

To Whom It May Concern,


I would like to recommend Natalie Gunn for a hardship waiver from the OSAA. I have not known Natalie long, but in the short time I have known her and heard her story I really believe that Natalie will be better off competing on the track team and should be granted a hardship waiver.

As teacher for 9 years I know that the student comes before athlete on purpose. However, 9 years of coaching and teaching Science and Health has also taught me that even before the student is the person. According to Abraham Maslow's hierarchy of needs if a student does not feel safe it is almost impossible for a student to focus on their learning. Natalie's story that is collaborated by counselors is that her safety was challenged.

Natalie was at another school in our district where she was relentlessly bullied to the point she needed counseling and it affected her right to an education. At North Salem my hope is that we as Natalie's coaches and her teammates can help her in 2 of her most basic needs by providing a safe place and place she feels loved and a sense of belonging. And we can also help her provide an extra layer of accountability and she gets her life and her education back on track.

We all know the media stories of bullying. Many of us know the feelings that come with this. Most of us don't know the severity of some bullying that takes place to the point a teen needs counseling. Bullying that severe I believe is a great case for a hardship waiver as we need to look in this case as what is best for the person.

Thank you,

A handwritten signature in black ink that reads "David Malcolm". The signature is fluid and cursive, with a long horizontal stroke at the end.

David Malcolm

North Salem Assistant Track and Field Coach

To Whom It May Concern,

I am a junior here at north Salem high school. I absolutely love attending north. Sophomore year became a little rocky and I had been transferred to another school. Attending that school became very hard after getting sick and missing days. After I came back I got a lot of negative comments from my class mates that made me upset and not want to go. I also had a few problems with teachers who would embarrass me in class with bringing up my absence which did not make me feel welcome into the environment. After a struggle and my grades lowering my School counselor explained I could no longer attend the school. She understood I did my best in bringing my grades up. I had multiple meeting with her and study tables. We had a plan to bring them up but with how far behind I was there simply wasn't enough time. I was scared for the change but being back at north has been the best thing for me. I am involved and happy.

This is my first year trying track. I was scared at first but the people and coaches I have met along the way have done nothing but support me. They make me want to do my best in my events and academically as well. I believe track would benefit me in being a part of a team, representing my school and motivation to keep my grades up. If we miss class unexcused or have a bad grade we cannot practice or compete. With those rules I believe this would give me the motivation to keep everything up in order to do something I enjoy. I attended north Salem as a freshman and I was involved in the theatre program and I did not fail one class that year because I had to keep my grades up in order to be in plays. I believe the opportunity in being involved in this sport will benefit myself and my lifestyle greatly.

Thank you so much for your time and consideration.

A handwritten signature in blue ink that reads "Natalie Gunn". The signature is written in a cursive, flowing style.

Natalie Gunn

To whom it may concern:

April 7, 2016

My name is Jamie O'Brien. My daughter Natalie Gunn is a student at North Salem High school. Natalie has had a very rough last few years while attending school. She has gone thru a lot with her health since she was in the 6<sup>th</sup> grade. It has caused her to miss a lot of school and fall behind, we transferred her to another school in hopes that it would be a fresh start for her and she could start anew. Unfortunately, that did not happen, Natalie still struggled with some health conditions that caused her to fall behind and miss school again. She worked with her counselor at school along with her outside counselor to make a plan to get caught up. She tried very hard and was successful in some areas, but not enough to keep her transfer in progress. Along the way, during the process she was also given a hard time from other classmates about when she would miss school. Some of the things people would say to her, really upset her and made her feel even more down on herself and depressed. Natalie is a very bright and energetic girl; she just struggles to find her place. She recently has taken a liking to track at North, she has been doing everything to stay on top of school work while making sure she takes care of herself as well. Natalie shines when she talks about track and the friends she has made along with the teacher whom have made her feel welcome. I am asking to please allow her to be a part of this opportunity, I feel that it will help keep her focused and able to move forward.

Thank you for your time, if there are any additional questions please contact me,

Jamie O'Brien

A handwritten signature in blue ink that reads "Jamie O'Brien". The signature is written in a cursive style with a large, looping initial "J".