



West Fargo High School

Activities Department

801 9th Street East • West Fargo, ND 58078

Jay DeCann, CAA..... Activities Director
Tonya VetterActivities Administrative Assistant
Dr. Jennifer Fremstad Principal

September 14, 2018

Dear Mr. Ronald Hehn,

This letter is your written notice that West Fargo Public Schools is terminating your employment as Head Girls Swim & Dive coach effective immediately. As we have discussed, in my professional judgement, I believe this decision is in the best interest of the girl's swim & dive program and West Fargo Public Schools.

We have had numerous issues with the leadership of our girls' swim and dive program in only a few short weeks. West Fargo Public Schools has very strict policy on the use of social media by its employees as well as making sure we are providing a safe environment for our student/athletes when they are at practice or competitions.

Any school district property, including keys and School issued computers should be returned to the Hulbert Aquatics Center no later than the close of business day, **September 14, 2018**. Additionally, please cooperate fully in preserving and returning all paper and electronic records of results in your possession relating to the girl's swim & dive program. If you have any questions about the termination or your salary, please contact the Human Resource office for West Fargo Public Schools.

Sincerely,

Jay DeCann

Jay DeCann
Activities Director
West Fargo High School