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November 19, 2013

Tiffany Anderson
2 N Avena Ave.
Lodi, CA 95240

Dear Tiffany,

This letter is in response to your letter to me dated November 13, 2013. You state I have made clear you have not been terminated and you request reassignment. You are correct you have never been separated and remain on an unpaid leave of absence while your disability retirement application remains pending. This was previously communicated to you, and nothing has changed. Based on your doctor's notes and your own communications about your permanent restrictions, the District understood you would not be able to return to your previous position because you cannot perform the essential function of your position with or without reasonable accommodation.

Further, no open positions have existed for which you are qualified and could perform. Unfortunately, nothing has changed in this regard—no such open positions exist. Putting aside whether or not you could perform the work with your restrictions, the four reassignment "preferences" you identify in your letter, are not open positions. The District is not obligated to create a new position for you to try to meet your permanent restrictions. You reference that you have been awaiting a reassignment offer from the prior manager Stroh. I just reiterate that since you have been off work, no open position has ever existed to which you could be reassigned. At this time, with your disability retirement application still pending, the District will continue to keep you on an unpaid leave of absence.

I refer you back to the District's many prior communications with you regarding your status.

As always, please feel free to contact me to discuss your status or if you have any questions.

Eddie Lucchesi,

Eddie Lucchesi
Manager