

MAY 06 2016

# Lincoln County Department of Education

206 East Davidson Drive  
Fayetteville, Tennessee 37334

(931) 433-3565  
FAX: (931) 433-7397

Bill Heath, Ed. D.  
Director

May 2, 2016

Ryan D. Jayne, Esq.  
Freedom From Religion Foundation  
P.O. Box 750  
Madison, WI 53701

Dear Ryan:

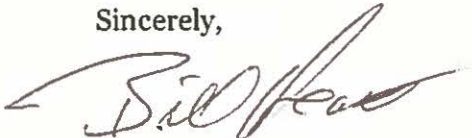
I am writing in response to a correspondence I received from you via email on April 26, 2016 and hard copy May 2, 2016 regarding religious endorsement at Highland Rim School. I would like to inform you of the steps we have taken.

Action steps taken include the following:

1. Principal Garth garris met with [REDACTED] to hold initial investigation and report back to me as Superintendent of Schools.
2. I met with [REDACTED] to review Mr. Garris' findings. He was also present.
3. During these meetings Mr. Garris and I made sure she understood the complaint filed, asked her for assurances that she would comply with the expectations by not placing religious messages on students' assignments, not allowing school-sponsored religious activities, or otherwise endorse religion to her students.
4. A formal letter will be placed in her personnel file in accordance to policy.
5. As a system we will use this as an opportunity to have a local attorney speak to our teachers in August or September about this and similar concerns.

I may be reached at 931.433.3565 or bheath@lcdoe.org for further communication.

Sincerely,



Bill Heath, Director  
Lincoln County Schools