipe Rd • San José, CA 95135 • 408-270-6406 (Office) • 408-274-7924 (Fax)

**SENT VIA FEDERAL EXPRESS MAIL**

December 18, 2007

June Sheldon  
[REDACTED]

RE: Student Complaint

Dear Ms. Sheldon:

As you are aware, during the Fall 2007 semester, we received a student complaint regarding statements you made in your Human Heredity regarding homosexuality. An investigation has sustained the complaint. As you are also aware, pursuant to Article 9.12.5 of the Collective Bargaining Agreement, the District is entitled to remove you from the adjunct seniority rehire preference list ("SRP") on the basis of a student complaint. Please be advised that the District has exercised its rights, and you are now removed from the SRP.

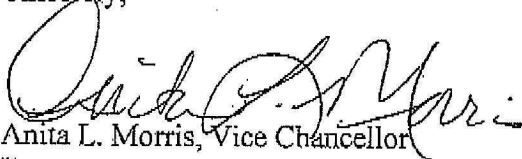
Because this matter was still under investigation when assignments were being made for the Spring 2008 semester, it would have been precipitous to remove you from the list at that time. Thus, you did receive notice of a spring assignment. However, it is the District's position that, because the semester has not begun, the District is within its rights to now withdraw the offer and remove you from the SRP.

Please also note that, if there is any question as to whether your removal from the SRP can effect your Spring assignment, the District has an independent right pursuant to Education Code section 87665 to terminate adjunct employees without cause at the end of any day or week. Thus, I am also advising you that pursuant to Section 87665 you are

June Sheldon  
December 18, 2007  
Page 2

hercby terminated, subject to final approval of the Board of Trustees. This matter will go before the Board at its next regularly scheduled meeting on January 8, 2008.

Sincerely,



Anita L. Morris, Vice Chancellor  
Human Resources

cc: Dr. Michael Burke, President, SJCC  
Dr. Tim O'Hare, Vice President  
Dr. Leandra Martin, Dean