



# SALADO INDEPENDENT SCHOOL DISTRICT

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*Dr. Michael Novotny, Superintendent  
Burt Smith, Assistant Superintendent*

February 27, 2018

Dear Parents:

I am writing to inform you that yesterday afternoon an allegation was reported to me of an inappropriate relationship between a high school staff member and a high school student. We immediately began an investigation in cooperation with the Salado Police Department, Child Protective Services, the Bell County Sheriff's Department and the Texas Education Agency. Today I terminated the employment of the staff member allegedly involved so she is no longer an employee of the Salado Independent School District.

These allegations are of grave concern to us all. Texas laws, Board of Education policies and the Educator's Code of Ethics are all crystal clear on this matter. Yet, despite this clarity, individuals sometimes use extremely poor judgment in carrying out their responsibilities to students, families and the community.

I have no tolerance for staff members who commit these alleged transgressions. Due to privacy rights, and to avoid interfering in an ongoing investigation, we are limited in the communication I can provide to families or staff members. Please contact me at 254-947-6905 or the Bell County Sheriff's Department at 254-933-6770 if you have any information that might be helpful regarding this investigation. In all cases, the safety and protection of our students is the highest priority.

We have a talented, smart and dedicated faculty working here in the Salado Independent School District. The commitment of our employees to the students and families in Salado is strong. We are committed to taking swift and decisive action when it is warranted and work toward preventing any future transgressions.

Sincerely,

Michael Novotny  
Superintendent