



## SEQUOIA UNION HIGH SCHOOL DISTRICT

480 James Avenue, Redwood City, CA 94062  
650.369.1411 • [www.seq.org](http://www.seq.org)

**Human Resources - Todd Beal, Assistant Superintendent**

### BOARD OF TRUSTEES

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June 6, 2024

Delivered via Email ([otaimani@seq.org](mailto:otaimani@seq.org))

Ofa Taimani  
2053 E. Bayshore Rd. #25  
Redwood City, CA 94063

### **Re: Investigation Report**

Dear Ofa Taimani,

This letter is regarding the investigation of the Complaint (“Complainant”) filed against you (“Respondent”) alleging that you allowed a visitor on campus without following the proper procedures and that you provided confidential student information to another without the proper authorization to do so.

The allegations were investigated pursuant to applicable District board policies and administrative regulations, by Todd Beal, Assistant Superintendent of Human Resources (“Investigator”). This letter summarizes the allegations investigated by Mr. Beal, and the findings made on each.

As part of the investigation, the District interviewed you, Noemy Menjivar, Emily Rigotti, and other individuals believed to have information relevant to the allegations. Relevant documents were also reviewed. Further, corroborating evidence and, where necessary, witness credibility was also considered. Relevant evidence was evaluated under a preponderance of the evidence standard in order to determine whether, based on the totality of the evidence, there was sufficient evidence to sustain the allegations. “Preponderance of the evidence” means that the evidence on one side outweighs, or is more than, the evidence on the other side. Following a thorough analysis of the evidence, findings of fact and conclusions of law were made, as are set forth below.

### **Allegations:**

1. Respondent failed to follow school procedures for allowing a visitor, Dan Moleri onto campus and into to the assistant principals’ where he illegally took pictures of the office area.
2. Respondent provided confidential special education student information to an individual(s) without parent or school administration consent.

As to each allegation, the Investigator made one of the following three findings:

**Unfounded** - The investigation established that the allegation is not true.



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**Not Sustained** - There is insufficient evidence to determine whether the alleged conduct occurred.

**Sustained** - The alleged conduct occurred.

### Analysis and Findings

- I. Respondent failed to follow school procedures for allowing a visitor, Dan Molieri onto campus and into to the assistant principals' where he illegally took pictures of the office area.

#### **Finding: Not Sustained**

Based on a preponderance of the evidence, the findings indicate that the Respondent did follow school protocols for when visitors enter campus. Respondent stated that she witnessed Mr. Molieri enter campus without signing in at the front office. Mr. Molieri asked where the assistant principal's office was, to which Respondent directed him to the office to sign in. The respondent did not grant Mr. Molieri access to the assistant principal's office.

- II. Respondent asked for and provided confidential special education student information to an individual(s) without parent or school consent.

#### **Finding: Partial Sustained**

The complaint alleged that the Respondent asked for an individual education plan (IEP) for a student, to which she would not need access. Per an interview with Ms. Rigotti, the Respondent asked for a student's 504 plan, again a document to which she would not need access for that particular student. The Investigator attempted to reinterview the Respondent regarding the clarification between the two documents. However, the Respondent refused to meet with the Investigator, thus requiring the Investigator to adhere to Administrative Regulation 1312.3, which states:

*A respondent's refusal to provide the district's investigator with documents or other evidence related to the allegations in the complaint, failure or refusal to cooperate in the investigation, or engagement in any other obstruction of the investigation may result in a finding, based on evidence collected, that a violation has occurred and in the imposition of a remedy in favor of the complainant.*

Based on the preponderance of the evidence, the findings indicate that the Respondent did ask for a 504 plan to which she would not need access for that particular student. However, there is a lack of evidence to support the allegation that the Respondent provided that information to an individual(s) without the consent of the parent and/or school administration.

### **Corrective Action**

One allegation was deemed not sustained while the second was partially sustained. Corrective action is not required. However, it is noted that the Respondent should refrain from seeking confidential student information that she would not need in the scope of her duties.



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### Conclusion

Parties should consider and accept the District's decision as final. However, you have the right to address the Superintendent or designee regarding the complaint. See the enclosed BP/AR for more information about this process.

Please be advised that the District prohibits retaliation of individuals who file complaints or participate in the investigation process as a witness. If at any time you feel that you have been retaliated against for participating in this investigation, please contact me immediately.

Thank you for bringing these concerns to the District's attention. If you have any questions regarding the foregoing, please do not hesitate to contact me at (650) 369-1411 or [tbeal@seq.org](mailto:tbeal@seq.org).

Sincerely,

Todd Beal  
Assistant Superintendent, Human Resources

Enclosed BP/AR 1312.1