



BOARD OF TRUSTEES

FRANCIS GROEN
PRESIDENT
CITY OF RIPON

MARC WARMERDAM
VICE PRESIDENT
SAN JOAQUIN COUNTY

MIKE MANNA
SECRETARY
SAN JOAQUIN COUNTY

CITY OF ESCALON
JOY MEEKER

CITY OF LATHROP
OMAR KHWEISS

CITY OF LODI
JACK V. FIORI

CITY OF MANTECA
JACK SNYDER

CITY OF STOCKTON
GARY LAMBDIN

CITY OF TRACY
CHESTER C. MILLER

SAN JOAQUIN COUNTY
FRANK DEBENEDETTI

SAN JOAQUIN COUNTY
GREGORY O'LEARY

LEGAL ADVISOR
CHRISTOPHER K. ELEY

November 20, 2012

Tiffany Anderson
2 N Avena Ave.
Lodi, CA 95240

Dear Tiffany,

I hope you are doing well. I write regarding your current status and employment situation. As you know, the District has permitted you to continue on a leave of absence since November 28, 2011. During that time, we have attempted on several occasions to meet and / or communicate with you to try to confirm your status and engage you in a dialogue to make sure no reasonable accommodations existed that would allow you to return to work. We have also asked you to have your doctor provide us with something confirming your restrictions, and whether any accommodations existed that would allow you to return. If your doctor indicated you could not perform the essential functions at the time, with or without accommodations, we asked for information about when you might be able to return. You have refused to have your doctor provide us with any information.

Additionally, you have not provided us with timely updated doctor's notes indicating the need for a continued leave. The last doctor's note you submitted to the District was on July 25, 2012, and it indicated you were seeing your doctor again on August 29, 2012. We have not received any further note since then. As communicated to you previously, the fact that you have a pending worker's compensation claim does not relieve you of your obligation to communicate directly with the District regarding your ability to work.

We understand your restrictions may be permanent and will likely continue to prevent you to perform your job. We also understand you have been enrolled in law school during the day, which suggests you are not intending to return to work. Allowing you to continue on a leave of absence is not without hardship to the District. We need to immediately confirm your status.

Please contact me on or before November 30, 2012, to confirm your current status and intentions. By that time, we also request current documentation from your doctor regarding your status. If by then you have not appropriately communicated with us regarding your status and have not provided a current doctor's note, we will proceed with the understanding you do not wish to continue your employment and consider the relationship ended.

You can communicate with me directly. Thank you for your anticipated cooperation.

Eddie Lucchesi,


Manager