



March 10, 2021

Shea Lazansky
Shaw Media

VIA EMAIL – slazansky@shawmedia.com

Re: FOIA Request dated February 22, 2021 and received February 24, 2021

Subject: Requesting any and all disciplinary records and complaints filed between 2006 and 2021 involving Oswego High School Dean's Assistant Jon Vallo.

Dear Ms. Lazansky:

This letter will serve as Oswego Community Unit School District 308's response to your February 24, 2021 request under the Freedom of Information Act (5 ILCS 140/1 et seq.), in which you asked for the above referenced information. The information responsive to your request is attached.

To promote district transparency and assist others who may have a similar question, this responsive document will be posted online on the district's website. To access it, go to www.sd308.org and select *Our District > Freedom of Information Act Request > FOIA Requests Responses -2021>then select FOIA ID #21-09*.

Please let me know if you have additional questions. Thank you.

Carrie Szambelan

Carrie Szambelan
Freedom of Information Officer



Christopher Grays <cgrays@sd308.org>

Happy Black History Month from BSA

Allison Abels <aabels@sd308.org>

Sun, Feb 21, 2021 at 2:36 PM

To: Jon Vallo <jvallo@sd308.org>

Cc: Shaunise Thomas <sthomas01@sd308.org>, OHStaff <ohstaff@sd308.org>

I would like to point out that this is inappropriate to ask, especially on an all-staff email.

The phrase "Black Lives Matter" is inclusive. It implies that black lives matter "too." It is not saying *only* black lives matter. It is about focus, not exclusion. The t-shirt made by BSA is not negative.

White people in America have privileges that Black and brown people do not. This deserves to be recognized specifically and directly.

Allison

[Quoted text hidden]



Christopher Grays <cgrays@sd308.org>

JV

1 message

Michael Leali <mleali@sd308.org>

Sun, Feb 21, 2021 at 3:13 PM

To: Christopher Grays <cgrays@sd308.org>, Brian Cooney <bcooney@sd308.org>

Good afternoon,

I am sure I'm one of a million emails you are getting today regarding Jon Vallo's horrifying, offensive, and incredibly inappropriate email response to Shaunise (and everyone else). With the utmost respect, I am adding my voice to those who are looking for the appropriate disciplinary action to be taken. Thank you.

Sincerely,

Michael Leali (he/him)

English Educator

Oswego High School

SD308

Currently reading: *The New Jim Crow* by Michelle AlexanderRecently finished reading: *George* by Alex Gino



COMMUNITY UNIT
SCHOOL DISTRICT
World-Class Schools Serving Caring Communities

NOTICE OF WRITTEN WARNING

February 26, 2021

SENT VIA US MAIL and EMAIL (jvallo@sd308.org)

Jon Vallo
[REDACTED]

Dear Mr. Vallo,

On February 25, 2021, at 3:00 P.M., an Investigatory Meeting was held in the Conference Room at Oswego High School. Present at the meeting was Chris Grays, Principal; David Jones, Dean; Ron Newcomer, OTA President; and myself. On Tuesday, February 23, 2021, at 9:18 A.M. you sent an email to decline participation in the meeting which also authorized Ron Newcomer to advocate on your behalf in your absence.

During the meeting the following facts were gathered:

- On Sunday, February 21, 2021, 2:23 P.M., you included all staff members at Oswego High School in your reply to an email generated by Shaunise Thomas titled *Happy Black History Month from BSA*.
- On Sunday, February 21, 2021, at 2:42 P.M., you were copied on a response to that email which was sent to all staff members at Oswego High School with the directive from the principal, Chris Grays, to refrain from any further replies to the email from Ms. Thomas. Email records generated by Brent Kiger—District Systems Manager proves that you did, in fact, read this email at 2:51 P.M. on Sunday, February 21, 2021.
- On Sunday, February 21, 2021, at 2:58 P.M., after having read the directive to refrain from any further replies, you sent another response to this email which was in direct violation of the prior-issued directive.

As a result of my investigation, I find that your conduct on February 21, 2021 was insubordinate. This finding is due to the fact that you received a directive to refrain from further replies, read the directive, and then took action which was contrary to the directive issued. Insubordinate conduct, such as this, is corrosive to the climate and culture of this District and runs contrary to our values. The fact that this conduct originated with a Lead Dean's Assistant, who is a member of the building's leadership team, served as a direct challenge to leadership of the principal, Chris Grays.

Stacy Turner

*Assistant Director of
Human Resources*

DISTRICT ADMINISTRATION CENTER • 4175 ROUTE 71 • OSWEGO, IL 60543

P: (630) 636-3480 • F: (630) 636-3669 • sturner01@sd308.org • WWW.SD308.ORG



COMMUNITY UNIT
SCHOOL DISTRICT

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In accordance with the OTA collective bargaining agreement, this letter will serve as a written warning for your insubordinate actions on February 21, 2021. It will be filed in your official personnel file and it may be removed upon your written request after two (2) years from the date of this letter. Additionally, and effective immediately, I am exercising the authority that has been delegated to me under Board Policy 5:270 to transfer you from the role of Lead Dean's Assistant to Dean's Assistant.

Going forward, you are hereby directed to refrain from any further incidents of this type. Your failure to comply with this directive will result in further disciplinary action, up to and including termination, per the terms and conditions of your collective bargaining agreement.

If you have any questions regarding the content of this letter, you may contact me directly or through your OTA representative.

Sincerely,

Stacy Turner
Assistant Director of Human Resources

cc: Kenneth Miller, Executive Director of Human Resources (via e-mail)
Chris Grays, Principal, Oswego High School (via e-mail)
David Jones, Dean, Oswego High School (via e-mail)
Ron Newcomer, OTA President (via e-mail)

Stacy Turner

*Assistant Director of
Human Resources*

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NOTICE OF WRITTEN WARNING - 2.26.2021

Jon Vallo <jvallo@sd308.org>

Fri, Feb 26, 2021 at 7:24 PM

To: Stacy Turner <sturner01@sd308.org>

Cc: Kenneth Miller <kmiller01@sd308.org>, Christopher Grays <cgrays@sd308.org>, David Jones <djones03@sd308.org>, Ronald Newcomer <rnewcomer@sd308.org>

2/26/21

Response to written letter.

Although I acknowledge the I received this email ,
I disagree with the consequences.

When Bret monitored the email , he would know that [REDACTED] , one
of the email people that made additional inaccurate comments,
on that email which he also responded twice after the email should
of been halted ,
received nothing for his interactions.

I worked hard for many years with many positive results for
students and staff , and being the lead deans asst. that made a big
difference in that role.

To have that taken , loss of stipend , title , and a written notice is
very extreme in my opinion.

A verbal would of been appropriate.

This email can be placed in my file with the written report.

Sorry for your time wasted on this incident .

Thank you for your time.

J.Vallo

[Quoted text hidden]

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