



**An "A" School District**  
**Leading our Children to Success**

201 West Burleigh Boulevard · Tavares · FL 32778-2496  
(352) 253-6500 · Fax: (352) 343-0198 · [www.lake.k12.fl.us](http://www.lake.k12.fl.us)

**Superintendent:**  
Susan Moxley, Ed. D.

**School Board Members:**  
District 1  
Larry Metz  
District 2  
Rosanne Brandenburg  
District 3  
Cindy Barrow  
District 4  
Debbie Stivender  
District 5  
Kyleen Fischer

**VIA: CERTIFIED MAIL**

January 9, 2009

Ms. Rebecca S. Kratz  
Staff Attorney  
Freedom From Religion Foundation, Inc.  
PO Box 750  
Madison, WI 53701

Dear Ms. Kratz:

This letter is in response to your complaint letter dated November 20, 2008, and your email dated December 30, 2008.

The Lake County School District has completed its investigation into the allegations alleged in your letter dated November 20, 2008. In that regard, the District has taken the following affirmative actions: (1) the football Coach was addressed by the Principal, David Cunningham, and the Assistant Superintendent for School Administration and Safety, Aurelia Cole, and was admonished for his participation in pre-practice/game and post-game prayer, proselytizing, and told to have the cross, messages, and link to the Florida Christian Athletes removed from the School Football website; (2) Ms. Cole directed Mr. Cunningham to issue appropriate discipline to the football Coach (a copy of the coaches discipline is not included with the other materials inasmuch as it is exempt from disclosure under Florida Statutes 1012.31); and, (3) on December 17, 2008, at the direction of the Superintendent of Lake County Schools, I followed up on the discipline given to the Coach with a letter reiterating the inappropriateness of his behavior, as well as putting him on notice that "It is imperative that you understand the parameters of the law in this area," and that he "..... must not engage in this type of behavior again, and must respect and adhere to this directive" (see attached). The Appraisal II given to the Coach was placed in his file at the School. Additionally, a copy of the discipline and the December 17, 2008, letter are also contained in the district's investigation file. Furthermore, the Coach was given a copy of your five (5) page complaint letter.

I have enclosed for your perusal copies of relevant Lake County School Board policies, the Code of Ethics and Principles of Professional Conduct of the Education Profession in Florida which all employees receive and sign for at the time of hire, and the relevant portion of the State Board of Education Rules.



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In your December 30, 2008, email you requested "...that a letter be sent to all students and parents explaining why" the coach's "action was wrong and cannot continue." I disagree that it is necessary to take those steps at this time. The coach was admonished and disciplined for his behavior, his actions have ceased, and the religious symbols and messages have been removed from the website. It would not be prudent or responsible use of taxpayers' dollars to contact approximately 3,000 students and/or potentially 6,000 parents when the district has taken the appropriate action. Additionally, the Coach has agreed not to engage in this behavior again.

If you have any further questions please do not hesitate to contact me.

Sincerely,

Deke DeLoach  
Chief Human Resources Officer