



August 25, 2022

Aimee Morrissey  
Illinois Policy.org

**VIA EMAIL – [amorrissey@illinoispolicy.org](mailto:amorrissey@illinoispolicy.org)**

Re: FOIA 22-38 Request dated 7/7/2022.

**Subject:** The number of misconduct complaints filed against teachers in the district by year, beginning with 2011-2012 school year until present; The names of teachers against whom the complaints were filed and the reason the complaint was filed; Any documents related to the misconduct claims, redacted to remove identification of students/minors involved; The resolution or outcome of the complaints.

Dear Ms. Morrissey:

This letter will serve as Oswego Community Unit School District 308's response to your 7/7/2022 request under the Freedom of Information Act (5 ILCS 140/1 et seq.), in which you asked for the above referenced information. Attached please find our response to your request.

Pursuant to 7.5(q) of the Freedom of Information Act (5 ILCS 140/1 et seq.) information older than 4 year is prohibited from being disclosed as per the Personnel Review Act.

You have a right to have the denial of your request reviewed by the Public Access Counselor (PAC) at the Office of the Illinois Attorney General. 5 ILCS 140/9.5(a). You can file your Request for Review with the PAC by writing to:

Public Access Counselor  
Office of the Attorney General  
500 South 2nd Street  
Springfield, IL 62706

If you choose to file a Request for Review with the PAC, you must do so within 60 calendar days of the date of this denial letter. Please note that you must include a copy of your original FOIA request and this denial letter when filing a Request for Review with the PAC. You also have the right to seek judicial review of your denial by filing a lawsuit in the State circuit court. 5 ILCS 140/11.

To promote district transparency and assist others who may have a similar question, go to [www.sd308.org](http://www.sd308.org) and select *Our District > Freedom of Information Act Request > FOIA Request Responses>FOIA Requests Responses -2022 for information on previous requests.*

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

*John Petzke*

John Petzke  
Assistant Superintendent of Operations/  
Freedom of Information Officer



COMMUNITY UNIT  
SCHOOL DISTRICT

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**WRITTEN WARNING**

VIA EMAIL (Sbenson@sd308.org)

May 6, 2021

Susan Benson  
[REDACTED]

Dear Ms. Benson,

On Wednesday, May 5, 2021 at 7:45 A.M. you attended an investigatory meeting at Transition Center. Also present were Elizabeth Palatine—Co-President of the OEA, Keith Mecklenburg—Special Education Coordinator, and myself.

At the meeting it was established that on the morning of Tuesday, April 27, 2021 you were working on craft projects with the “Blue Group,” and that the students were having difficulty following directions regarding how to pair different items with stickers by theme. During the meeting you mentioned that *“They were starting to look like a bunch of kids had done it, a bunch of children...”* and that you became frustrated by this. You went on to admit that you said to the group,

*“Would you rather our customers come in and look around because they feel sorry for a bunch of retards, or would you rather they come in, look around, like what they see, and buy things because we’re a bunch of young professionals?”*

When you were asked why you said this, you responded by saying, *“I was just impulsive.”*

Having concluded my investigation, I find that your conduct on April 27, 2021 violated the following Board Policies:

- Board Policy 7:20 “Harassment of Students Prohibited” on the grounds that you used a derogatory slur when referring to your students,
- Board Policy 5:230 “Maintaining Student Discipline” on the grounds that your impulsive outburst was the very essence of an excessive temper display, and
- Board Policy 5:120 “Ethics and Conduct” on the grounds that you violated the “Code of Ethics for Illinois Educators” by failing to ensure that the learning environment respected the inherent dignity and worth of your students regardless of disability.

This letter serves as a written warning that has been issued pursuant to Article VII, Section I, of the OEA collective bargaining agreement, which will be placed in your personnel file. After a period of two (2) years, you may submit a written request to my attention to ask for the written warning to be removed, and after a period of four (4) years, a written request for removal must be granted.

**Kenneth Miller**

*Executive Director of  
Human Resources, Payroll  
and Benefits*

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Going forward, you are hereby directed to refrain from the use of derogatory slurs when working in an official capacity, to refrain from excessive temper displays, and to ensure that the learning environment is respectful of the inherent dignity and worth of each student in accordance with the "Code of Ethics for Illinois Educators" at all times. You are also hereby warned that any violations of this directive will result in subsequent disciplinary action—up to and including termination—as outlined in your collective bargaining agreement, and/or a recommendation to the Board of Education that you receive a "Notice to Remedy."

It is your responsibility to contact me immediately if you have any questions regarding the contents of this letter or the District's expectations for your conduct going forward.

Sincerely,

Kenneth L. Miller, PHR  
Executive Director of Human Resources, Payroll and Benefits

cc: Dr. John Sparlin, Superintendent (via email)  
Keith Mecklenburg, Special Education Coordinator (via email)  
Andrew Gothelf, Co-President, Oswego Education Association (via email)  
Elizabeth Palatine, Co-President, Oswego Education Association (via email)  
Personnel File

**Kenneth Miller**

*Executive Director of  
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## **WRITTEN WARNING**

December 18, 2019

**SENT VIA EMAIL (Bcronin@sd308.org)**

Brian Cronin  


Dear Mr. Cronin,

On Friday, December 13, 2019 at 1:45 P.M. you attended an investigatory meeting in the main conference room at Oswego High School regarding an incident that occurred in the auditorium on the morning of December 11, 2019. Also present at this meeting was Tania Sharp—Assistant Principal at Oswego High School, Andrew Gothelf—OEA Co-President, Elizabeth Palatine—OEA Co-President, Raphael Daniels—IEA/NEA UniServ Director, Marie Strejc-Wood—OEA Building Representative, and myself.

During the meeting, we discussed the incident that occurred in the auditorium on the morning of December 11, 2019 where a parent complaint alleged that you gave her son a “smack” on the head in an apparent attempt to “awaken” him. When asked about the incident, you stated that you tapped the students on the top of their heads with the back of your hand and that you did not try any verbal prompting to get the students to pay attention first. I asked you to “tap” me the way that you “tapped” the students, you refused, and then demonstrated using a half-full plastic fast food beverage provided by Andrew Gothelf. When you demonstrated, you made contact with the cup using the back of your hand, and the beverage moved slightly from its original position. When you were asked why you felt it appropriate to take that action, you said that *“they were slouched in their chairs and [their heads were] the only part that I could get to. I had to climb over other students, I wanted to make it quick.”*

As a result of my investigation, I find that your conduct on December 11, 2019 violated Board Policy 5:230 *“Maintaining Student Discipline”* on the grounds that you exercised force against two students outside the context of a legitimate threat to personal safety, the safety of others, or the defense of property.

This letter serves as a written warning, which will be filed in your official personnel file. Upon your written request, it may be removed from your official personnel file after two (2) years from the date indicated on this letter.

Going forward, you are hereby directed to refrain from the use of force outside of a legitimate threat to personal safety, the safety of others, or the defense of property. Furthermore, you are hereby directed to abide by Board Policy 5:230 *“Maintaining Student Discipline”* at all times.



Your failure to comply with the directives outlined in this letter, and any future acts of misconduct may result in further discipline, up to and including dismissal, per the terms and conditions of your collective bargaining agreement. I am available to speak with you should you have any questions or need any clarification regarding the contents of this letter or the District's expectations for your conduct.

Sincerely,

A handwritten signature in black ink, appearing to read "Kenneth L. Miller".

Kenneth L. Miller, PHR

Executive Director of Human Resources, Payroll and Benefits

cc: Michael Wayne, Principal, Oswego High School (via email)  
Andrew Gothelf, OEA Co-President (via email)  
Elizabeth Palatine, OEA Co-President (via email)  
Personnel File



# Community Unit School District 308

**PLANK JUNIOR HIGH SCHOOL**  
510 Secretariat Lane  
Oswego, IL 60543  
630-551-9400

**Mr. Tyler Haymond, Principal**  
**Mrs. Bailey Campbell, Assistant Principal**  
**Mrs. Katie Jones, Assistant Principal**

## NOTICE OF WRITTEN WARNING

November 5, 2021

**SENT VIA HAND DELIVERY AND EMAIL ([ddaggett@sd308.org](mailto:ddaggett@sd308.org))**

Deryl Daggett

Dear Ms. Daggett,

On November 4, 2021, at 10:45 A.M. you attended an Investigatory Meeting in my office at Plank Junior High School. Also present at the meeting was Sean Daleiden, OEA Representative, and myself.

During the meeting the following facts were gathered:

- On the afternoon of November 1st 2021, during your 6th period EL Math class, you left the building at approximately 12:10 PM and returned at approximately 12:42 PM, leaving your classroom unattended for approximately 32 minutes. During this time another teacher needed to cover your classroom and supervise your students.
- During the investigatory meeting, you admitted that you were "moving too fast" and thought that it was your 7th period lunch time. You also admitted that you made a mistake, and that you were sorry.
- You acknowledged that you didn't think to let administration know after you returned to school about the time away from class.
- During the investigatory meeting, you provided a strategy for slowing yourself down by putting a written example of the class schedule on your classroom door, and visual reminders such as a stop sign.
- Mr. Haymond provided a paper copy of the hourly schedule to accompany your visual aide.
- You indicated that you may be interested in outside assistance for help with organization and slowing down. Mr. Haymond will provide the employee assistance number.
- On March 10, 2021, you received a written notice of verbal warning in which expectations were expressed for schedule coverage, as well as procedures outlined in the event that a class needed to be covered in the event of an emergency. This violated Board Policy 5:200 for failing to work the assigned supervision period as scheduled.

As a result of my investigation, I find that your conduct on 11/1/2021 violated Board Policy 5:200 again for failing to adhere to the assigned schedule and missing a classroom instructional period outlined on the master schedule, leaving students unsupervised for a large portion of the class period which then needed to be covered by another staff member.

This letter serves as a written warning, which will be filed in your official personnel file. Upon your written request, it may be removed from your official personnel file after two (2) years from the date indicated in this letter.

Plank Junior High School is a community of unique individuals who support one another in realizing their full potential by providing meaningful opportunities for academic, emotional, and social growth.





## Community Unit School District 308

**PLANK JUNIOR HIGH SCHOOL**  
510 Secretariat Lane  
Oswego, IL 60543  
630-551-9400

**Mr. Tyler Haymond, Principal**  
**Mrs. Bailey Campbell, Assistant Principal**  
**Mrs. Katie Jones, Assistant Principal**

Going forward, you are hereby directed to ensure that you adhere to the set schedule of the school day and attend your classes and duties in a timely manner. Your failure to comply with the directives outlined in this letter and any future violations may result in further discipline up to and including dismissal per the terms and conditions of your collective bargaining agreement. I am available to speak with you should you have any questions or need clarification concerning the content of this letter.

Sincerely,

Tyler Haymond, Principal

cc: Kenneth Miller, Executive Director of Human Resources (via e-mail)  
Stacy Turner, Assistant Director of Human Resources (via e-mail)  
Andrew Gothelf, Co-President, OEA (via e-mail)  
Elizabeth Palatine, Co-President, OEA (via e-mail)  
Personnel File



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## Notice of Written Warning - 11.5.2021

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Deryl Daggett <ddaggett@sd308.org>

Fri, Nov 5, 2021 at 11:04 AM

To: Tyler Haymond <Thaymond@sd308.org>

Cc: "Kenneth Miller (308 List)" <KMiller01@sd308.org>, Andrew Gothelf <Agothelf@sd308.org>, Elizabeth Palatine <Epalatine@sd308.org>, Stacy Turner <sturner01@sd308.org>

Got it. Thank you.

Please note:

1. I did NOT leave during my 6th period class - I left at the start of passing period.
2. We did not discuss "organization" at all. My organizational skills are not the issue.
3. You did not mention in your letter a key component -- it was an exceptionally hectic morning, which threw me off time-wise.

Please include my "addendum" to your letter in the file. Thank you.

[Quoted text hidden]

--

*Deryl Daggett*

EL Teacher

Plank Jr. High

510 Secretariat Lane

Oswego, IL 60543

630.551.9451

## **WRITTEN WARNING**

December 14 2021

**SENT VIA EMAIL** (ddaggett@sd308.org)

Deryl Daggett



Dear Ms. Daggett,

On December 2nd, at 10:45 you attended an Investigatory Meeting with Mr. Haymond and Mrs. Campbell at Plank Junior High School. You were accompanied by Mr. Daleiden as your union representation.

During the meeting the following facts were gathered:

- Mr. Haymond shared that a parent had reported to me that there was an incident that happened on November 22, 2021 involving her child that Ms. Daggett sprayed the student on the neck and the phrase "What goes around comes around" using a student's water bottle.
- In investigating with several students in the class, students confirmed that this took place.
- Your recollection of events in the classroom started with Student G getting your attention saying "He just squirted me!" You responded "with what?" and Student G pointed to the water bottle. You took the water bottle and put a couple of drips on Student D's neck.
- You reflected in our meeting and stated "I shouldn't have done that", and "That was dumb...", and you stated that your intent was that you were trying to be "fun", "free-spirited", and were "messing around".
- You also stated that you wanted to make a point, stating "what goes around comes around" to the student. You stated your reasoning was that you didn't want to have water squirting fights happening in your classroom.
- Mr. Haymond asked if you were struggling with any disciplinary responses in your class. You did say that you were struggling with students blurting out, moving out of their seats, attention seeking behavior, possible academic dishonesty involving one student, and that this particular group of students have several classes together and are very comfortable with each other. Mr. Haymond offered assistance in ideas to support classroom disciplinary responses.
- Mrs. Campbell offered to observe in class and provide feedback for support.
- Mr. Haymond discussed disciplinary responses to this behavior that would be appropriate if this was something that continued, including private conversations with the student and discussions using empathy.

As a result of my investigation, I find that your conduct on November 22, 2021 was in violation of Board Policy 5:120 "Ethics and Conduct" on the grounds that it was unprofessional and inappropriate to have sprayed a student with water. I also find that your conduct violated Board Policy 5:230 "Maintaining Student Discipline" on the grounds that your method of administering discipline in this situation may have been damaging to the students involved.

This letter serves as a written warning that has been issued pursuant to Article VII, Section I, of the OEA collective bargaining agreement, which will be placed in your personnel file. After a period of two (2) years, you may submit a written request to the attention of the Executive Director of Human Resources to ask for it to be removed, and after a period of four (4) years, the Executive Director of Human Resources must grant your written request to have it removed.

Going forward, you are hereby directed to ensure that you respond appropriately to student misbehavior through discussions, private conversations, and appropriate classroom management techniques. If you are unsure of the disciplinary response to take in a situation, please defer to an administrator to support in student discipline.

Your failure to comply with the directives outlined in this letter may result in further discipline up to and including dismissal per the terms and conditions of your collective bargaining agreement. I am available to speak with you should you have any questions or need clarification concerning the content of this letter.

Sincerely,

Tyler Haymond  
Principal, Plank Junior High School

cc: Kenneth Miller, Executive Director of Human Resources (via e-mail)  
Elizabeth Palatine, Co-President, OEA (via e-mail)  
Andrew Gothelf, Co-President, OEA (via e-mail)  
Personnel File

**WRITTEN WARNING**

October 29, 2020

SENT VIA EMAIL (Kgabehart@sd308.org)

Kristi Gabehart  
[REDACTED]

Dear Ms. Gabehart,

On Tuesday, October 27, 2020 you attended an investigatory meeting via Google Meet regarding allegations that you failed to log into "Go Live!" sessions with your students on October 8, 9, 13, and 16, 2020. Laura Bingham—Principal of Murphy Junior High School, Andrew Gothelf—OEA Co-President, Elizabeth Palatine—OEA Co-President, and myself also attended.

**Investigation:**

During the meeting, we discussed your understanding of the expectations for Teachers during "Go Live!" sessions and the expectations for Teachers who must miss a "Go Live!" session, which were aligned with District guidelines. When you were asked about your attendance during the month of October, you stated that you were absent on the four days in question (October 8<sup>th</sup>, 9<sup>th</sup>, 13<sup>th</sup>, and 16<sup>th</sup>), and took two personal days on October 14<sup>th</sup> and October 15<sup>th</sup>. I then asked why you were absent on the four days in question, and you stated that you were sick. I proceeded to ask why only the 14<sup>th</sup> and 15<sup>th</sup> were in AESOP, and you responded at first by stating that you thought they were submitted. At that point, I shared my screen virtually to show the AESOP access log that showed you made no effort to log in at any point during the 2020-2021 school year prior to October 13, 2020.

After seeing the evidence that you did not login, you said that you were experiencing login issues that prevented you from logging into the website, and had gone so far as to call another Teacher to find out if they were having problems. When I asked for that Teacher's name, you responded by saying "*she teaches in another District.*" I then said that there's a significant discrepancy in your story, and went on to say that it's impossible for one to think the days were submitted if they were unable to log into the website. Furthermore, I offered to discontinue the investigation in it's entirety if you could provide any proof whatsoever (e.g. screenshot of browser history) that you had accessed the AESOP website at any point between July 1, 2020 and October 12, 2020. At that point Andrew Gothelf and Elizabeth Palatine asked for a brief caucus, and we resumed the investigatory meeting after approximately 30 minutes. Upon your return, you were asked if there was any documentation to show that any effort had been made to log into AESOP, to which you stated that you have four devices and it will take some time to go through.

**Kenneth Miller**

*Executive Director of  
Human Resources, Payroll  
and Benefits*

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I continued the meeting by asking if you, at any point, during the four days in question went live with your students. You responded that you did not “Go Live!” and that you instead provided activities and independent work for the students to perform because you were out sick. I asked for clarification about the nature of your illness, as there were pictures posted to your publicly visible Facebook site that showed you in Florida during the time in question, and said that it’s highly suspect that one would take two days of sick leave, and then take two personal days, and then take another day of sick leave. [REDACTED]

**Finding:**

As a result of my investigation, I find that you were absent without leave on October 8, 9, 13, and 16, 2020 on the grounds that you failed to ensure that your absences were properly recorded in the District’s electronic absence management system. Since you failed to input your absences on the four days in question into the District’s electronic absence management system (AESOP), I find that you should have been working on the days in question. Accordingly, I find that your conduct violated the terms of the August 14, 2020 MOU between District 308 and the OEA which states “*Teachers need to be accessible and working from 8:00 – 3:00 Monday – Friday (except for lunch and individual plan time) and be punctual to all classes and meetings...,*” and “*Teachers should be live with students at the start of each Go Live! session.*”

Furthermore, I find that your answer to the question of why the days in question were not recorded into AESOP violated Board Policy 5:120 “*Ethics and Conduct*” which reads, in part, “*All District employees are expected to... demonstrate integrity and honesty.*” One cannot, in good conscience, state that they thought the days had been submitted, and when confronted with proof that they had not logged into AESOP, state that they were experiencing login issues instead.

**Outcome:**

This letter serves as a written warning per Article VII, Section I, of the OEA collective bargaining agreement, which will be placed in your official personnel file. Upon your written request, it may be removed from your official personnel file after two (2) years from the date indicated on this letter, and will be removed—upon your written request—after four (4) years from the date indicated on this letter.

Additionally, as you lacked valid cause to be absent—even if the days had been properly recorded in AESOP—on at-least two of the four days in question, and have utilized your entire allotment personal leave for the 2020-2021 school year, two of the four days in question will be adjusted to unpaid days off. The reduction in pay resulting from these unpaid days will be timed to coincide with the payroll where internal substitution is scheduled to be paid in January 2021.

**Kenneth Miller**

*Executive Director of  
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Going forward, you are hereby directed to ensure that you are working on behalf of the District at all times during working hours, except for duty-free lunch/preparation periods and in cases where accrued paid leave has been input into AESOP for reasons that comply with the collective bargaining agreement. Furthermore, you are hereby directed to ensure that you display integrity and honesty, as required by Board Policy 5:120 *"Ethics and Conduct,"* when responding to questions from the Administration in your official capacity.

If you violate the directives contained in this Written Warning by being absent without leave, by utilizing accrued paid leave for reasons other than those specifically enumerated in your collective bargaining agreement, or by failing to demonstrate integrity and honesty when responding to questions posed by the Administration in your official capacity, you will be subject to further disciplinary action, up to and including dismissal, per the terms and conditions of your collective bargaining agreement. Additionally, you are hereby notified that in the event that the directives contained in this Written Warning are violated, the District may exercise its right to ask the Board of Education to hold a public vote on the question of whether to issue a *"Notice To Remedy"* in accordance with the Illinois School Code.

If you have any questions regarding the content of this letter, please contact me directly or via your OEA representative.

Sincerely,

Kenneth L. Miller, PHR

Executive Director of Human Resources, Payroll and Benefits

cc: Laura Bingham, Principal, Murphy Junior High School (via email)  
Andrew Gothelf, Co-President, Oswego Education Association (via email)  
Elizabeth Palatine, Co-President, Oswego Education Association (via email)  
Payroll  
Personnel File

**Kenneth Miller**

*Executive Director of  
Human Resources, Payroll  
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**WRITTEN WARNING**

April 21, 2022

SENT VIA EMAIL (cjones04@sd308.org)

Cecelia Jones  
[REDACTED]

Dear Ms. Jones,

On Tuesday, April 19, 2022 at 4:00 P.M. you attended an investigatory meeting in the conference room at Wolf's Crossing Elementary School. Also present were Elizabeth Palatine—OEA Co-President, Jeffrey Rainaldi—Assistant Principal at Wolf's Crossing, Kenneth Miller—Executive Director of Human Resources, Payroll and Benefits, and myself.

It was established at the meeting that on April 12, 2022 you showed the movie "Pay It Forward" to a group of fifth grade students from Wolf's Crossing Elementary School whose parents had opted them out of attending a presentation. When I asked you how you determined that this movie was appropriate, you said that you did a google search, saw that it discussed empathy, and thought it was rated "PG." I then asked you if you read the questions when you printed out the worksheets, and you said *"I honestly didn't read it. I trust teachers-pay-teachers so I honestly didn't read it and I've never had any problems before. I didn't... preview the problems."* When I brought up that three parents had complained about their students seeing adult situations, drug abuse, and violence, and then asked if you saw a concern with the movie, you replied "It was a horrific mistake and I don't know why I was moving so fast that day." I then asked why you didn't stop the movie and pivot to a different activity. You said "I did stop playing it at one point and got out the worksheets...this movie wasn't what I intended and it wasn't what I hoped it was going to be."

This letter serves as a written warning that has been issued pursuant to Article VII, Section I, of the OEA collective bargaining agreement, which will be placed in your personnel file. After a period of two (2) years, you may submit a written request to my attention to ask for the written warning to be removed, and after a period of four (4) years, a written request for removal must be granted.

Cortnye Russell • PRINCIPAL • crussell01@sd308.org



Jeff Rainaldi • Assistant Principal • jrainaldi01@sd308.org



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Going forward, you are hereby directed to exercise sound instructional judgment and refrain from using materials in the classroom that aren't age or developmentally appropriate in the classroom. Any violations of this directive will result in subsequent disciplinary action pursuant to the OEA Collective Bargaining Agreement.

It is your responsibility to contact me immediately if you have any questions regarding the contents of this letter or the District's expectations for your conduct going forward.

Sincerely,

Cortnye Russell

Principal, Wolf's Crossing Elementary School

cc: Kenneth Miller, Executive Director of Human Resources (via email)  
Andrew Gothelf, OEA Co-President (via email)  
Elizabeth Palatine, OEA Co-President (via email)

Cortnye Russell • PRINCIPAL • [crussell01@sd308.org](mailto:crussell01@sd308.org)

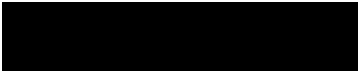


Jeff Rainaldi • Assistant Principal • [jrainaldi01@sd308.org](mailto:jrainaldi01@sd308.org)



December 10, 2018

**VIA EMAIL ([mlee@sd308.org](mailto:mlee@sd308.org))**

Maria Lee  


Dear Ms. Lee,

On Wednesday, December 5, 2018 at 12:00 P.M. you attended a pre-disciplinary meeting at the District Administrative Center in my office regarding the student incident that occurred on the afternoon of October 31, 2018. Also present at this meeting were Andrew Gothelf—Oswego Education Association (OEA) Co-President, Elizabeth Palatine—OEA Co-President, Raphael Daniels—IEA/NEA UniServ Director, Tyler Haymond—Principal of Plank Junior High School, and myself.

During the meeting, you were asked to describe the incident that took place during your lunch-duty on October 31, 2018, and were shown a copy of the surveillance camera footage that showed you having grabbed a student's arm above the elbow and pulled him out of the lunch line with sufficient force to cause him to have stumbled. When you were asked to describe the incident, you said that on that afternoon you were supervising the food-service area, heard two students—one male, one female—arguing, and that you thought they were going to fight. You also said that you pulled the male student out of line to protect the female student and keep him from fighting her, and that after you pulled the male student out of line you told him *"you know what you did right?"* and *"you're not that dumb."*

After you gave your description of the events that transpired on October 31, 2018, you were asked if you heard the students exchange any explicit threats of harm, how close they were to one another during the argument, and if you issued any verbal commands to the student before you made the decision to use force. You responded that you didn't hear any explicit threats of harm because you weren't listening very closely, that the two students were close enough to be in each other's personal space during the argument, and that you didn't issue any verbal commands before you grabbed him and pulled him out of line. Raphael Daniels stated that the student's actions on tape—shaking his arm, pointing at the other student, and acting like he was going to hit you after the incident—were evidence of a threat to safety that supported your use of what he referred to as reasonable force. I clarified that the student had taken steps backward before he shook his arm once and started to point at the other student, and that there was no way you could have known the student would act as if he wanted to hit you prior to the incident. Then, to ensure that there was absolutely no prior knowledge of aggressive or threatening behavior by this student, I asked you if you knew or had interacted with this student in the past. You replied that you had no prior interaction with the student and did not know him as he was not one of your ELL students.

It is the finding of my investigation that your conduct on October 31, 2018 violated Board Policy 5:120 *"Ethics and Conduct"* because the decision to utilize force was unprofessional and inappropriate, and Board Policy 5:175 *"Maintaining Student Discipline"* because your decision to utilize force was not necessary to maintain the safety of students, school personnel, property, or yourself. The surveillance footage and your statements during the meeting demonstrated that you had the opportunity to make an effort to de-escalate the argument through means other than force—such as issuing verbal commands. Furthermore, you previously received a *"Written Notice of Verbal Warning"* from Roxana Sanders on February 1, 2018 for violating Board Policy 5:120 *"Ethics and Conduct"* by acting in an unprofessional and inappropriate manner while disciplining students.

An agreement has been reached with the OEA Co-Presidents to delay the issuance of disciplinary action until you've had the chance to undergo intensive de-escalation training with the District's training staff, and you will be contacted by Dr. Heidi Podjasek—Director of Professional Development or a District trainer to schedule the training shortly. It is the District's sincere desire that you will participate meaningfully in the training, that you will successfully complete the training, that you will internalize the training by critically reflecting on the events of October 31, 2018 and how the training could have led to a different outcome, and that you will be able to demonstrate mastery of the content that will allow you to avoid the unnecessary use of force in the future.

If you are able to successfully complete the intensive training, and if you are able to demonstrate your mastery of the content by giving a presentation to Dr. Heidi Podjasek, Tyler Haymond, and myself that clearly demonstrates your mastery by providing specific examples of: 1.) what you have learned, 2.) how it could have been used to avoid the application of force during the incident, and 3.) how it will be integrated into your interactions with students going forward, you will receive a written warning for your conduct on October 31, 2018. If, however, you fail to accomplish these objectives, you will receive an unpaid suspension of not more than ten (10) days for your conduct on October 31, 2018.

If you have any questions regarding the contents of this letter, or regarding the District's expectations going forward, please contact me directly or through your OEA representative.

Sincerely,



Kenneth L. Miller, PHR  
Executive Director of Human Resources, Payroll and Benefits

cc: Tyler Haymond, Principal, Plank Junior High School (via email)  
Andrew Gothelf, Co-President, Oswego Education Association (via email)  
Elizabeth Palatine, Co-President, Oswego Education Association (via email)  
Personnel File

**WRITTEN WARNING**

April 22, 2021

**SENT VIA EMAIL** (mmachetta@sd308.org)

Dear Mr. Machetta,

On Tuesday, April 20, 2021, at 2:30 P.M. you attended an investigatory meeting in the main office conference room at Oswego High School regarding allegations of inappropriate social media usage, that was brought to our attention by two current Oswego High School female students and their parents. Also present at this meeting was Marie Strejc-Wood—OEA Building Representative, Tania Sharp—Assistant Principal for Curriculum and Instruction, and myself.

During the meeting, we discussed the allegations that you attempted to “follow” or connect with two current Oswego High School female students, on the social media platform, Instagram, which made both the students and parents uncomfortable. You confirmed that you have a current Instagram account, and that the username that I provided you in the meeting (b) (7)(D) was your Instagram username. You denied that you are currently “following” or have connections with any current Oswego High School students, on Instagram. You also denied that you have attempted to “follow”, or connect with any current Oswego High School students this school year. You were informed that we had screenshots that supported the allegation that you attempted to follow two current Oswego High School female students. You were not able to provide any alternative explanation for the evidence that we were provided other than you having issues with your Cellular Phone Face Time feature and issues with your Instagram account. You communicated that you had done nothing to resolve these issues with your cell phone and Instagram account. This explanation lacked credibility when compared against the evidence submitted by the students.

As a result of my investigation, I find that the conduct did occur as alleged, and that this was in violation of Board Policy 5:125 “*Personal Technology and Social Media; Usage and Conduct.*” Specifically, by following these students, you caused communication to occur using a non-district provided or maintained social media account. Furthermore, by following these students, you failed to adhere to the high standards for appropriate school relationships between faculty and students.



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This letter serves as a written warning, which will be filed in your official personnel file. Upon your written request, it may be removed from your official personnel file after two (2) years from the date indicated on this letter.

Going forward, you are directed to adhere to the Personal Technology and Social Media policy 5:125, and not attempt to connect or follow any current Oswego High School students, for non-educational purposes or using a non-district authorized or controlled social media account.

Your failure to comply with the directives outlined in this letter, and any future acts of misconduct may result in further discipline, up to and including dismissal, per the terms and conditions of your collective bargaining agreement. I am available to speak with you should you have any questions or need any clarification regarding the contents of this letter or the District's expectations for your conduct.

Sincerely,

Chris Grays

Principal, Oswego High School

cc: Kenneth Miller, Executive Director of Human Resources (via email)  
Andrew Gothelf, OEA Co-President (via email)  
Elizabeth Palatine, OEA Co-President (via email)  
Personnel File

OSWEGO HIGH SCHOOL

4250 ROUTE 71 • OSWEGO, IL 60543 • P:(630) 636-2000 • F:(630) 636-2199

PRINCIPAL  
*Chris Grays*

ASSISTANT PRINCIPAL  
*Brian Cooney*

ASSISTANT PRINCIPAL  
*Andrea Parker*

ASSISTANT PRINCIPAL  
*Tania Sharp*

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## **NOTICE OF WRITTEN WARNING**

May 8, 2019

**VIA EMAIL (Knguyen@sd308.org)**

Kerry Nguyen



Dear Ms. Nguyen,

On Monday, May 6, 2019, you attended an investigatory meeting in the conference room at Oswego High School in regard to allegations that you went off-campus to a restaurant with your students on Monday, April 29, 2019 during student instruction time. Also present at this meeting were William Davis—OEA Representative, Marie Strjec-Wood—OEA Representative, Melissa Calvert—Assistant Principal for Student Services, Tania Sharp—Assistant Principal for Curriculum & Instruction, and myself.

During the meeting, we discussed that a concern had been brought to the attention of the administration that students were overheard talking about having been given permission to be at Chik-Fil-A during student instruction time on April 29, 2019. This concern was verified via student statements and screenshots of text messages from student cell phones. You admitted that the students in your class asked and you agreed to allow the students to leave campus for the purpose of going to Chik-Fil-A, that the students drove themselves, and that you were at the restaurant with them while they were there. When you were asked if you had checked with an administrator prior to having done so, you said that you didn't check with any administrators, and didn't think it was going to be a problem since the students drive themselves off campus three days per week to attend their internships. You then went on to state that this was the first and only time that this occurred, that it's something you shouldn't have done, and that you now understood the liability that the District could have incurred if anything would've happened.

As a result of my investigation, I find that your conduct on April 29, 2019 violated Board Policy 5:120 "*Ethics and Conduct*," as your decision to allow the students to leave campus without authorization was unprofessional and inappropriate, and Board Policy 6:240 "*Field Trips*" because you failed to seek approval to take your class on a field trip to Chik-Fil-A.

This letter serves as a written warning, which will be filed in your official personnel file. Upon your written request, it may be removed from your official personnel file after two (2) years from the date indicated on this letter.

Going forward, you are directed to abide by Board Policy 5:120 "*Ethics and Conduct*" and Board Policy 6:240 "*Field Trips*" at all times. Your failure to comply with the directives outlined in this letter, and any future acts of misconduct may result in further discipline, up to and including dismissal, in accordance with the terms of your collective bargaining agreement. I am available to speak with you should you have any questions or need clarification concerning the content of this letter.

Sincerely,



Kenneth L. Miller, PHR  
Executive Director of Human Resources, Payroll and Benefits

cc: Mike Wayne, Principal, Oswego High School (via email)  
Tania Sharp, Assistant Principal, Oswego High School (via email)  
Andrew Gothelf, Co-President, Oswego Education Association (via email)  
Elizabeth Palatine, Co-President, Oswego Education Association (via email)  
William Davis, OEA Representative (via email)  
Personnel File



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## **WRITTEN WARNING**

October 29, 2020

SENT VIA EMAIL (Mpartington@sd308.org)

Margo Partington



Dear Ms. Partington,

On Wednesday, October 28, 2020, you attended an investigatory meeting at Oswego East High School regarding allegations that you made an unprofessional and inappropriate post on social media referencing students playing video games during live instruction. Laura Bankowski—Principal of Oswego East High School; Andrew Gothelf—OEA Co-President; Raphael Daniels—IEA/NEA UniServ Director; and myself also attended the meeting.

### **Investigation:**

During the meeting, you were asked if you were aware of the social media post in question, and you responded that you knew of the post. I then showed a copy of the image, which contained a screenshot of a Google Meet session where your image, the image of a student in his home who appears to be playing video games, an image of yourself—including your name, and the names of other students in your class. The post also contained a caption that read: *"Kid is just playing XBOX during my live class. Nothing says fuck you like that."*

I proceeded to ask you why you felt it was appropriate to make the post, and you responded that remote learning has been an adjustment, that everything looks different, and that there are different scenarios that can occur during online learning as opposed to in-person learning. You went on to clarify your view that when learning occurs in-person, you're concerned about cell-phone use during class, now that learning is online, it's anything and everything, and you *"decided to voice [your] frustration via Instagram, and went ahead and posted."* I then asked if you made any effort to work with the Administration to address this student's behavior before having made the decision to post on social media. You responded that this was the first instance with this individual, that it was uncharacteristic of his behavior, and that calling out students publicly during class has its own set of concerns. I then reiterated the question of whether you had sought assistance from the Administration, to which you said "no." I followed up by asking if you were aware of the fact that your name, and the names of other students were shared when you uploaded the post, and you said that you were aware of your name but not that of other students. Laura Bankowski then asked if you were aware enough to cross out the name of the student who was allegedly playing video games, what questions you may have had about sharing his image. You replied that it was an oversight on your part. I then asked if you reviewed the post before having uploaded it, and you stated *"I probably would say no, emotions got the best of me, and in the world of extremely accessible technology, it was posted and I didn't think much."* I followed up by asking if you took down the post in question, and you said that you had done so immediately after Laura Bankowski had asked you to do so.

**Kenneth Miller**

*Executive Director of  
Human Resources, Payroll  
and Benefits*

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When asked if there were any facts, evidence, or supporting information that should be taken into consideration, Raphael Daniels mentioned that we've been seeing a lot of frustration and duress that the faculty is under. He went on to state that this is not what she originally ever thought she'd be doing as a teacher, that everyone would like to be in-person safely, and it brings a lot of frustration and behavior that is out of the normal for educators. You then went on to state that *"If I would've taken a few seconds more to think about this, it wouldn't have happened."*

**Finding:**

As a result of my investigation, I find that your conduct violated Board Policy 5:120 *"Ethics and Conduct"* on the grounds that it was unprofessional to post images of you acting in your official capacity with profane language in the caption; that it violated Board Policy 5:125 *"Personal Technology and Social Media: Usage and Conduct"* on the grounds that you posted an image of a student on a personal social media page; and that it violated Board Policy 5:130 *"Responsibilities Concerning Internal Information"* on the grounds that student names from your roster, which constitute a student record, were published.

**Outcome:**

This letter serves as a written warning per Article VII, Section I, of the OEA collective bargaining agreement, which will be placed in your official personnel file. Upon your written request, it may be removed from your official personnel file after two (2) years from the date indicated on this letter, and will be removed—upon your written request—after four (4) years from the date indicated on this letter.

Going forward, you are hereby directed to refrain from posting images of yourself acting in an official capacity with inappropriate or unprofessional language, and to refrain from making any posts on social media that contain any image or information regarding students. In the event that these directives are not followed, you should know that you may be subject to disciplinary action—up to and including dismissal—per the terms and conditions of your collective bargaining agreement.

If you have any questions regarding the content of this letter, please contact me directly or via your OEA representative.

Sincerely,



Kenneth L. Miller, PHR  
Executive Director of Human Resources, Payroll and Benefits

cc: Laura Bankowski, Principal, Oswego East High School (via email)  
Andrew Gothelf, Co-President, Oswego Education Association (via email)  
Elizabeth Palatine, Co-President, Oswego Education Association (via email)

**Kenneth Miller**

*Executive Director of  
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# Community Unit School District 308

**PLANK JUNIOR HIGH SCHOOL**  
510 Secretariat Lane  
Oswego, IL 60543  
630-551-9400

**Mr. Tyler Haymond, Principal**  
**Mr. Marcus Lewis, Assistant Principal**  
**Mrs. Bailey Campbell, Assistant Principal**

## NOTICE OF WRITTEN WARNING

September 13, 2019

**SENT VIA HAND DELIVERY AND EMAIL** (tsmith01@sd308.org)

Thomas Smith  
[REDACTED]

Dear Mr. Smith,

On September 11, 2019, at 10:00 A.M. you attended an Investigatory Meeting in my office at Plank Junior High School. Also present at the meeting was Bill Davis, OEA Representative; Stacy Turner, Assistant Director of Human Resources; and myself.

During the meeting the following facts were gathered:

- On the morning of September 6<sup>th</sup>, 2019, while working Bus Duty it was reported that you were speaking on your personal cellphone for an extended period of time, approximately 20 minutes.
- During the investigatory meeting, you admitted to being on a personal call while working Bus Duty. You stated, [REDACTED]
- You acknowledged that you should have asked for Bus Duty coverage to make the phone call.
- On May 29, 2019, you received a written notice of verbal warning in which you were directed to refrain from using your personal technology and social media for personal purposes during work hours.

It is the finding of my investigation that your conduct clearly violated Board Policy 5:125 Personal Technology and Social Media: Usage and Conduct because your use of a personal cellphone occurred during work times.

This letter serves as a written warning, which will be filed in your official personnel file. Upon your written request, it may be removed from your official personnel file after two (2) years from the date indicated in this letter.

It is my expectation that you will refrain from any future instances of the conduct noted above. Your failure to comply with the directives outlined in this letter and any future violations may result in further discipline, up to and including dismissal. I am available to speak with you should you have any questions or need clarification concerning the content of this letter.

Plank Junior High School is a community of unique individuals who support one another in realizing their full potential by providing meaningful opportunities for academic, emotional, and social growth.

# Community Unit School District 308

Sincerely,



Tyler Haymond, Principal

cc: Kenneth Miller, Executive Director of Human Resources (via e-mail)  
Stacy Turner, Assistant Director of Human Resources (via e-mail)  
Andrew Gothelf, Co-President, OEA (via e-mail)  
Elizabeth Palatine, Co-President, OEA (via e-mail)  
Personnel File

## **WRITTEN WARNING**

December 15, 2021

**SENT VIA HAND DELIVERY AND EMAIL (kwhite@sd308.org)**

Kristina White  


Dear Mrs. White,

On Monday, December 13, at 1:00P.M., you attended an Investigatory Meeting at Bednarcik in the Conference Room. Also present at the meeting was Deven Butusov and myself. During the meeting, it was determined that an administrative review of Embrace data identified that you failed to meet 10-day notification timelines for IEP meetings on December 8, 2021 and December 14, 2021; and that you failed to send draft copies of the IEP with three days of lead time on December 8, 2021; December 9, 2021; and December 14, 2021. It was also discussed that this was a continuation of the concerns from the February 23, 2021 investigatory meeting that led to a written notice of verbal warning. When presented with this, you acknowledged that you had missed the timelines in question.

As a result of my investigation, I find that you exhibited poor performance on the above-listed dates. Specifically, you failed to adhere to the expectations for advance communication that were clearly communicated on page five of the Case Manager Guide issued by the Department of Special Education. This letter serves as a written warning, which will be filed in your official personnel file. Upon your written request to the Executive Director of Human Resources, it may be removed from your official personnel file after two (2) years from the date indicated in this letter, and will be removed if requested after four (4) years have elapsed.

It is my expectation that you will adhere to the timelines for communication in the Case Manager Guide along with all other duties associated with your role as a case manager. Your failure to comply with the directives outlined in this letter and any future violations may result in further discipline, up to and including dismissal. I am available to speak with you should you have any questions or need clarification concerning the content of this letter.

Sincerely,

John Francis

cc: Kenneth Miller, Executive Director of Human Resources (via e-mail)  
Stacy Turner, Assistant Director of Human Resources (via e-mail)  
Andrew Gothelf, Co-President, OEA (via e-mail)  
Elizabeth Palatine, Co-President, OEA (via e-mail)  
Personnel File