



November 20, 2017

**VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED,  
AND REGULAR U.S. MAIL**

Mr. Fabian Jaimes Quitian  
[REDACTED]

Re: Notice of Recommended Dismissal from Employment

Dear Mr. Jaimes Quitian:

On November 16, 2017, Chad Cox, Battery Creek High School (“BCHS”) Principal, received a report you kissed a female student on the cheek, attempted to kiss her on the lips, and provided her a note with inappropriate overtures. On the same date, you met with Mr. Cox, me, and Alice Walton, BCSD Chief Human Resources Officer, regarding these allegations. You were afforded an opportunity to respond to the allegations and provide a defense thereto.

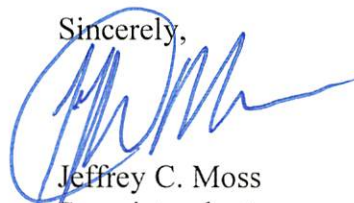
After review and investigation, in accordance with Beaufort County School District (BCSD) Administrative Regulation HRS-33, Discipline and Dismissal of Professional Staff, and South Carolina law and regulation, I am recommending to the Beaufort County School District Board of Education that you be dismissed from employment, effective immediately. You were placed on administrative leave with pay effective November 17, 2017, and you will receive your normal BCSD salary until the Board’s decision upon my recommendation. My recommendation is based upon the following:

1. You kissed a female student assigned to BCMS on the cheek.
2. You attempted to kiss the same female student on her lips. During the course of your attempt, you grabbed the student’s face with your hand and attempted to turn her face toward you such that you could kiss her on the lips. The student did not consent to being kissed on the lips and was forced to pull away from you.
3. On November 16, 2017, the female student’s class was sharing a classroom with your class.
4. On November 16, 2017, you sat down beside the same female student with a blue paper and pen. You initiated writing a note to the student.
5. On the note, you told the student “I am leaving early today . . . but I will miss your [lips].” You did not write “lips” but drew a picture of lips on the note.

6. You then wrote to the student “since you owe 2 next time you have to give me a real one . . . with everything included.” When asked by the student “what does that mean,” you responded by writing “no more cheek, from now on straight to the mouth.”
7. When told by the student “I can’t do that,” you responded “you are lying, why.” The student responded “that’s weird” to which you wrote “it is not, get ready for tomorrow.” Your final statement implied you would attempt to kiss the student the following day despite her written indication such an overture was unwarranted.
8. You told the student to throw the note away. After she left the classroom, you inspected the class trash can to determine if the student indeed threw away the note. Such clearly imparts you were aware of the impropriety of your conduct.
9. Another student provided the note to a school administrator.
10. Another student took a video recording of you writing the note to the female student and provided such to a school administrator. The video confirms you are the marker of the note.
11. After concluding the note writing, you told the female student to come to your class after fourth period the following day. You do not teach the female student, nor does she have any reason for being in your classroom after fourth period. Other than your desire to kiss or engage in additional improper behavior with the student, there was no reason whatsoever for you to request she come to your classroom.

Your actions toward a female BCHS student are wholly inappropriate, grossly immoral, a willful violation of BCSD rules and regulations, and, possibly, in violation of South Carolina law. As such, I am recommending your dismissal from the BCSD, effective immediately. I wish you the best of luck in the future.

Sincerely,



Jeffrey C. Moss  
Superintendent

cc: Alice Walton, Chief Human Resources Officer  
Chad Cox, BCHS Principal  
Personnel File