



Eugene School District 4J
Human Resources Department
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July 15, 2023

Re: Kirk Miller Employment

To whom it may concern

The purpose of this letter is to provide additional clarification regarding the employment separation between Kirk Miller and Eugene School District 4J. Upon the conclusion of the 2022-23 school year, both Mr. Miller and the District determined it was in all parties best interest for Mr. Miller to resign his position due to a very negative campaign waged against both Mr. Miller and the District.

In early February 2023, the District and Mr. Miller became targets of disruptive and ongoing media attention, locally, nationally and internationally. The disruption began with an assignment Mr. Miller gave to those students absent in his Health 2/Human Sexuality class through the District's online learning platform, Canvas. The District conducted a thorough investigation into the matter, including the lesson presented by Mr. Miller.

Mr. Miller presented the lesson in two different formats; one to students present in class and another online to students who were absent. Mr. Miller's delivery of the lesson in class was appropriate and consistent with how the adopted curriculum designed the lesson to be delivered. It is important to note Mr. Miller did not violate policy in his delivery of the assignment for in class students. Unfortunately, the material he posted online via Canvas was shared widely, out of context, and resulted in a very inaccurate portrayal of Mr. Miller, his intentions, and his interactions with students. Ultimately, it proved impossible for Mr. Miller to overcome many of the baseless accusations lodged against him.

Under different circumstances the district would continue to employ Mr. Miller as a teacher for the 2023-24 academic year. However, all parties understand the difficult situation recent events have created for the District and Mr. Miller and worked to agree on a path forward.

Eugene School District 4J wishes Mr. Miller success as an educator.

Sincerely,

Karen M. Hardin
Director of Human Resources