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April 30, 2007

Tara E. Sweeney
Foundation for Individual Rights in Education
601 Walnut Street, Suite 510
Philadelphia, PA 19106

VIA FACSIMILE (215) 717-3440

Dear Ms. Sweeney,

I write in response to your April 25, 2007 letter regarding Professor Walter Kehowski's employment with the Maricopa County Community College District.

As an initial matter, it is neither the policy nor practice of the District to discuss personnel matters with outside parties. Therefore, I am unable to discuss with you the specific circumstances surrounding the District's decision to terminate Mr. Kehowski's employment.

Although I cannot discuss Mr. Kehowski's specific employment situation with you, I will assure you that the District works very hard to make sure it treats all of its employees fairly and consistently. To that end, the District's technology policy restricts any employee's use of its e-mail system to promote anything other than those items set forth in the policy. As I am sure you are aware, well-settled Supreme Court case law affirms the District's ability to reasonably limit the scope of its e-mail policy. *See, e.g., Cornelius v. NAACP Legal Defense and Educational Fund, Inc., et al.*, 473 U.S. 788, 811 (1985); *Perry Education Association v. Perry Local Educators' Ass'n et al.*, 460 U.S. 37, 46 (1983).

I appreciate, and share in, your concern for the consistent and equitable treatment of educational professionals. This is precisely why enforcement of District policies is so important.

If you have any other questions or concerns, please feel free to contact Richard Galvan, Assistant General Counsel, 480-731-8875.

Sincerely,

Rufus Glasper, Ph.D., CPA
Chancellor

cc: Mr. Richard Galvan, MCCCDC, Assistant General Counsel

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