

September 12, 2022

Matt Drange
Business Insider

VIA EMAIL – mdrange@insider.com

Re: FOIA Request 22-52 received 8/26/2022

Subject: Requesting all separation agreements and settlements reached with current and former teachers who taught in the district between January 1, 2017 through the day this request is fulfilled.

All public records relating to any and all claims of misconduct against current and former teachers who taught in the district between January 1, 2017 through the day this request is fulfilled. Such public records should include, but not be limited to, all complaints; allegations; claims; investigatory reports; analyses; summaries; memoranda and/or notes; interview recordings; transcripts and/or notes; reviews; emails, text or other electronic messages, voicemails, and/or other communications and/or correspondence; determinations; decisions; orders; resignation letters; employment reclassification documents; offers in compromise and/or settlement agreements; termination and/or transfer papers; letters of reproof and/or other disciplinary actions, whether imposed or not; referrals to law enforcement, administrative, and/or licensing agencies, departments, and/or bodies; appeals; court filings and/or rulings; and all similar materials notwithstanding the use of other terminology, nomenclature, or categorization by this or other involved public agencies.

To further clarify this request, the scope of the misconduct at issue arises from, relates to, and/or is a consequence of sexual behavior and/or activities with district students, whether currently or previously enrolled, and notwithstanding whether any such behavior and/or activities were proven to have occurred or not. The construction of this request should be understood to be liberal and expansive, such that all public records which may be remotely responsive should be produced in full and may only be withheld and/or redacted only as required by law.

Dear Mr. Drange:

This letter will serve as Oswego Community Unit School District 308's response to your 8/26/2022 request under the Freedom of Information Act (5 ILCS 140/1 et seq.), in which you asked for the above referenced information.

Redactions that have been made are consistent with the following Illinois FOIA exemptions:

Section 7(1)(a) – information specifically prohibited from disclosure by federal or State law or rules and regulations implementing federal or State law.

Section 7(1)(b) – Private information, unless disclosure is required by another provision of this Act, a State or federal law or a court order.

Section 7(1)(c) – Personal information contained within public records, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy.

Section 7(1)(d)(ii) – Records in the possession of any public body created in the course of administrative enforcement proceedings, and any law enforcement or correctional agency for law enforcement purposes, but only to the extent that disclosure would (ii) interfere with active administrative enforcement proceedings conducted by the public body that is the recipient of the request.

Section 7.5(r) – Information prohibited from being disclosed by the School Student Records Act.

Section 7.5(q) – Information prohibited from being disclosed by the Personnel Record 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 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
World-Class Schools Serving Caring Communities

June 22, 2020

Sean Staffeldt
[REDACTED]

Dear Mr. Staffeldt,

I am writing to provide you with a status update with regard to the investigation into allegations of inappropriate interactions with a student. As of today, [REDACTED]

[REDACTED] the District started an internal investigation which is still ongoing. [REDACTED]

[REDACTED] have not concluded our internal investigation into allegations of inappropriate interactions, [REDACTED] your placement on paid administrative leave continues.

If you have any questions regarding the content of this letter, you may send me an email at Kmill01@sd308.org.

Sincerely,

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

cc: Dr. John Sparlin, Superintendent (via email)
Andrew Gothelf, OEA Co-President (via email)
Elizabeth Palatine, OEA Co-President (via email)

Kenneth Miller

*Executive Director of
Human Resources, Payroll
and Benefits*

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

P: (630) 636-3092 • F: (630) 636-3669 • kmiller01@sd308.org • WWW.SD308.ORG

Fwd: Notice of resignation

1 message

Kenneth Miller <kmiller01@sd308.org>
To: Victoria D'Aleo <vdaleo@sd308.org>

Thu, Oct 1, 2020 at 10:10 AM

----- Forwarded message -----

From: **Sean Staffeldt** <sstaffeldt@sd308.org>
Date: Mon, Jul 20, 2020 at 3:51 PM
Subject: Notice of resignation
To: Kenneth Miller <KMiller01@sd308.org>

To whom it may concern,
I have loved and cherished my time at OHS over the last 12 years. I will respectfully be resigning effective immediately on 7/20/2020.
Thank you,
Sean Staffeldt

Mr. Sean Staffeldt
Kinetic Wellness Dept.(PE)
Sophomore Football Coach
Wrestling Coach
sstaffeldt@sd308.org
(630)636-2434

"Once a Panther, Always a Panther!"

--
Kenneth L. Miller, PHR
Executive Director of Human Resources, Payroll and Benefits
Community Unit School District #308
Phone: (630) 636-3092
Fax: (630) 636-3669
Email: KMiller01@sd308.org



Sean STAFFELDT <sstaffeldt@sd308.org>

Letter of Recommendation

3 messages

Mon, Oct 7, 2019 at 7:00 PM

To: Sean STAFFELDT <sstaffeldt@sd308.org>

Hey Staff,

I was wondering if you would be willing to write me a letter of recommendation? I would really appreciate one from you! If not I totally understand!

Thank you so much,

Sean STAFFELDT <sstaffeldt@sd308.org>

Tue, Oct 8, 2019 at 9:22 AM

When do you need it by?

[Quoted text hidden]

--

Mr. Sean Staffeldt
Kinetic Wellness Dept.(PE)
Sophomore Football Coach
Wrestling Coach
sstaffeldt@sd308.org
(630)636-2434

"Once a Panther, Always a Panther!"

Tue, Oct 8, 2019 at 9:52 AM

To: Sean STAFFELDT <sstaffeldt@sd308.org>

If you could have it done with in the next two weeks or so that would be great!!

[Quoted text hidden]

[REDACTED]

July 6th, 2020

To Whom It May Concern,

My name is [REDACTED] and I am a [REDACTED]
[REDACTED] at Oswego High School. I first met Sean Staffeldt when I was a freshman in high school as I had him for Drivers Ed. The next year I had him as my offensive coordinator and he was one of the best coaches I have ever had. He was always compassionate and caring to all players and showed that he was willing to work just as hard as us on the field. We finished up our fourth year of coaching together this past season and he has been the same person who shows compassion and empathy to his athletes and managers on the team.

[REDACTED] was [REDACTED]
[REDACTED] She was also [REDACTED] directly after the football season. During this season, [REDACTED]
[REDACTED]
[REDACTED] Here, is where I first met [REDACTED]

Sean was always sincere towards [REDACTED] because of what she had been going through. [REDACTED]
[REDACTED]

[REDACTED] Currently, Sean is going through a similar situation.
[REDACTED]
[REDACTED]

I was in the school's weight room supervising [REDACTED] working out and that is when [REDACTED] walked in. This is where she was in distraught and stressed [REDACTED]
[REDACTED] We both talked to her prior to Sean coming in. When Sean came in he also saw that she was not feeling well and gave her an emotional support hug. The reason why he did this is

because he understood what she was going through [REDACTED]
[REDACTED] She did not seem uncomfortable nor did she shy away
from it.

Through Sean's time at Oswego, he has been one of the most
caring and most passionate teachers I have ever witnessed. He
is even better with the athletes on the field. His main goal is to
teach them and have them succeed in life.

Please contact me with any concerns or questions by calling or
emailing me.

Thank you,

[REDACTED]

[REDACTED]

To Whom It May Concern,

My name is [REDACTED] and I am a former student at Oswego High School, where I was [REDACTED] I have grown my relationship with Mr. Staffeldt ever since I graduated. He has been nothing but kind, compassionate, and a great friend. [REDACTED] so I am around the program quite a bit. I always see Mr. Staffeldt caring and communicating to his players and teammates in a respectful manner.

I met [REDACTED] in the beginning of August, we became very close quickly. Her and I were in a group message with [REDACTED] where [REDACTED] had made multiple sexual comments about Mr. Staffeldt as well as other coaches on the coaching staff. [REDACTED] had sent me a picture of Mr. Staffeldt's family where she [REDACTED] I knew this was wrong for her to do but I did not think anything of it at the time. To this day I regret not coming forward with this key piece of information sooner rather than later.

[REDACTED] had never once commented anything negative about Mr. Staffeldt's character to me. Mr. Staffeldt had shown nothing but compassion and empathy toward [REDACTED] as she was struggling with [REDACTED]

These are only a handful of situations I was present for and would be willing to explain into more detail, you can contact me by phone or email.

Sincerely,
[REDACTED]

[REDACTED]

To Whom It May Concern,

My name is [REDACTED] and I am a former student at Oswego High School, where I was [REDACTED] I have grown my relationship with Mr. Staffeldt ever since I graduated. He has been nothing but kind, compassionate, and a great friend. [REDACTED] so I am around the program quite a bit. I always see Mr. Staffeldt caring and communicating to his players and teammates in a respectful manner.

I met [REDACTED] in the beginning of August, we became very close quickly. Her and I were in a group message with [REDACTED] where [REDACTED] had made multiple sexual comments about Mr. Staffeldt as well as other coaches on the coaching staff. [REDACTED] had sent me a picture of Mr. Staffeldt's family where she [REDACTED] I knew this was wrong for her to do but I did not think anything of it at the time. To this day I regret not coming forward with this key piece of information sooner rather than later.

[REDACTED] had never once commented anything negative about Mr. Staffeldt's character to me. Mr. Staffeldt had shown nothing but compassion and empathy toward [REDACTED] as she was struggling with [REDACTED]

These are only a handful of situations I was present for and would be willing to explain into more detail, you can contact me by phone or email.

Sincerely,
[REDACTED]

FROM: [REDACTED]

Date: Thu, Mar 26, 2020 at 10:14 PM

Subject: Alejandro Rodriguez and Sean Staffeldt - I appreciate them both

To: Michael Wayne <mwayne@sd308.org>, Alejandro Rodriguez <arodriguez@sd308.org>

Sean STAFFELDT <ssstaffeldt@sd308.org>

Good evening Mr. Wayne. I am working on a Random Acts of Kindness project for my Introduction to Relationships class. Many times teachers do not always here just how much they make a positive impact on a student's life. One way I can show kindness is by letting Arod and Coach Staffeldt know how much I appreciate the both of them and how they have impacted my life. As well as, let their boss know and according to my mom that is you.

- Arod, I want to thank you for being an excellent role model. You are easy to talk to in any situation and I know you always have my best interest at heart. When I have questions, you are always there to answer them and you never judge. Always be that teacher that you are today to every student. Each and every student who crosses your path is very lucky and I have the honor of being one of them. I look forward to being in your metals class all year next year.
- Coach Staffeldt, thank you for being a coach who continues to push me to be the best. You have taught me to believe in myself and my raw talent and abilities and to not waste them. I know now when you say "One more time [REDACTED] it is so I get it perfect. I have

a football quote on the wall in my room that has some keywords that describe the type of person you are and what you mean to me and the difference you have made in my life. Those words are believing, total commitment, hard work, dedication, self sacrifice, one heart and whatever it takes. I thank you again for being a mentor and look forward to next season.

Thank you Mr. Wayne for reading this email about Arod and Coach.

Stay Healthy!

[REDACTED]

Oswego High School

<IMG_8204.PNG>

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July 6, 2020

To Whom It May Concern,

I am writing this letter on behalf of Mr. Sean Staffeldt, whom I have known for almost 8 years. My name is [REDACTED]. I am a parent for former students at Oswego High School (OHS) and an incoming freshman. I am also the current [REDACTED].

I first met Sean during football, which my son [REDACTED] played for 4 years while attending OHS. Since graduating my son has continued [REDACTED] for the past 4 years. During that time, I have witnessed a genuine friendship and mentorship that Sean has with my son. There have been times when [REDACTED] has struggled in areas that I have not been able to communicate with him about in an affective matter. I have reached out to Sean, and because of his relationship with [REDACTED] he has had the opportunity to grow and work through issues.

During football season, as a reward for the players protecting [REDACTED] from getting hurt, I made breakfast every Saturday morning at my house. For years, I had 20 to 26 players for breakfast and every week I invited the coaching staff. But I understood why they did not come. On the very last Saturday after the senior boys had lost, I invited the coaches to come again. This time, Sean came. What he saw were players bonding with each other, growing together, and pushing each other to do better. Sean told me, that if he had known what was really going on beside breakfast, he would have liked to be involved.

Sean has a heart of gold and sincerely cares about those around him. I hope and pray that he will still be at OHS when [REDACTED] is able to go to school. I completely trust he will always have the best interest for all my children.

If you wish to reach out to me to discuss anything mentioned in this letter, please feel free to contact me at [REDACTED].



Sincerely,

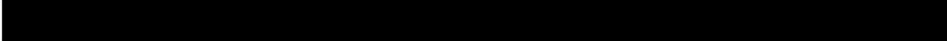
[REDACTED]



"Once a Panther, Always a Panther"




To Whom It May Concern,

I am  and along the years of knowing him he has taught me many life lessons, and how to overall be a better person. Mr. Staffeldt was my drivers ed teacher and to this day I am so lucky that he was. He made sure no kid left the class without questions answered, or feeling discouraged. He always took time out of his lessons to make sure all of us had an understanding of the material, but also made the class fun. I was able to be  where I was able to experience first hand just how much students loved having Mr. Staffeldt as their teacher.

 which was the best decision I ever made. No matter what sport, Mr. Staffeldt always made sure I was respected and heard by not only himself, but by the athletes as well. Mr. Staffeldt would always talk about following your dreams, and if you work hard enough you will get there. He once said at a wrestling meet, "Know where you're at, know where you want to be", and to this day it still sticks to me when I feel lost. Coach Staffeldt was that coach you went to if you just couldn't seem to get it right, and he would drop everything he was doing to help you.

A few days before my graduation  came time for graduation and the moment I had been waiting 4 years for, and  I'll never forget as I was crying after the ceremony, Mr. Staffeldt was the only teacher who came up to me to make sure I was okay, and told me how proud he was of me. 3 years later and I have an amazing friendship with Mr. Staffeldt, and I still think about his lessons of being a better person, and when sometimes life may feel like a rainstorm all you can do is dance in the rain.

Sincerely,



Hello,

My name is [REDACTED] and I have known Mr. Staffeldt for 6 years. Mr. Staffeldt was one of the first teachers who welcomed [REDACTED] freshman year of high school after transferring from our home town. It was one of the reasons my husband and I felt comfortable about the transition.

There are very few teachers who make an impact on a students life, it can be a class, a discussion or just listening, which can change a path or way a student continues their schooling career. Mr. Staffeldt was professional, respectful, and friendly at our meetings, and showed genuine interest in our children's education. He provided support to our family in times when there were some unforeseen circumstances.

Mr. Staffeldt was the one, who taught [REDACTED] how to drive. As a parent it is one of the most stressful times, when your child learns to drive, you hope they are provided the right instructions and education, Mr. Staffeldt provided it all. [REDACTED] are very good drivers, and had a wonderful experience with Mr. Staffeldt. He explained the rules of the road, used real life circumstances to help them adapt to surroundings when driving. As a parent, we couldn't ask for anything more.

Someone's character should not be based on how individuals interpret one's actions. In our society today we are limited on how we act, or treat individuals because of how it may be misunderstood. We need more teachers who care for their students, show interest in what is going on in their lives. Mr. Staffeldt is one of the few, who truly cares about his students, he supports his students, and always is respectful when we are at our children's activities.

I would be happy to discuss any further questions in regards to Mr. Staffeldt. I hope this letter demonstrates the outstanding character, professionalism, and dedication to his students success at Oswego High School.

Sincerely,


[REDACTED]

Please contact us at [REDACTED]

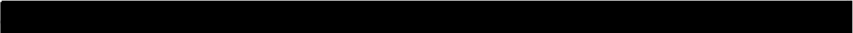


June 29th, 2020

To Whom It May Concern,

I am  I have known him since I was a freshman at Oswego High School and had him as a driver's ed teacher. He was an awesome teacher and one of my favorite people in the entire school. I was also a football player during this time and he was my coach my sophomore year. Coach Staffeldt was always on top of his game and put in the most effort in the entire program so that he was giving his time to the kids and helping them become not just better athletes but better people. Everyone on the team enjoyed that season and saw him as role model.

After my sophomore season, he was always someone that I could look up to. When I needed to make, a big decision regarding college or if I had something wrong going on in my life, Sean Staffeldt was someone I could turn to and that is still the case to this day. He is one of the only teachers/coaches in the entire school that students feel that they have someone to turn to in time of needing someone to listen to them. Students need more people and role models in their life like Sean Staffeldt because there are lots of students that need someone to turn to like him.

I am now entering  and I have learned so much from Coach Staffeldt. We have taken the relationship we had from high school and grew upon it ever since. He works hard at his job and cherishes every moment he has being with the student athletes. He is a caring and respectful coach and there are many parents, that respect him, have even told him that he is like a father figure to some kids that may not have that in their life. He has a huge positive impact on lives in the workplace and a positive impact on students' lives. Personally, I want to live my life like Sean Staffeldt and have it a priority to have an impact on students' lives, which he does daily.

We need more people like Sean Staffeldt teaching our students to become better and smarter people when they get into the work force or college.

Thank you for your time,





My name is [REDACTED]. I have been a student of Oswego High School since [REDACTED] and have competed under Sean Staffeldt since [REDACTED].

I am writing this on behalf of Sean Staffeldt. I have been coached by Sean Staffeldt for [REDACTED] [REDACTED] and for the majority of my High School Experience. Throughout this time he has shown not only exemplary character, but has been a consistently positive influence to everyone he comes in contact with.

Having competed with Mr. Staffeldt for so long, I have been able to observe many elements of his character. Primarily, His unprecedented caring for others. Mr. Staffeldt is a man who uses his occupation to not only be a support to those in need, but mentor to those close to him. This includes not only myself, but my peers.

Mr Staffeldt was an essential part of the wrestling team that I consider family. Time and Time again, He was a source of encouragement during times of loss; and a constant voice of reason throughout my three years at Oswego High School. Sean was the patron motivator for our team, and his overwhelming faith in us was key to our performance; both as wrestlers and as young men. Having him with us allowed us to feel safer, knowing we could rely on him for a word of encouragement or wisdom when the season started to get difficult or bring us down.

Athletics aside, my experiences with Sean on a personal side have allowed me and insight of who he is outside of the coaching uniform. Sean Staffeldt is one of the most devoted fathers I have ever met, displaying to me and my peers a great example of what a father is. Nothing brought him more joy than the opportunity to support not only his children, but the students of Oswego who he mentored. Oswego High School, and Oswego as a community, are his home and his life.

I hope this finds you well, and I am beyond confident that this portrays an accurate representation of Sean Staffeldt's character both in his school and his community.

Sincerely,

[REDACTED]

June 30th, 2020

[REDACTED]

My name is [REDACTED] and I am now an alumni of Oswego High School. I am the third child in my family to have graduated from Oswego. I am writing this character statement in regards to Mr. Staffeldt and his family. I am aware of the alleged allegations, and I hope that this statement will help.

I have known Sean Staffeldt since I was a freshman. My second semester of my freshman year I was in his drivers ed class. [REDACTED] had him as a football coach, and [REDACTED]

[REDACTED] Sean Staffeldt has had a major impact in my life, as well as [REDACTED]
[REDACTED] When I first walked into his classroom, he introduced himself and told our class that if we ever needed to come and talk to someone, we could always come and talk to him. It was not until my junior year of high school where he become a big part of my life. I reached out to students about [REDACTED] because it was something I wanted to do and it helped keep me busy. My. Staffeldt's welcome me with open arms and I went on to [REDACTED]
[REDACTED] as well. I would always come to Mr. Staffeldt with any problems that were in my life, and he was always there to console me and help me through it. He became my father figure while I was at school. Sean Staffeldt is the face of Oswego High School. Everybody knows him. He's done talent shows, performances during assemblies. He's missed out on being with his family to be a part of Oswego. I have spent a majority of my weekends with Sean Staffeldt due to the long hours of [REDACTED] Everyone on the team became so close with one another. I have never experienced a situation where I have felt uncomfortable. Sean Staffeldt is the only teach who is empathetic with his students and emphasizes that if we ever feel like we need to talk to someone that we can come to him. He cares about his students, his players, his fellow coaches, etc. He is the most selfless person I have ever known.

To Whom it MAY Concern;

MY NAME is [REDACTED]
I am first off, a christian. I am a father of [REDACTED]
that all will have Graduated from OHS.
I was the Head Coach of [REDACTED]
& then Head Coach of [REDACTED]

(And numerous Assit. Sports)
I have known Coach Sean Staffeldt for
over 6 yrs. [REDACTED] wrestled for him
and [REDACTED] played football for him. [REDACTED]

[REDACTED] considers Sean
both a mentor & a Hero... for teaching him
You "Always Count" & How to "f--- up" despite
the adverse circumstances.

[REDACTED] & Coach
Staffeldt "Consistently" took the time to spend
time to show [REDACTED]

[REDACTED] WAS ENCOURAGED
by sean to get involved w/ interactive / physical
PE & he did. [REDACTED]

[REDACTED] (Energy & Confidence) to
help others (Less fortunate) to Accomplish
simple tasks / work on their image / or simply [REDACTED]
ended up deciding to be just like
"Coach STAFF" & is Majoring in PE & w/a
Speed, Emphasis. He still Volunteers w/ Special
Education to this day.

I personally have learned to understand
that Coach Staffeldt "Lives" to help others!!
He bleeds blue & Orange. He Loves Oswego...
& He takes the time to "Make A Difference"

I have also seen him get crushed!
Crushed by the "interpretations" of his
selfless concerns.

I come from a "Family History" of Educators!


I say this
because I "understand" the FEAR's of
liability issues/Law suits & madparents OR
"Bad Press". But I plead to the "Powers
that be" Not to let FEAR Ruin A MAN
who CARES... chance AT Happiness OR his
Future!!! He truly Lives to coach/
teach & help... others. Do your homework,
LEARN who MR. STAFFELDT is / what he
lives for & what is just CRAZY Rumors!
do a proper "Fact-check" & make decisions
on the facts!

He is a Leader in this Community, He
is a healer for broken kids. He is a
Light in a dark world & He is courageous
in a world of FEAR.

They SAY: "It takes A Community" (to Raise
A child)

THIS Community Needs more men
Like Coach STAFFELDT,

*I can't type well & Obviously I'm a terrible
writer... But, I'm ALSO
that knows people well!



June 29, 2020

To Whom It May Concern:

My name is [REDACTED] and I have been an Oswego resident for the past 20 years. Currently, my wife and I have several children and have been part of the Oswego school district for [REDACTED]

I am writing on behalf of Sean Staffeldt. I have known Mr. Staffeldt for 3 years and during this time, he has proven to be a very responsible and conscientious member of the Oswego community. Through my interactions with Sean, I have seen him display great compassion and thoughtfulness with those around him.

As a coach for [REDACTED] on the Oswego High School wrestling team, Sean has always shown a deep caring for not just the physical and athletic wellbeing of [REDACTED]. On more than one occasion, Sean has been the one to console [REDACTED] after a tough loss or be the first one to congratulate him on a win. His genuine caring is something that is evident the first time you meet Sean. He works to create a family atmosphere where everyone looks out for each other. Based on my conversations with the other parents on the team over the years, I can attest that Sean is held in very high regard and seen as a positive influence on the athletes.

Additionally, my family has interacted with Sean Staffeldt in the community. Whether it be at an event at the Prairie Point elementary school where both our children attend, at a park district 5K race or just seeing him in town, Sean has always shown himself to be a dedicated husband, involved father and positive part of the Oswego community.

I hope this letter will give you an idea of his good character and I am proud to have Sean Staffeldt as part of Oswego High School and part of the Oswego community.

Sincerely,



To whom it may concern,

Mr. Staffeldt, or coach staff to me, is easily one of the most influential people in my life. That man has pushed me in wrestling, in school, and as a young man in ways that involve bettering myself. Staffeldt is the most warm hearted, caring coaches and even adults I've had the pleasure of meeting...he would pick me up mentally after tough losses, help me through life problems, and helped me make a decision that actually eventually laid the groundwork for my entire future. At the start of junior season, [REDACTED] wrestling all the way through past the final dual. [REDACTED] and when I on the border of quitting, just rolling over and throwing in the towel on my wrestling career, there was Coach Staff, with his empathetic hand reached out to help me get back in it. "I cannot wait to see you come out here next year and tear it up on the mat [REDACTED] "Pain doesn't leave until it's done teaching us." "You're bigger than this." It might not seem like much on paper, but that man helped me back on my feet and I came back for my senior season and had my best season by far, even committed to college to wrestle on a scholarship. Had Sean Staffeldt not been an empathetic, caring, and supportive person as well as a coach, my future would probably look very different. Staff if you end up reading this, thank you. Thank you for being my coach and thank you for being in my corner when I needed you most. You will always be one of the most important and influential people in my life. It really has been a pleasure.

[REDACTED]

July 5th, 2020

To whom this may concern,

My name is [REDACTED] I am one of Sean Staffeldt's former students and athletes. I have known and been loved by the Staffeldt family for almost a decade. I don't really want to waste anymore words on introducing myself since I need all the space I can get to explain how incredible of a man Sean Staffeldt is.

I'll start by saying he probably spent the most time during his teaching and coaching career with me. I can confidently say that I am the person I am today because of the time and effort he and his family invested into my life. I didn't realize the moment I met Sean Staffeldt that he would be the man that stood next to me and my parents through all of my greatest life achievements.

I first met Staff my freshman year of high school, he taught me how to drive. I didn't know when I met him how he would change my life forever. I am not one to talk about my feelings or complain about anything but I found myself feeling looked out for and cared about by someone in a way similar to my parents. In those moments as my teacher he got to know me on a level no one else ever cared to. He realized the things I needed that I did not yet realize myself. I was in need of someone to ask me hard questions and help look out for me in a place that lacks trust and compassion. My time at Oswego High School wasn't always easy. I was trying to be the very best athlete and person I could be, a goal not most high school students or people have goals of doing.

Staff looked out for me by being someone I could go to and trust with all the hard things that high school kids face. My parents allowed him to care for me and take me under his wing. He did that because that is the type of genuine human being he is. He told me all about his life and his love for his wife, Amy. He told me about his time as an athlete and all he went through during his recruiting experience. He wanted to help me learn from his experiences. To me, that was huge. [REDACTED] really truly dedicated their lives to looking out for me and supporting me as if I was their own child. They went to almost all of my game, saw all my wins and losses, hugged me in the good & wiped my tears during the bad.

Like I said earlier, he spent the most time during his career with me and not once did I ever feeling uncomfortable or unsafe or feel like any of the lies that have filled our town. He is a man of integrity, truth, and honesty. He is a man of God, and I know that phrase may hit different for everyone but he is a man of God without needing to tell everyone. He is a man that doesn't need the acceptance of those around him. He leaves the bigger group to go help the ones that need it most. He is someone that can love those that are desperately in need of it.

To whom it may concern,

We are so grateful to be given the opportunity to express our support for Mr. Staffeldt. We have sat the sidelines and witnessed Coach Staff mentor and lead OHS football players and OHS wrestlers. Always there for his students, athletes or not, Mr. Staffeldt has a positive impact on everyone. We sent [REDACTED] on several out of state wrestling events with Coach Staffeldt, each and every time confident he was in good hands. Even through [REDACTED] Coach Staffeldt stood by [REDACTED] and encouraged him not to quit. Giving [REDACTED] that support and encouragement changed his life. If not for Coach Staffeldt, [REDACTED] would have given up on himself and wouldn't have the wrestling scholarships he has today.

We are forever in his debt for keeping [REDACTED] on track and out of trouble. The influence that Coach had on [REDACTED] is a clear indication of what an amazing, caring and respected person Mr. Staffeldt is. He has always been considerate and compassionate to our family and puts others before himself. We have another wrestler coming up in the OHS program and wouldn't want anyone else in his corner other than Coach Staffeldt.

Thank you,

[REDACTED]

June 30, 2020

To Whom It May Concern,

I am honored to write this character letter on behalf of Mr. Sean Staffeldt. My name is [REDACTED] and I will be a senior at Oswego High School this fall. I am a football player, and Mr. Staffeldt was my position coach during my sophomore season. He was also my gym teacher during the second semester of my sophomore year. Not only is Mr. Staffeldt a great coach, he is a great person because he always has his students' and his players' best interests at heart.

As a player, Coach Staffeldt taught me to believe in my abilities on the field, which translated into my everyday life. For example, I went into my sophomore year doubting myself, not necessarily believing I could play. Although I had a decent freshman year on the field, I came pretty close to quitting after the season ended. At that time, I did not believe I had a future in football because I did not believe I could make an impact at the Varsity level. I decided to play through summer camp before I made my decision. That is when I met Mr. Staffeldt. He is a big reason why I stuck with football and am now being actively recruited by college coaches and will likely play football at the next level.

Throughout that season, Mr. Staffeldt was tough but fair. He taught me the value of hard work by pushing me to my limits, which helped me to understand my capabilities and what I could truly accomplish as a player and a person. His support and encouragement motivated me to be the best player I could be, the best teammate I could be, and the best person I could be on and off the field.

In closing, Mr. Staffeldt is a person who always has his students' and players' best interests at heart. Because he believed in me, I now believe in myself. Each day, I strive to be the best person I can be both on and off the field and look forward to my future as a football player and student at the next level.

Sincerely,

[REDACTED]

My name is [REDACTED] I am currently a new football coach at Oswego High School as well as a graduate from OHS in the year of [REDACTED] I have known Mr. Staffeldt since my freshman year through the football program. I never was close with him until my sophomore year when he was one of my coaches. Since day one, I always saw him as a big brother to me. Everyday he had asked me how I was doing, if I was having any trouble in school or in life, he asked how my family was, and so on. It was more than just football with him, he always cared about his players, and honestly, every student in that school. He was very close with my girlfriend at the time sophomore year who was struggling with depression and other things so that truly showed me how much of a real man this guy was. Whenever he saw someone who seemed to be having a hard time, he always was the first one to ask if they needed help, that is just how he is! He is one of the best men I have ever met in my life, a true loving person, the definition of what we tell the students at OHS to be. Mr. Staffeldt is a great man, and I will go all out to defend him. Once a panther, always a panther.

Sincerely,

[REDACTED]

My name is [REDACTED] and I'm a former student of Mr. Sean Staffeldt. I have personally known him for 9 years but have been introduced prior as my sister has been a former student of his as well.

My Name is [REDACTED] I am going into my [REDACTED] at Oswego High School. I am writing this in support of my Coach, Sean Staffeldt. I have known Mr. Staffeldt since before I was in high school as he coached my older brothers. He has coached me during my [REDACTED] Varsity Wrestling and [REDACTED] football. Through this time he has motivated me, and has always been there when I'm down in sports and in life. Mr. Staffeldt has always cared about his athletes and students. He constantly carries a positive attitude, and has been a great role model for me and my peers. He has always tried to lead me down the best road for myself and my future. He has been one of the few coaches who really takes time to care, support, and be friends with his athletes. I'm really looking forward to going through Senior year with him in my corner and on the sidelines.

Sincerely, [REDACTED]

[REDACTED]

To Whom It May Concern,

My name is [REDACTED]. I am an OHS graduate and have had the pleasure of knowing Mr. Sean Staffeldt for over seven years. Before I even walked through the doors of Oswego High School, I had heard about Sean Staffeldt's drive to see students succeed. My older brother had sung his praises about Mr. Staffeldt from the rooftop and as I began my journey at OHS, he did not fail to exceed all expectations. It is crystal clear that he cares about his students and I hope that this letter helps to prove that.

The crazy part is that I never even had Mr. Staffeldt as a teacher. I remember wishing that I had because his students would rave on about his classes – along with him as an educator and as a person. Although I never once had him as a teacher I worked [REDACTED]

[REDACTED] This meant that I got to see firsthand the way he interacts with students and athletes. If there was ever a problem, the first name that would come to mind was that of Mr. Staffeldt's. He is the one that students trusted and felt comfortable sharing with, and it has been that way for as long as I can remember.

I am currently in school [REDACTED] like to think that Sean Staffeldt had everything to do with that. Every day it was clear that Mr. Staffeldt truly cared for his students. As a current college student, it is rare to come across teachers that actually want to get to know their students and are not just there for the six weeks off in the summer. The thought of having to prove his worth sickens me as I have never seen anything but professional behavior come from any of his encounters. As it is known to many, most high school students would rather be doing anything else. He has somehow created a classroom that makes learning fun and allows students to have a comfortable space that they can look forward to coming to. Formulating an atmosphere like this is much harder than it may seem, especially when dealing with high school students who typically could not care less.

Overall, it has been the privilege of my life to see and learn from the teaching of Sean Staffeldt. As I go into my student teaching, and later on my career, I know that I will be able to take the life lessons learned from Mr. Staffeldt to hopefully create an atmosphere as welcoming as his classroom. By showing students that he genuinely cares about them and always pushing them to follow their dreams, he has encouraged students to take responsibility for themselves and their learning. I can think of hundreds of students who have felt the positive impacts of Sean Staffeldt, myself being one of them.

Sincerely,

[REDACTED]

7/1/2020

To whom this may concern,

My name is [REDACTED]. I am going into my [REDACTED]

[REDACTED] I am an Oswego High School graduate and absolutely made the best of my years at Oswego High School. During my high school career, I had the honor of getting Mr. Sean Staffeldt as my Drivers Ed instructor [REDACTED] as well as having him for [REDACTED] PE [REDACTED] [REDACTED] even though I did not have him as a teacher, we still talked whenever we would see each other in the hallways. To this day, I consider him as a friend, which means we have known each other for 5 years.

I can confirm on his behalf that his character is unlike many teachers/professors I have had. There are numerous examples that I will proceed with. The first example is when him and I were walking around the high school fieldhouse track and we talked about our lives outside of school. He asked me what I want as a career and what I want to do with my life with my interests. He gave me great advice and guidance by saying something along the lines of this, "You follow what you want to do. Do not worry about the money. When you do something you love, everything else will fall into place." He then felt comfortable enough to expand on his life and what his thoughts were. It was a true heart to heart conversation that I have not had with many teachers. Another example of his exemplary character is when I was in a classroom with one of my best friends who was struggling with a boy. It was me, her, and Mr. Sean Staffeldt. She was having problems with a boy and I did my best to give advice. However, mine did not seem to work, and that's when the caring Mr. Sean Staffeldt stepped in. He genuinely cares about all of his students and this showed me it. He proceeded to guide this student and give life advice so that she can deal with the issue. He even proceeded to say that you can talk to me at any time and I will be here to help. A third example is when the Parkland shooting occurred, the

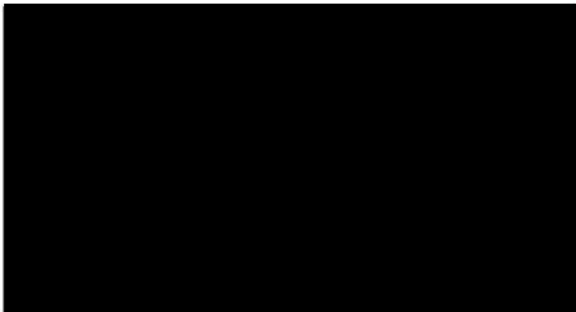
7/1/2020

school itself was heart-struck. The day after it happened, Mr. Sean Staffeldt gave a hug to me and any student who needed comfort, including the students with special needs. He personally gave a huge pick-me-up in times when it was needed, and further proves his character is unlike many teachers.

Too further show how strong our bond was, Mr. Sean Staffeldt nominated me for a scholarship. I was honored that he chose me. We really cared for one another but his character is what made our bond happen.

In conversation with [REDACTED] they stated that Mr. Sean Staffeldt is not only a true mentor (he was [REDACTED] favorite sophomore football coach) but also a kind and caring person.

Thank you,



Name	Title	Status	Phone	Email
	Secretary	Current		
	Teacher	Current		
	Teacher	Current		
	Teacher	Current		
	Teacher	Current		
	Teacher	Current		
	Teacher	Current		
	Teacher	Current		
	Teacher	Former		
	Teacher	Current		
	Teacher	Current		
	Teacher	Current		
	Principal	Current		
	Teacher	Current		
	Unknown			

2/27/2020 3:50 P.M.

[REDACTED] Elizabeth Palatine, and myself

[REDACTED] I don't know where to start. Should I tell her from the beginning?

EP: Yes, start at the beginning, three years ago.

[REDACTED]

A few weeks ago students were in my classroom, the students were talking about a bunch of different topics and telling stories. One female student told the story of how a teacher (Sean Staffeldt) had ran his hand up the back of her head, wrapped his hand around her ponytail, pulled her back into his body and said "someday when you're fucking, someone will pull your ponytail just like this." I heard the story but didn't report the story to anyone at that time. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED] Sean went on leave. We were told Sean had a family emergency and would be out of school. No one knew expect for the administrators.

[REDACTED]

There so much more.

So I teach and am the schools sponsor of juniors and seniors for Mutual Ground. A few weeks ago Mutual Ground was on site teaching about how predators groom victims for rape, etc. I think this struck a chord with a lot of students because they started posting stuff on Tik Tok and social media. Current and past students. One student showed us a Tik Tok video recorded by two current students, caption read "When your gym teacher gets turned in for sexual assault and in the comments section stated "we thought we were his favorites". A past student posted on her social media "not surprising when the teacher slaps you on your ass every day.

[REDACTED]

[REDACTED] Sean was a friendly loving guy. Sean has been in communications with coworkers. [REDACTED] There are two people (guys) that he is very good friends with.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Provided list of people who have seen Sean and questioned his interactions with coworkers or students.

This student had this conversation [REDACTED] - Another young man, [REDACTED]
[REDACTED] Let's talk in the hallway, I can't handle it anymore. I am afraid to report it
because [REDACTED] You will have to turn it in. Let
me think about it and come back. I don't want you to get pinpointed. Mr. Staffeldt is kissing them,
talking to them inappropriately. I told the student to go to [REDACTED] said he did but
nothing has happened. Some people are thinking [REDACTED] didn't tell it to [REDACTED] I told him to
go to [REDACTED] I emailed the secretary to let her know [REDACTED] needs to speak with [REDACTED]
[REDACTED], he wrote everything down and he had it all documented.

This student had a conversation [REDACTED] - student, mutual grounds, talked about being a bystander, came to her right after. I have stuff to turn in. Suggested she speak with Mutual Ground. Comes back to her 7th period. Mutual Ground told me to meet with [REDACTED], I told him Mr. Staffeldt has been doing all of these things. It's not okay that Mr. Staffeldt is kissing people on the cheek. I am a bystander, why is he kissing me on the forehead or the cheek. Knows dog walker story, [REDACTED]

Hearsay - [REDACTED] - could be rumors, [REDACTED] hangs out at Staffeldts house all the time. He's seen it, he's told his girlfriend, he's questioned it. Says Sean called [REDACTED] when he first got escorted out of the building.

Hearsay - [REDACTED] - rubbing up against girls in the PE class, he spots the girls and squats with them. He doesn't spot the boys.

Comments made in class during discussion. [REDACTED] - he should be gone because he is sick. Look what he has done.

Hearsay - [REDACTED] - PE teacher at OHS, collaroative PE, last year Sean asked to get out of PE. What do you mean by too much heat? They think I am being inappropriate with students. He tried to do the brother/father figure to Sean.

Hearsay - [REDACTED] - PE has talked to him about it. Not hugging kids, kisses girls not the boys. Have tried to guide him in the correct way.

Hearsay - [REDACTED] something to do with pushing him out because he was being inappropriate and aides didn't like what they were seeing.

Hearsay - [REDACTED] - past teacher, he worked at OHS teacher and coach, Sean started texting [REDACTED]
[REDACTED]

This is the student from the initial report - [REDACTED] has seen them in the wrestling room. Where Staffeldt was wresting with [REDACTED] and witnessed [REDACTED] telling him to stop.

[REDACTED] has been at his house since he has been suspended.

3/2/2020

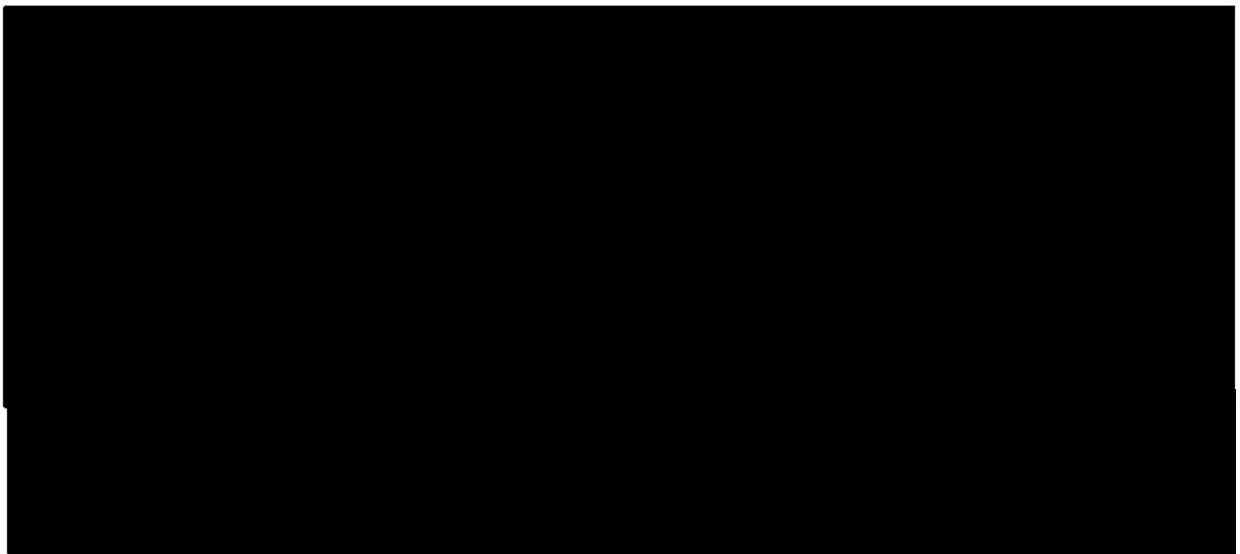
Meeting with [REDACTED] Elizabeth Palatine, and myself

[REDACTED]

[REDACTED]

[REDACTED] There are a lot of rumors going around. Our colleagues are not surprised, he has been called to question many times but nothing ever happens. It's like there is a different set of standards for him. He has said he is a lovable, touchy, feely type of guy, and he is not going to change who he is. Other guys have said, "that's just Sean, that's just the way he is" as if it's okay. I have seen him kiss students on the forehead, on the cheek and on the top of the head. Only female students. He has received warnings about this before about touching and hugging students.

[REDACTED]



Phone Call with [REDACTED]

4/14/2020

[REDACTED]

All Information gathered will remain confidential to the extent possible for a thorough investigation. With that being said, I am asking that all information discussed today not be shared with anyone else other than myself or Elizabeth Palatine. Are you in agreement with keeping this confidential? – Yes

1. I'll be asking questions related to an ongoing investigation involving Sean Staffeldt. Were you aware of this investigation? – I figured there was something going on because I am covering one of his classes right now since he's been out.
2. What is your relationship with Sean – I would just call us colleagues. We don't hang out, we don't call each other.
3. The reason for contacting you, at some point you were the department chair? – Yes, about two years ago, I was.
4. It's been reported that during your time as department chair someone in your department came to you to report an incident they witnessed between Sean and a female colleague. Do you recall this? – I don't remember, there were things that were brought to me that I brought to the administration, something about him hugging someone or something like that, but I don't recall a specific incident. I'm kind of foggy on the details, it's been awhile.

Do you recall [REDACTED] making a report to you? Vaguely, but I would have reported anything to administration. I'm not trying to avoid it, I don't doubt that it happened, I just can't recall. I was under the impression that Sean was brought in by administration at some point in the past related to something he said to a co-worker.

Do you recall having a meeting with Sean and a female colleague regarding inappropriate comments he made to her? – No, I don't.

Did you recall ever having a separate conversation where you specifically asked Sean if anything had been said or happened? I kind of remember pulling Sean off to the side one time saying, hey make sure you are not around kids by yourself things like that because people have perceptions.

Why did you have this conversation with him? It was more of a meeting to say you don't want things to be perceived in a certain way. He's a huggy type of guy, he hugs people, that's his personality. I'm not saying if it's right or wrong, but I've said to him when I was a department chair, make sure you are not in that situation. I had to have a similar conversation with [REDACTED] after noticing there were young ladies hanging around in his room between classes.

What was that conversation like with [REDACTED] – I told him if he's meeting with students to keep the door open or meet in the hallway so it doesn't look like there's something else going on. He understood and made adjustments.

5. Anything else you want to share or can recall that I should know? I remember hearing about Sean up behind a girl and snapped the back of her bra. I know just recently there was a tik tok video and comments made that he has sexual harassed a student.

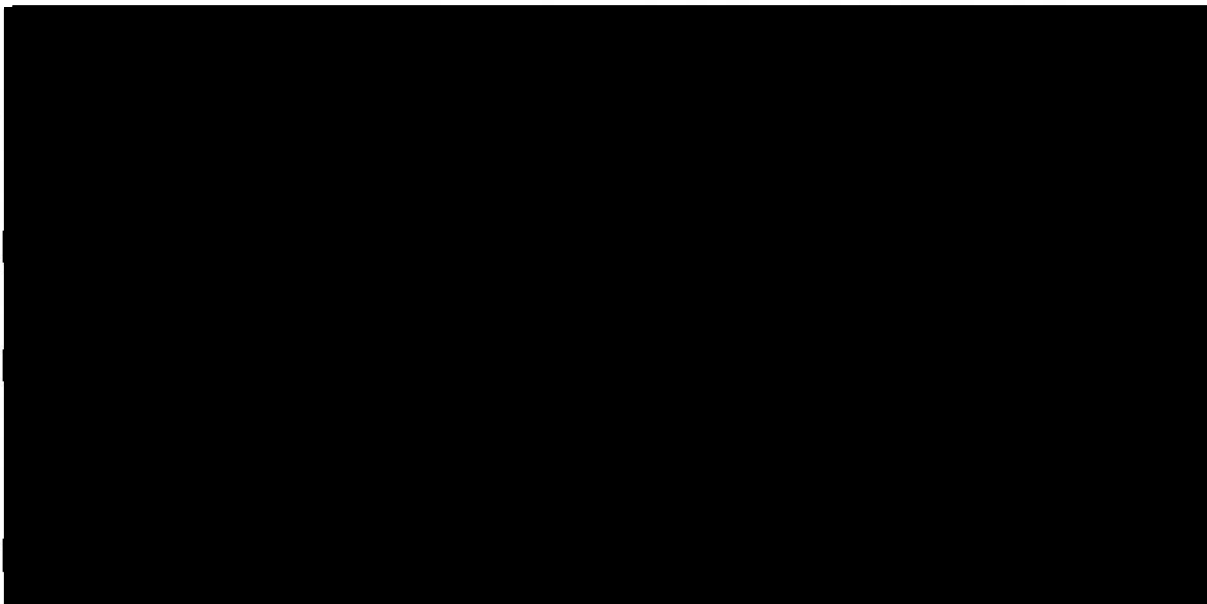
I know just recently there was a tik tok video that I saw. I had heard that he had come up behind a girl and snapped the back of her bra. I know just recently there was a tik tik video and comments made that he has sexual harassed a student.


I was recently contacted by Stacy Turner to provide a written statement about a meeting that was had between her and I on the afternoon of March 12th, 2020. I was notified of this meeting the afternoon before that it would be about possible allegations of inappropriate conduct with a male staff member at OHS and students, as well as staff members. I did not ask for this meeting, I was invited by Stacy Turner.


I will do my best to recall the question and subsequent information I shared at this meeting, as it was conducted nearly fifty days ago.

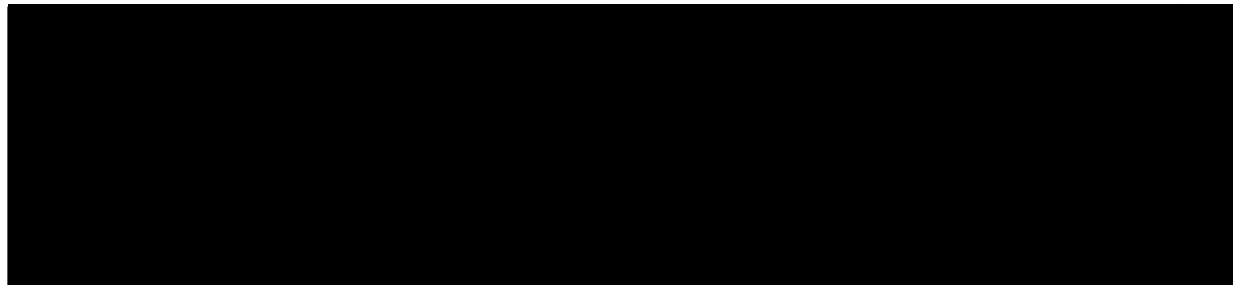
Ms. Turner asked if I knew who the meeting was regarding, and I said yes. This was concerning Sean Staffeldt and allegations of inappropriate conduct. She asked questions to see if I had any knowledge both first hand or otherwise of Mr. Staffeldt being inappropriate with students. I have seen Mr. Staffeldt give hugs to both male and female students, he is a very approachable and kind person. I have also seen him hold hugs longer and rub the backs of some female students, as well as an occasional kiss on the top of the head. I could not provide names of the students because they were with students I did not personally know. I also told Ms. Turner that I had heard of more occurrences with female students of varying degrees on severity from other staff members, and I felt it was hearsay so I could not confirm any of those and would not feel right going further on that.

I also stated to Ms. Turner that I had in the past, and could not recall the date or year, that I had spoken to Mr. Staffeldt about being careful with students. It was widely known he was helping student athletes train in a one on one setting, and in close proximity with them. I mentioned that things should be done more publicly and with others around so as to not make anyone uncomfortable. It has been relayed to me in the past few years that multiple coworkers and administrators have had conversations with him about acting appropriately as I had. Again, hearsay and I can not confirm.






When asked if I knew of anyone else who would have knowledge or experiences with the person in question, I mentioned that the entire department of Kinetic Wellness should be interviewed, as I could not speak for them and I have heard what they may know is again considered hearsay. I also said that I was aware through casual conversation of other teachers in various departments that may have experienced similar situations as  and most importantly the students that are involved.



Again, I am recalling the events to the best of my recollection that occurred on March 12th, 2020. I do believe the notes that Ms. Turner compiled from that meeting should be sufficient.



Meeting with [REDACTED]

6/3/2020

[REDACTED]

All Information gathered will remain confidential to the extent possible for a thorough investigation. With that being said, I am asking that all information discussed today not be shared with anyone else other than myself or Elizabeth Palatine. Are you in agreement with keeping this confidential? – Yes

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.

- [REDACTED]
8. It's been documented that you've had conversations with Sean about hugging or kissing female students. Why did you feel the need to have the conversation with him? - He's a super nice guy, maybe over the top nice. He hugged a female student. I told him maybe that's not the thing to do because maybe someone could twist it. That's just his way of showing affection. That conversation was early on when we first started working together. I would say he hugs a lot of girls. He does not coach girls, the girls are probably from his class.

What was his response to your statement? He was more like he understood where I was coming from but he would follow up with "this is the type of person I am". Obviously since he's still hugging girls, that's his personality. I told him it just doesn't look good.

- 9.

- [REDACTED]
10. Do you know of any other relevant information? – I heard about a couple of rumors but that was when Sean first left. I saw a video a student posted. I don't have any new information to share.

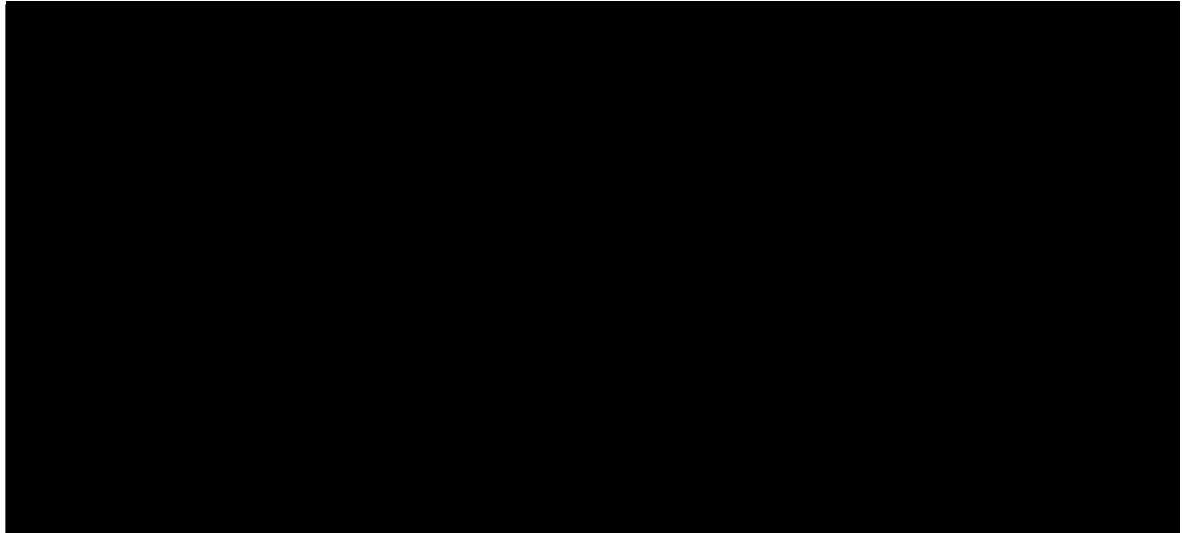
10. Is there anything else I should know or someone else I should talk to? – no, I don't have anything else.

[REDACTED]

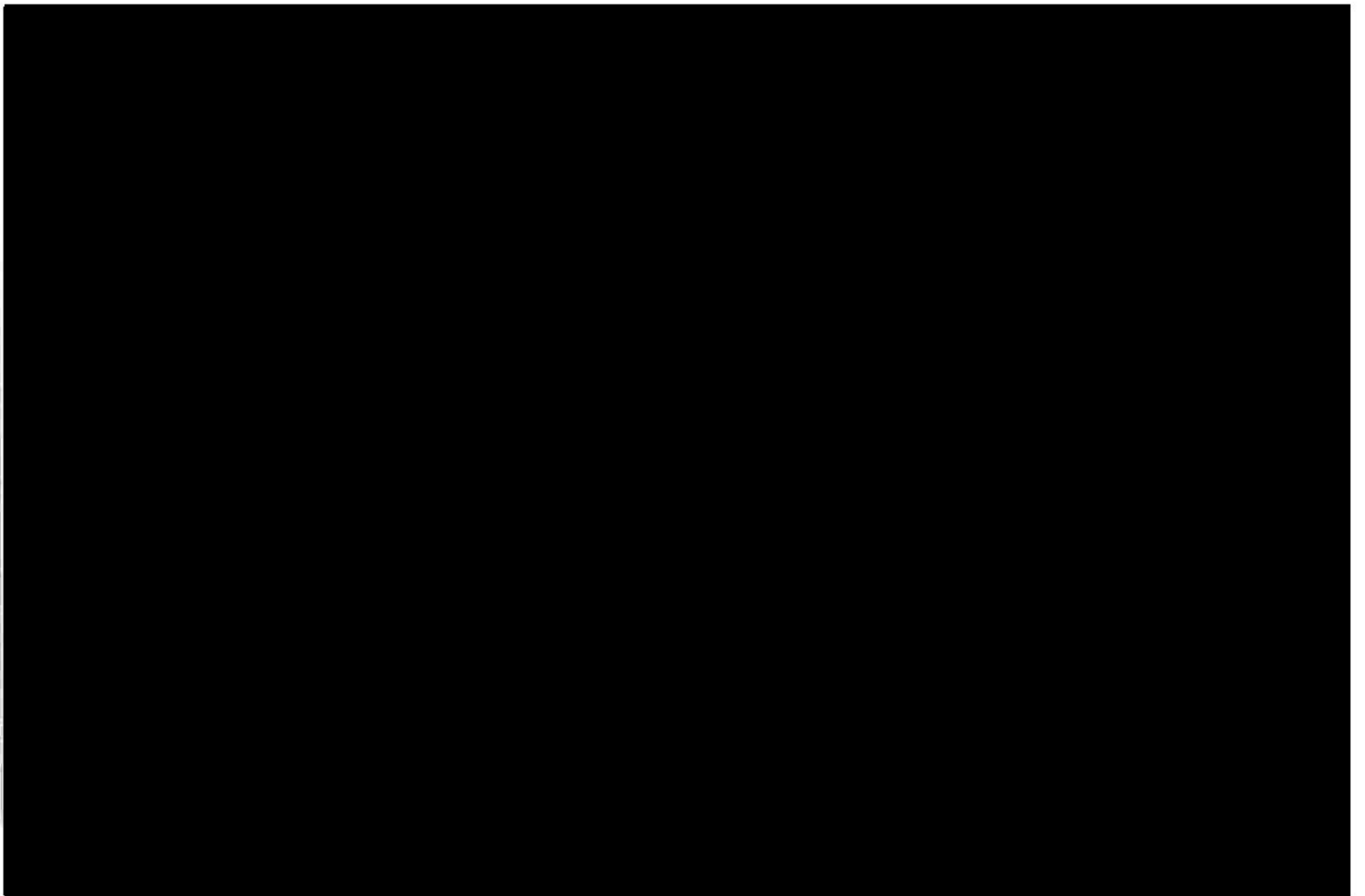
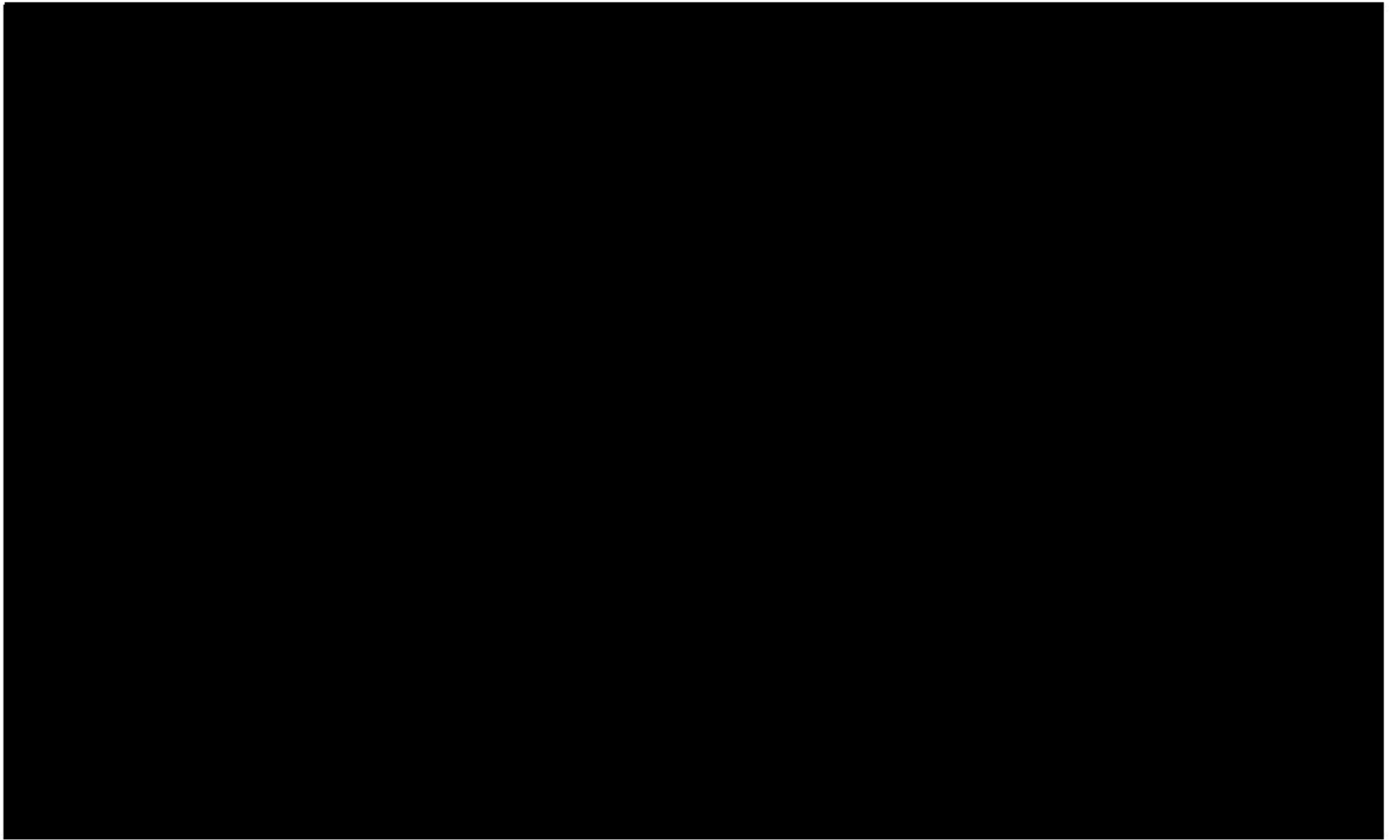
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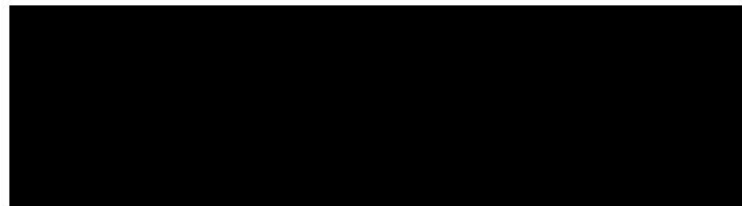
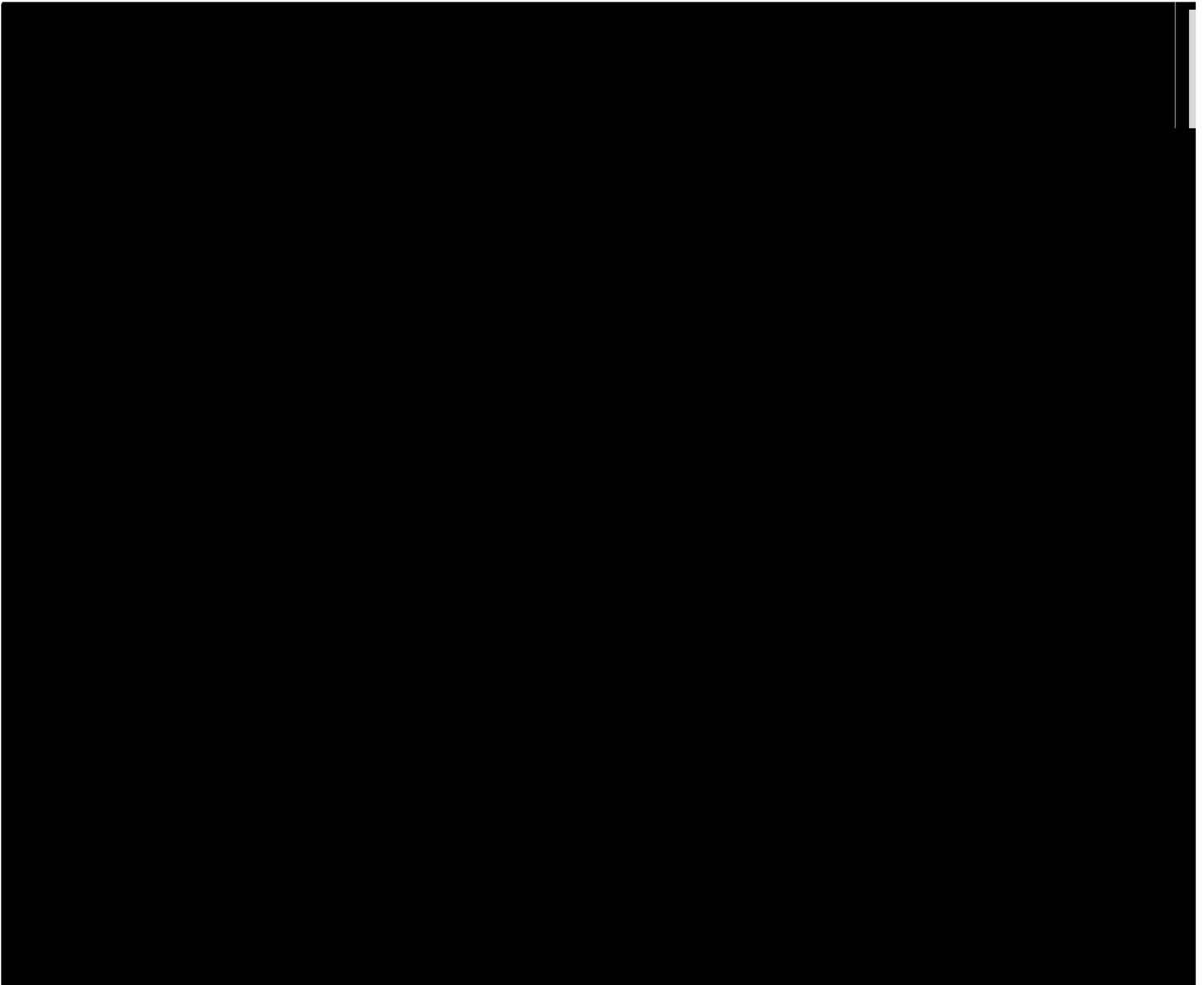
1. Have you received any complaints of inappropriate behavior from coworkers, students, or coaching staff regarding Sean? I had not received any complaints before [REDACTED] report. [REDACTED] is a student. In my previous position as a Dean I wouldn't be privy to this information. [REDACTED] had a conversation with a staff member, the staff member brought the information to me and a report was followed up by a call to DCFS with a report made. No one else had made any complaints to me.

2.



3. Do you know of any other relevant information? Nothing other than what was reported from [REDACTED]





- 1.What's your relationship to SS - We are friends and we socialize outside of work, we also coach together
- 2.Do you work with in the PE Department? I'm a Special Education Teacher, I don't work in the same department

3. [REDACTED] Where did it occur? When? Why? Was there an obvious reason why he was hugging them? In the main gym, either on senior night following a football game or after a wrestling meet. I can't remember the exact situation, but it was in celebration of senior night. [REDACTED]
4. How many different girls have you seen him hug in the past 3 years? Maybe 2 or 3 girls. Do you know their names? No, I can't recall their names.
5. Do you typically hug female students? No, I don't.
6. Did you ever observe SS playfully attempt to wrestle with a female manager? No, I do not recall.
7. Try to move her feet with his feet to knock her off balance? What does that mean? Have you ever seen him try to trip a female? No, I don't remember anything like that.
8. During football season, when did staff use a golf cart? Golf carts are used every day during the season, trainers use them all the time. For what purposes? Coaches and managers use them all the time to move equipment around, to get back to the schools quickly or from one field to the next. Did you ever ride on one of the golf carts with a female manager on the golf cart? Yes, I have. Did SS ever ride on one of the golf carts with a female manager on it? I can't say yes or no, I don't think so, but I can't give you one hundred percent. Is it common practice for managers to ride staff around? Yes, for quick situations or when needed for quick travel to get back to building or field quickly.
9. Do you recall having conversations with Sean about sex while on school property? No, I don't recall. How often? When? Where? Who initiated the conversation? Who was present? [REDACTED]
[REDACTED] I can't recall a specific conversation that we have had. I don't know why he would have said that.
- [REDACTED]
- [REDACTED]

Stacy Turner

Assistant Director of Human Resources

CUSD 308 - DAC | [4175 Route 71, Oswego, IL 60543](#)

Phone: 630.636.3480 | Fax: 630.636.3669

sturner01@sd308.org | www.sd308.org

[REDACTED]

[REDACTED]

1. Did you ever hear any other coworker warn Sean about his conduct or what he said in the workplace? No, I did not personally hear anyone warn him but [REDACTED] told me I didn't have to let him make those types of comments to me after hearing Sean say some inappropriate things to me.
2. Did you personally hear [REDACTED] tell Sean that Sean [REDACTED] Yes, this conversation occurred during this past school year. [REDACTED]
3. Did you ever hear any other coworker warn Sean about his conduct with female students? (if so . . . who? when? what?) Not directly, only hearsay of a conversation.

[REDACTED]

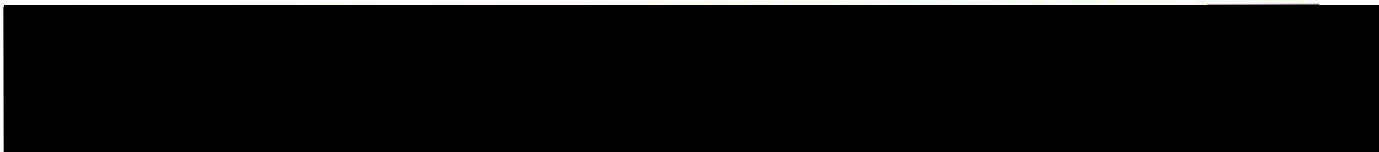
1.

2.

3.

4.

[REDACTED]



5. Did you ever hear any other coworker warn Sean about his conduct or what he said in the workplace? (If so . . . who? when? what?) I did not hear anyone warn Sean, but [REDACTED] told me about a time he warned him. Also a few years ago I had to take a girl to the dean to fill out a statement based on what the student stated Sean had said to her. I had to fill out a written statement and sign my name on the form. [REDACTED] couldn't recall the name of the student but said she thought it should still be on file.
6. Did you ever hear any other coworker warn Sean about his conduct with female students? (If so . . . who? when? what?) No, but [REDACTED] told me he had a conversation with Sean about his conduct with students.

Stacy Turner

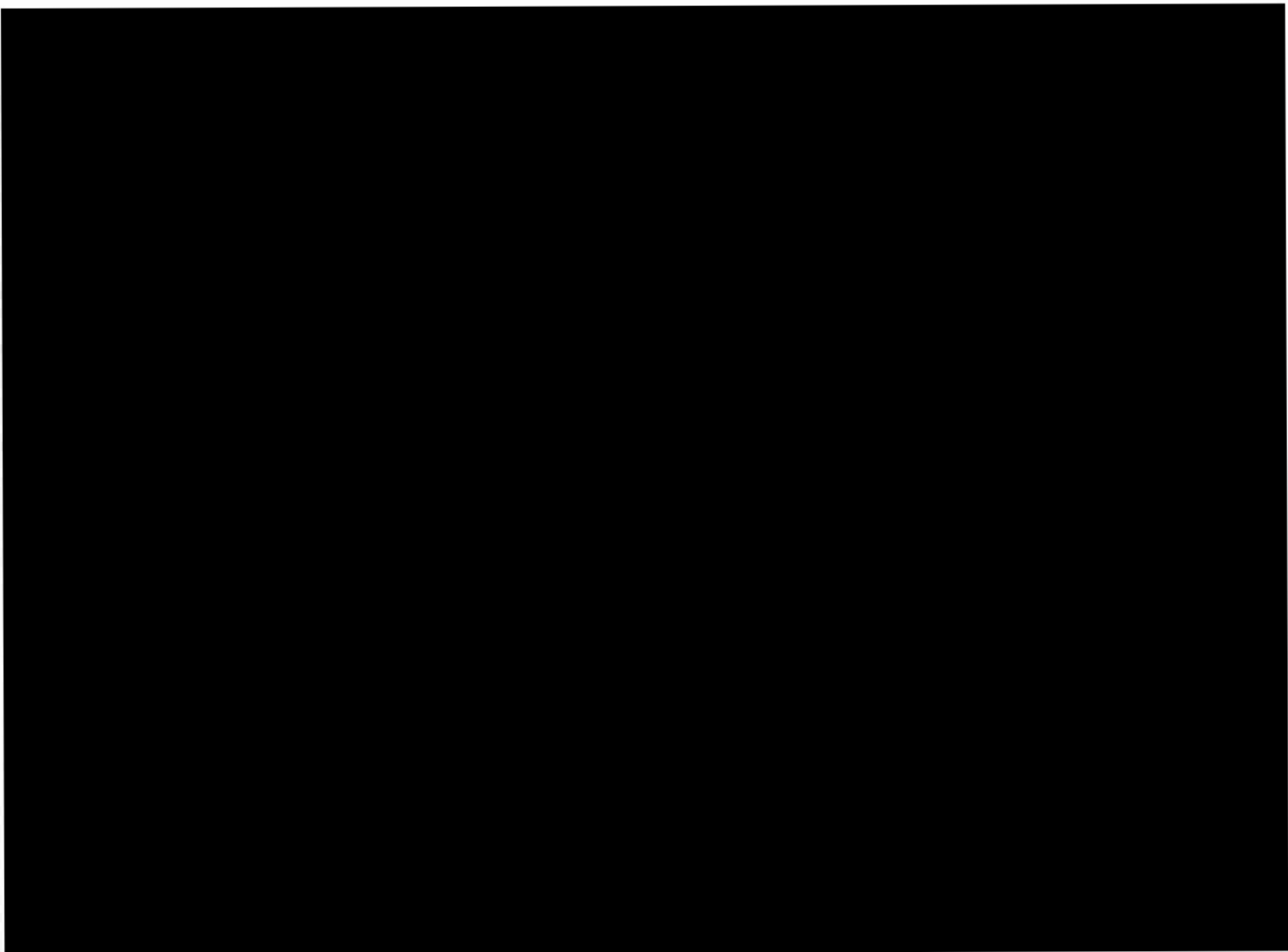
Stacy Turner

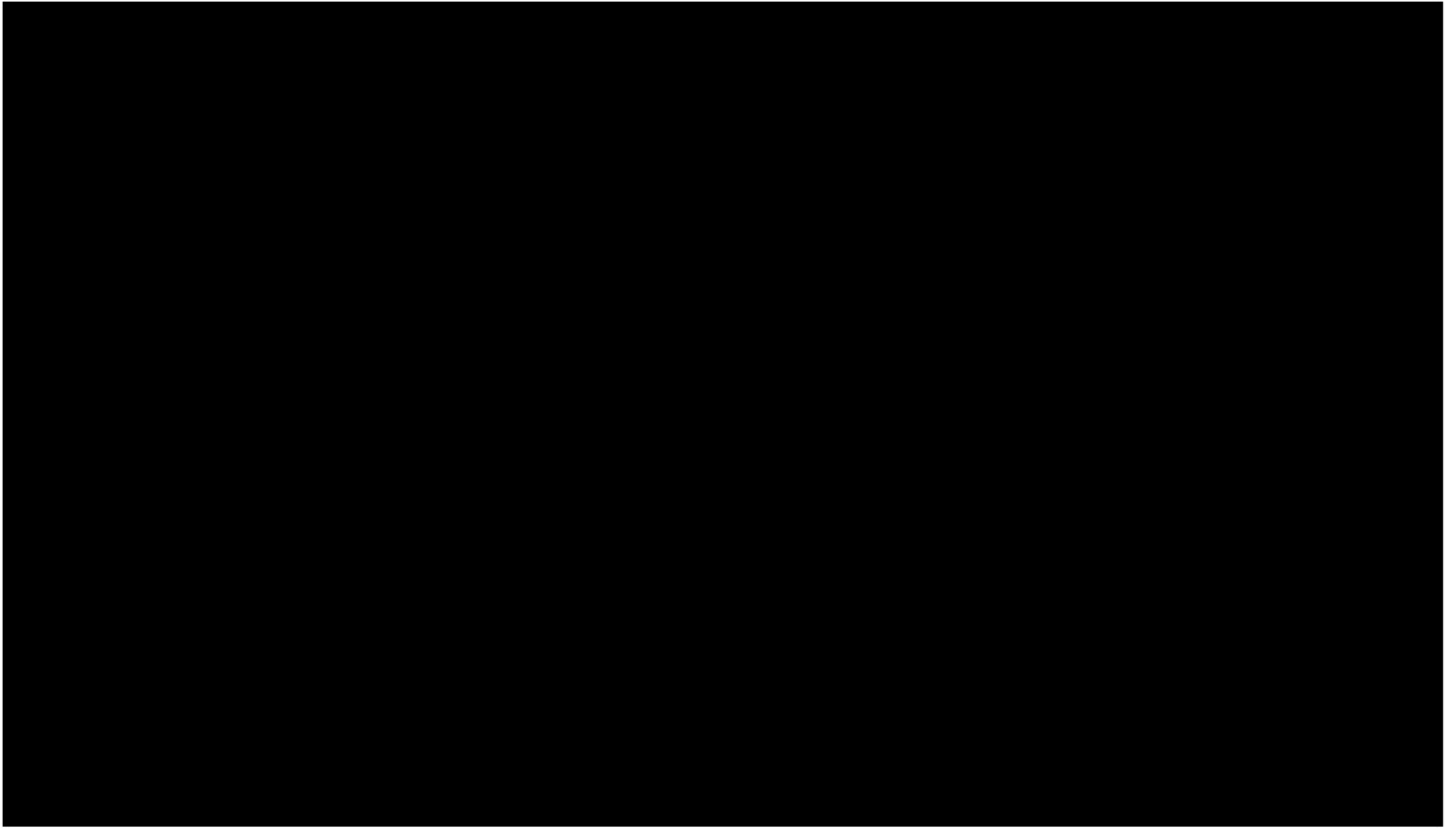
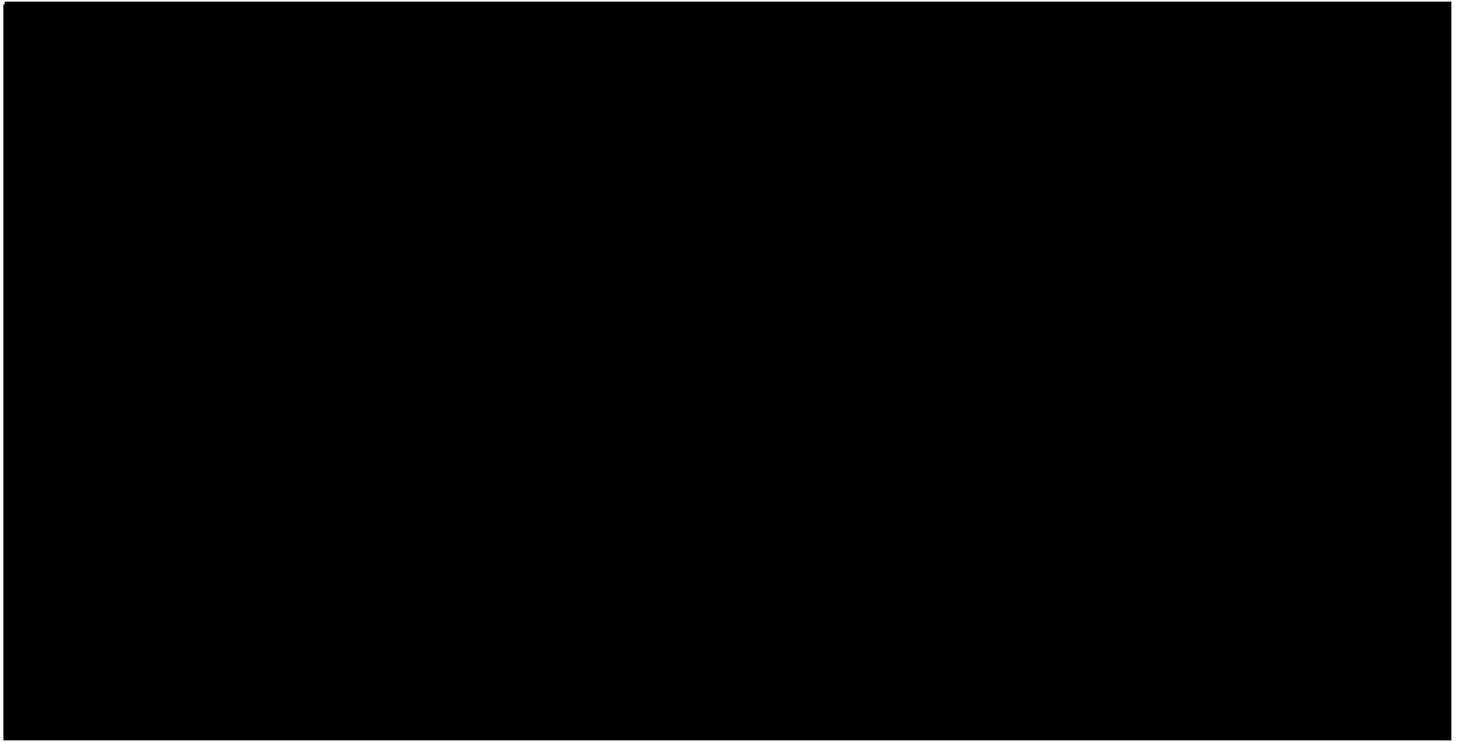
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Staffeldt, Sean - Interview:

Maureen Lemon - ML

Raphael Daniels - RD

Kenneth Miller - KM

Stacy Turner - ST

Sean Staffeldt - SS

ML: I'm one of the Board Attorneys, and Andrew it's Ken, Stacy, and myself, we are all wearing masks and it's really hot in here, if anyone needs a break we can certainly do that.

AG: Thank you.

ML: Any questions?

SS: No ma'am

ML: Have you ever used "F" word in front of students as a teacher?

SS: As a teacher no.

ML: Have you called a student a "f'ing" idiot in front of other students?

SS: Yes, in gym class, 2 years ago and was talked to?

ML: Outside of that you've never used the F'word?

ML: As a football coach?

SS: No?

ML: Have you ever given the middle finger to someone in front of students during school hours?

SS: No Ma'am

ML: Can't recall any time?

SS: Don't recall

ML: Is this you [shows him picture]?

SS: Yes ma'am

ML: Who is this next to you?

SS: Don't know, probably [REDACTED], I cannot recall for sure from that picture.

ML: When did you take this picture?

SS: Maybe this past semester in gym class.

ML: Is that you flipping someone off?

SS: Yes

ML: Who is this?

SS: [REDACTED]

ML: Do you now recall doing this?

SS: Yes, I don't recall when that was, but I do see that.

ML: When did this occur?

SS: During or after school.

ML: Why did you take this picture?

SS: I don't have an answer for that.

ML: Did you ever discuss your sex life with coworkers?

SS: Gentlemen yes.

ML: Whom.

SS: [REDACTED]

ML: What is [REDACTED] first name?

SS: [REDACTED]

ML: What is [REDACTED] first name?

SS: [REDACTED]

ML: What is [REDACTED] first name?

SS: [REDACTED]

ML: All at once?

SS: Yes, just friends talking.

ML: During work hours?

SS: Yes, or after school

ML: Each shared sex life with you?

SS: Yes.

ML: Did you ever discuss masturbating with coworkers?

SS: I don't recall

ML: Don't recall telling sexual dreams to coworkers?

SS: I don't recall

ML: Did you ever tell co-workers that you had a dream about fucking [REDACTED]

SS: Yes, I think I told her that.

ML: When?

SS: Before or after school [REDACTED]

ML: Did you ever discuss a desire to have Female coworkers perform sex acts on you?

SS: No

ML: Have any of your coworkers warned you about discussing sexual topics in the workplace?

SS: I don't recall.

ML: Did [REDACTED] tell you that some of your comments were offensive?

SS: No ma'am

ML: Did [REDACTED] tell you that your comments are offensive, and if so, when?

SS: No ma'am

ML: Did [REDACTED] remind you about what you learned in your GCN training on sexual harassment?

SS: never, no I don't recall.

ML: So he might have?

SS: I don't recall?

ML: Are you aware of what is covered in the GCN Training?

SS: Yes

ML: When do you do the GCN training?

SS: Every Year.

ML: What did it say?

SS: It's if someone is uncomfortable stop.

ML: Did [REDACTED] tell you to stop?

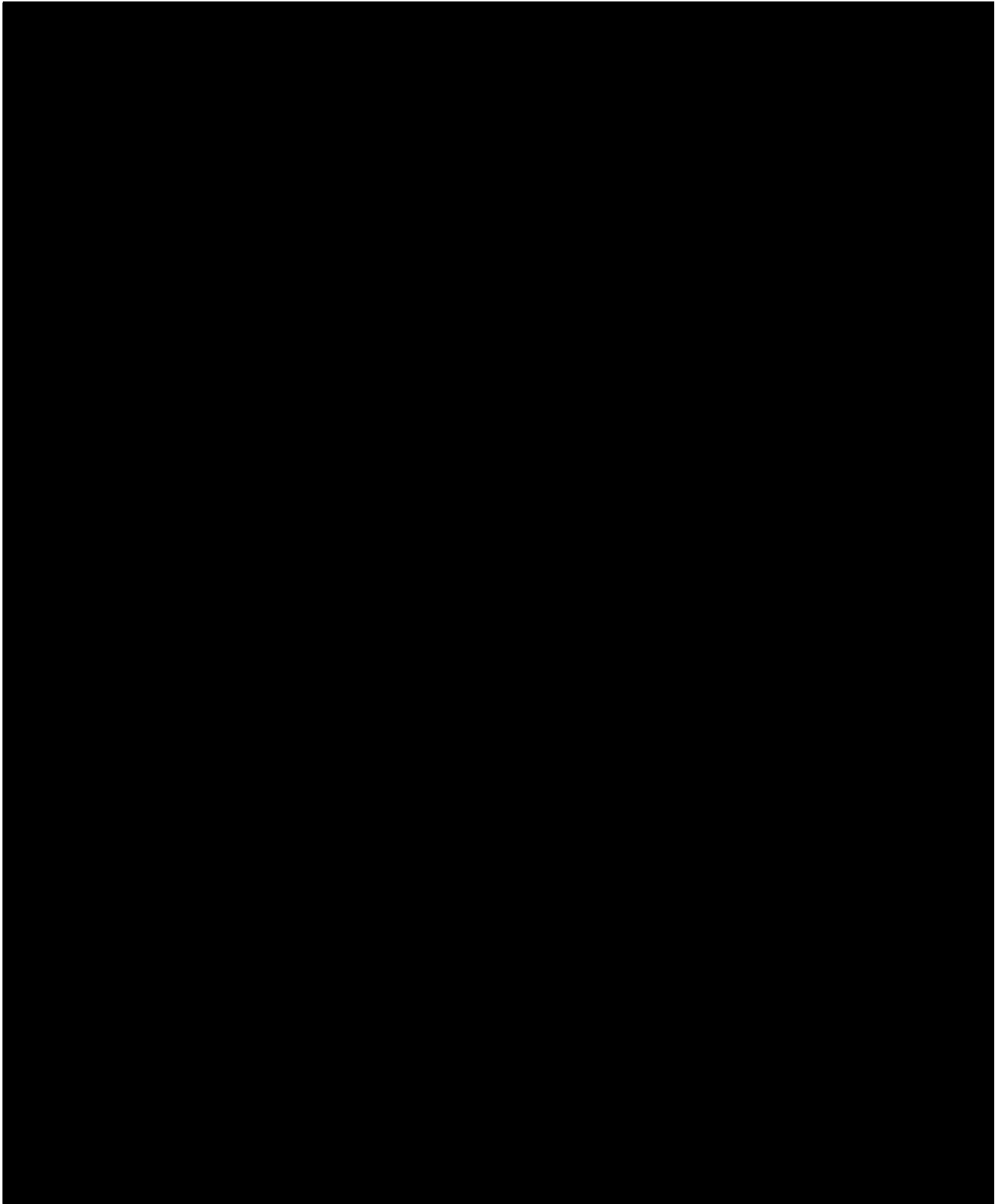
SS: No.

ML: Did you tell her she has a nice ass?

SS: Yes

ML: Why?

ings.





ML: Have you used sweetie with female students?

SS: Yes

ML: Which ones?

SS: I don't recall, I say honey and sweetie to... I don't know which ones but it's like "thank you honey for grabbing that."


ML: Why would you say that to a student?

SS: Genuine thing, nothing other than that.

ML: Genuine what?

SS: Thank you honey for grabbing that, thank you sweetie for grabbing that, thank you dear for grabbing that, I've used those terms my whole life.

ML: Have you called them pretty?

SS: Yes, one with anxiety, I said yuo're looking good. 

ML: How do you spell that?

SS: [REDACTED]

ML: Did you ever tell [REDACTED] she is pretty?

SS: Don't recall

ML: Possible?

SS: Yes

ML: [REDACTED]

SS: Don't recall

ML: Ever called female student a bitch?

SS: No ma'am.

ML: Ever called her a bitch because she didn't say hi in hallway?

SS: No, i said that wasn't nice

ML: What do you mean?

SS: I said it wasn't nice when she walked past me in the hallway

ML: Do you do that to all students?

SS: No

ML: Why her?

SS: I've known her for 3 years, positive rapport.

ML: If you have positive rapport why did she say you called her a bitch?

SS: No idea.

ML: Is it because you said she's fucking her ex and is too good to say hello?

SS: No.

ML: Did Roxana Sanders warn you about hugging kissing and touching students?

SS: Yes ma'am

ML: Did she warn you to maintain professional/appropriate relationships with parents, students, and staff at all times?

SS: Yes ma'am

ML: Have you done so since the warning?

SS: Only when showing compassion to people through an instinct of "something's not right."

ML: Only to those female students who were crying?

SS: Yes

ML: Who?

SS: I don't recall.

ML: How many?

SS: I don't know, with [REDACTED] I did it because [REDACTED] thing.

ML: I'm sorry to hear that.

SS: I did it at the last football game, we lost and she was crying, in the weight room with 2 others present [REDACTED]

ML: Any students who [REDACTED]

SS: Yes ma'am

ML: Who?

SS: I gave [REDACTED] a hug along with other coaches at the last game because she was crying.

ML: Just to be clear... your position is you only hug students who are crying or whose parents are going through something difficult [REDACTED]

SS: Yes, if they're struggling.

ML: Who?

SS: I don't recall, I also give hugs to guys.

ML: Touching or rubbing shoulders?

SS: No, not a rubbing guy.

ML: You've never offered someone a neck or shoulder massage saying "you're

looking tense?"

SS: Incident in weight room, 2 others present, I did rub her shoulders when telling her that it was ok, my mom is going thorough that too.

ML: Who else was there?

SS: [REDACTED]

ML: Do you ever kiss students?

SS: When they come in for a side hug I put my head down, they may think that I'm kissing, but I don't recall kissing people when I hug them.

ML: [REDACTED]

SS: Gave her a hug in the hallway.

ML: kissed her?

SS: Don't recall

ML: on forehead?

SS: It's possible.

ML: Why?

SS: Her mom told me to look out for her, [REDACTED]
[REDACTED]

ML: When?

SS: After she won the game winning shot.

ML: How?

SS; My chin touched her head.

ML: Any other occasions?

SS: Don't recall any.

ML: [REDACTED]

SS: hugged her last game, there were 15-20 guys there, and they were all sad.

ML: [REDACTED]

SS: Don't recall.

ML: Have you ever slapped her butt?

SS: That never happened.

ML: Have any coworkers cautioned you around female students?

SS: My first years, they know the heart I wear on my sleeve and the compassionate guy I am, I wouldn't say caution, it's more like it's 2019, 2018, 2017 and you can't do that anymore, I know why you're doing it, but you can't.

ML: Who?

SS: Don't recall.

ML: [REDACTED]

SS: Don't recall.

ML: [REDACTED]

SS: Possibly.

ML: [REDACTED]

SS: Don't recall.

ML: [REDACTED]

SS: Only in the meeting.

ML: What meeting?

SS: The one you mentioned with Roxana.

ML: When did Mr. Cooney give advice?

SS: Don't recall, but he said that you're a great guy but perception is everything.

ML: What does that mean?

SS: People perceive things without asking why or how, they assume it's a negative interaction.

ML: Regardless of intentions, Mr. Cooney told you not to touch students?

SS: He told me perception is everything.

ML: Did he tell you not to meet behind closed doors with them?

SS: No.

ML: What did [REDACTED] tell you?

SS: I don't recall

ML: Something like don't be touching girls?

SS: No, I don't think so, I've seen him hugging others too, I don't recall.

ML: Do you recall teaching [REDACTED] how to whistle?

SS: I don't know.

ML: You don't recall saying she's good at whistling because she's good at sucking.

SS: She perceived because I said you suck in when grabbing lips. That would be inappropriate, though.

ML: Did you ever try to wrestle her?

SS: No ma'am

ML: Try to trip her?

SS: No ma'am

ML: People saw that, but they're lying... right?

SS: I didn't do that.

ML: Have you touched female student's hair?

SS: I'm sure I have

ML:: [REDACTED] hair?

SS: When my daughter cut hair, it's just as long as yours, I said she donated, and she gave me phone to hold.

ML: When?

SS: During first semester in class

ML: Why did you have to touch her hair?

SS: I don't know, I said how many inches is that? It's 8...

ML: [REDACTED] hair?

SS: I don't recall

ML: Don't recall playing with her hair?

SS: No ma'am

ML: Have you ever discussed your sex life around students?

SS: I don't recall I don't think I would around students... If I'm around Andrew Cook, it's possible they could overhear things.

ML: Did you talk about getting a vasectomy in front of students?

SS: No I don't recall.

ML: Did you tell them that you couldn't ejaculate for two weeks afterwards?

SS: I don't recall that.

ML: Did you ever grab [REDACTED]

SS: No ma'am

ML: Did you ever say that some guy will like grabbing her [REDACTED] while having sex with her?

SS: No ma'am

ML: Ever say you should get a fuck buddy and not get married?

SS: No ma'am

ML: [REDACTED]

SS: No ma'am

ML: After a football game, there was an incident where you came up to the car, what happened?

SS: Gave a high five to both.

ML: Did you touch any part of [REDACTED] body?

SS: No ma'am

ML: Hands didn't go near breasts?

SS: No ma'am

ML: Why did you open door?

SS: To give [REDACTED] a high five.

ML: Could you have touched her while reaching across?

SS: I don't believe so

ML: Did you ever tell [REDACTED] to sit up since everyone can see her ass?

SS: She was sitting inappropriately, told her to sit up and told [REDACTED] to get back to work.

ML: Did you use that phrase?

SS: I don't recall using that phrase.

ML: Did you ever discuss [REDACTED] wearing shorts?

SS: I said that's inappropriate you shouldn't be wearing that.

ML: Did you ever come up behind [REDACTED] and say she's tense and rub her shoulders?

SS: No

ML: [REDACTED]

SS: That one day in weight room.

ML: Have you ever rode in a Golf Cart?

SS: with other coaches

ML: Alone with either of them.

SS: Don't recall

ML: Don't recall being with just [REDACTED]

SS: Don't recall

ML: Just with [REDACTED]?

SS: Don't recall

ML: When they were both there?

SS: No, We typically get driven out to practices

ML: Did you ever touch her on the thigh?

SS: No ma'am

ML: Did you ask [REDACTED] about having sex with her boyfriend

SS: No ma'am

ML: Did you discuss your sex life with [REDACTED]?

SS: No

ML: Did you ask [REDACTED] to come put away equipemnt?

SS: Yes, they all were.

ML; Did you kiss [REDACTED]?

SS: I don't recall, gave her a hug

ML: [REDACTED] at graduation ceremony?

SS: I don't go to graduation.

ML: Never been to graduation?

SS: I never kissed a student at graduation.

ML: Can our side step into the hallway for a minute?

RD: Ok.

KM: Now that we're back, Maureen has asked all of the questions she has, now I'd like to open the floor to both you and the OEA, or in this case the IEA/NEA to present any facts, evidence, or supporting information that you feel we should take into consideration regarding this matter.

RD: One of the things is that sean has had five months in terms of time and all to consider and think about why he's here and in this position, one of the things is that we'll stop and say that some of the things may have been uncomfortable, he said that he thinks that there are things he could've done differently. There are lots of times where he has had the abiltiy to gather statements about his character. Everyone has said, with 17 statements, that he is very caring. We have 17 statements and as they echo through, they all talk about what Mr. Staffeldt has done for them, how he's been there in times of need, and most of every last one of them have put a telephone number or email to get in touch with them, with what they had to say about mr. staffeldt. We have had individuals that have given statements and we don't know how much of this is taken out of context, we're not sure about all of that. We do recognize that he does recall this , but doesn't recall everything, and

as we've had conversations that there are things that must be changed. This isn't back in the day when you can give students hugs, they can be misconstrued, they showed a picture of him flipping someone off, that's not appropriate, or that it should be done, but there are other times where there are students that are doing things that are inappropriate, we do have a witness, [REDACTED] and you made mention of [REDACTED] in your line of questioning. I've had the opportunity to interview her and she has nothing but positive things to say about him. She's a previous [REDACTED], she has grown into a great [REDACTED]

[REDACTED] When she found out about what was going forward with Mr. Staffeldt she came forward with information regarding what's going on with respect [REDACTED]. We knew about [REDACTED] with DCFS, but with all of that being stated, she wasn't comfortable with email threads from [REDACTED], she gave us information about what that looks like. We have documentation of pictures and statements of [REDACTED] making gestures about wanting to have sex with Mr. Staffeldt, we have videos from the fact of all saying that she would basically like to bend over in front of Mr. Staffeldt. There are times and all where she has taken unwanted videos of Mr. Staffeldt and put them on tik tok this is a picture of him walking in from coaching and she has taken videos of him, unwanted videos. The same witness has also demonstrated that this same student has made mention of other teachers that she finds to be sexy and other derogatory statements, and using the phrase Max Burks that "I'm 18 and if you want to do something." These are all snap chats, there's one of the same student sneaking into Staffeldt's house, there's a caption here "I'm sneaking into my crush's house, found on snap map, that's so crazy the world is so small." This is documentation that the one witness has provided. Here's another, she said "I'm going to lose my shit, are you kidding me right now, I wish I was, I'm basically begging you to be nice to her, wait it's her sister she's 5 years old." This was at an award ceremony, and she took his wife's face off and put her face on.

This particular student said that "this is enough I can't deal with this anymore." She provided this information, and wishes she would've come forward earlier with this information. There are other things, you mentioned a young lady named [REDACTED] and she is in this email thread where she was saying he can give a report card on how you did, if I don't "F" staff before I die I will not live fully. I'm saying like the stuff was lies, oh no, she does everything for attention. These are text messages going back and forth between students stating that [REDACTED] is corroborating or she has a desire to be with Mr. Staffeldt, and these email chains going back and forth, she also makes mention about [REDACTED], if my mom doesn't frame and give these to me, and all I want for Christmas is [REDACTED].

SS: She also said I'm having Wilson's first kid, mark my words. [REDACTED]

RD: There's data that has been provided by this previous student, when I spoke with her, she was candid about the inappropriateness, and she had never seen Mr. Staffeldt do anything inappropriate, and that she would be willing to discuss with the District if they're willing to give her a call. She gave a statement of what she's seen, and specially since she was in a vehicle with [REDACTED] and with Mr. Staffeldt giving them both high fives, and I asked her "have you ever seen him do anything inappropriate with [REDACTED]" "Never, I've never seen that whatsoever." Another individual in all is [REDACTED] has been working

with Mr. Staffeldt for at least the last eleven months as an assistant football coach and in wrestling, he attested to the fact that when Mr. Staffeldt had given [REDACTED], it was during a time where there were several individuals in the room, [REDACTED], and she was in a very distraught place. There were several who gave her hugs, and Mr. Staffeldt gave her a hug, and they were all there and observing, and it wasn't something sexual in nature, and when he gives hugs it's about being compassionate about issues students have had. These are other witnesses who are willing to have you give them a call. There are many plenty from previous students to parents who have given statements, and all of them have contact information about him. I say this, off of what has been stated here today, we have had this conversation about some of the things that have been said are not ok. They're not ok what we're hearing. There's a lot of good in here too, you will see a lot of positive, a lot of good about how he has helped them when they were breaking down, relationships, parents have said how he helped their kids learn to drive, helped the whole family. What I like about this is it's not all males, but females too, mentioning what he's done of them, their families. In terms of this investigation, you've had other witnesses who have shared one thing, these are saying the positive thing about what he's done in the District for twenty years. Consider the witnesses he has, that if we're going to do a fair investigation, they can attest to his code of conduct and ethics that he's been appropriate with parents and students, and I would not mind if you'd like to make copies of these, but I think these should be in the mark of consideration. I do believe that when I look at this, and not looking at the questions you've asked individually, it's something I look at is this remediable, can this be addressed, I think so. One thing you mentioned is that he has had long lasting relationships for over 20 years, if it was ever asked if they asked him to stop and if no, why now have they come forward? Why did they just now bring this to the attention of the administrator, a hearing officer, any information. If any information was shared with him to say cease and desist, and he recalls that, he's been forthcoming with information that doesn't put him in a positive light. If he would've heard that, I don't feel comfortable with you talking like that. We do know that with being an educator, they're in clusters, and they have relationships with each other and who they connect with and sometimes those lines can be blurred and if no one states that any behavior is uncomfortable, they won't know to stop. I'm not just talking about him, and if they don't say anything, he may think it's ok to continue. We shouldn't have any dialog in school like this, or maybe period, but if they're accepted and consensual between each other that's ok. As you do your fair investigation, look at the very ethical side of him from all parents, students, previous students, and staff members. Out of all of the coaches and PE teachers, did you interview all of them?

ML: We could continue, we have many other witnesses we didn't interview. Given the length of time and the difficulty of COVID, but we have a list of many other employees, students, and others who can corroborate a pattern of behavior.

RD: These are some of the questions we do have, and when you look at this there are just as many people who have said XYZ, I have at least 17 individuals, close to 20 individuals who can say something positive about him and his interaction with him. If you would like to make copies of these, you may.

ML: We would, and these, are these ours?

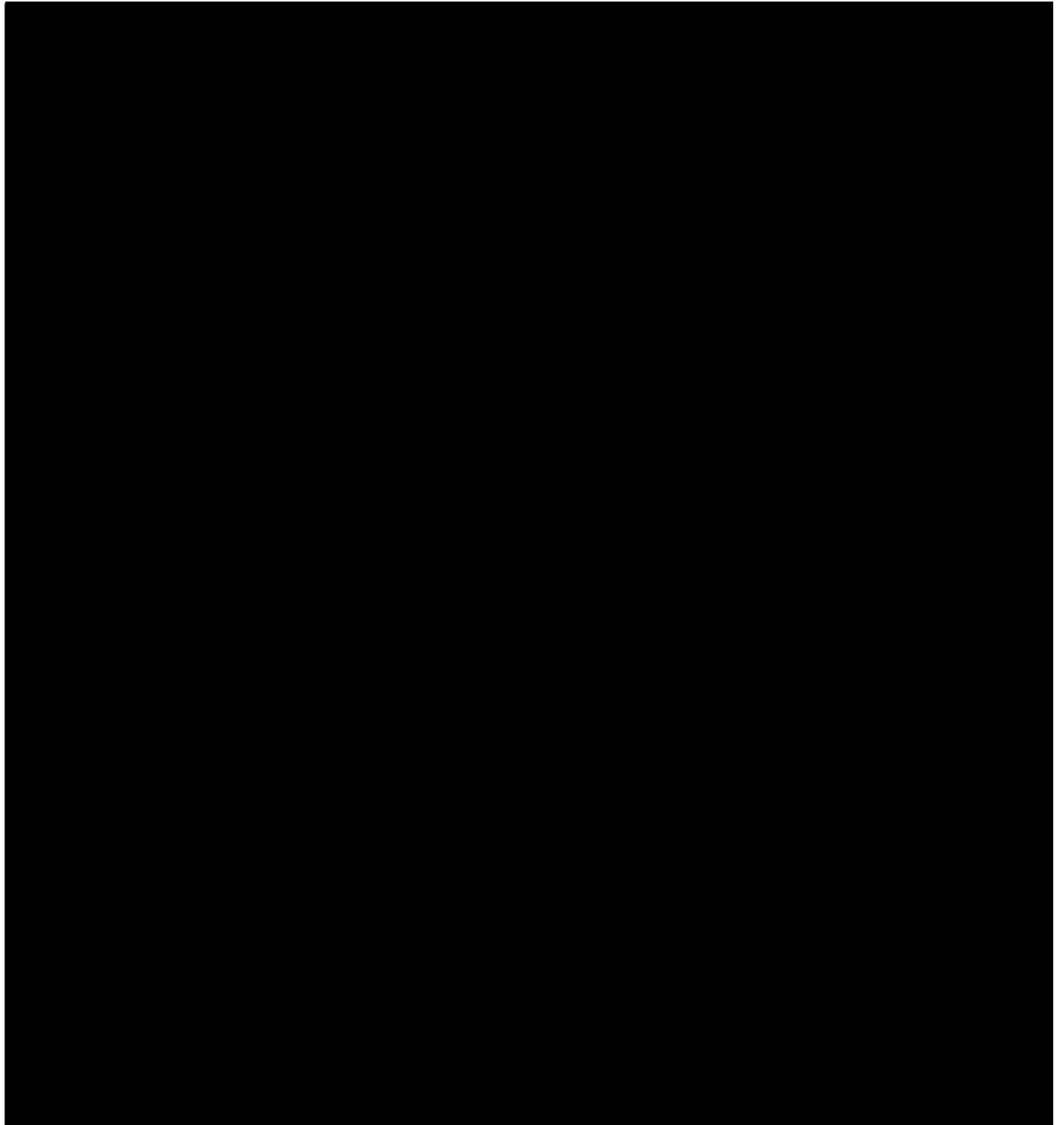
RD: No, you need to make copies of them.

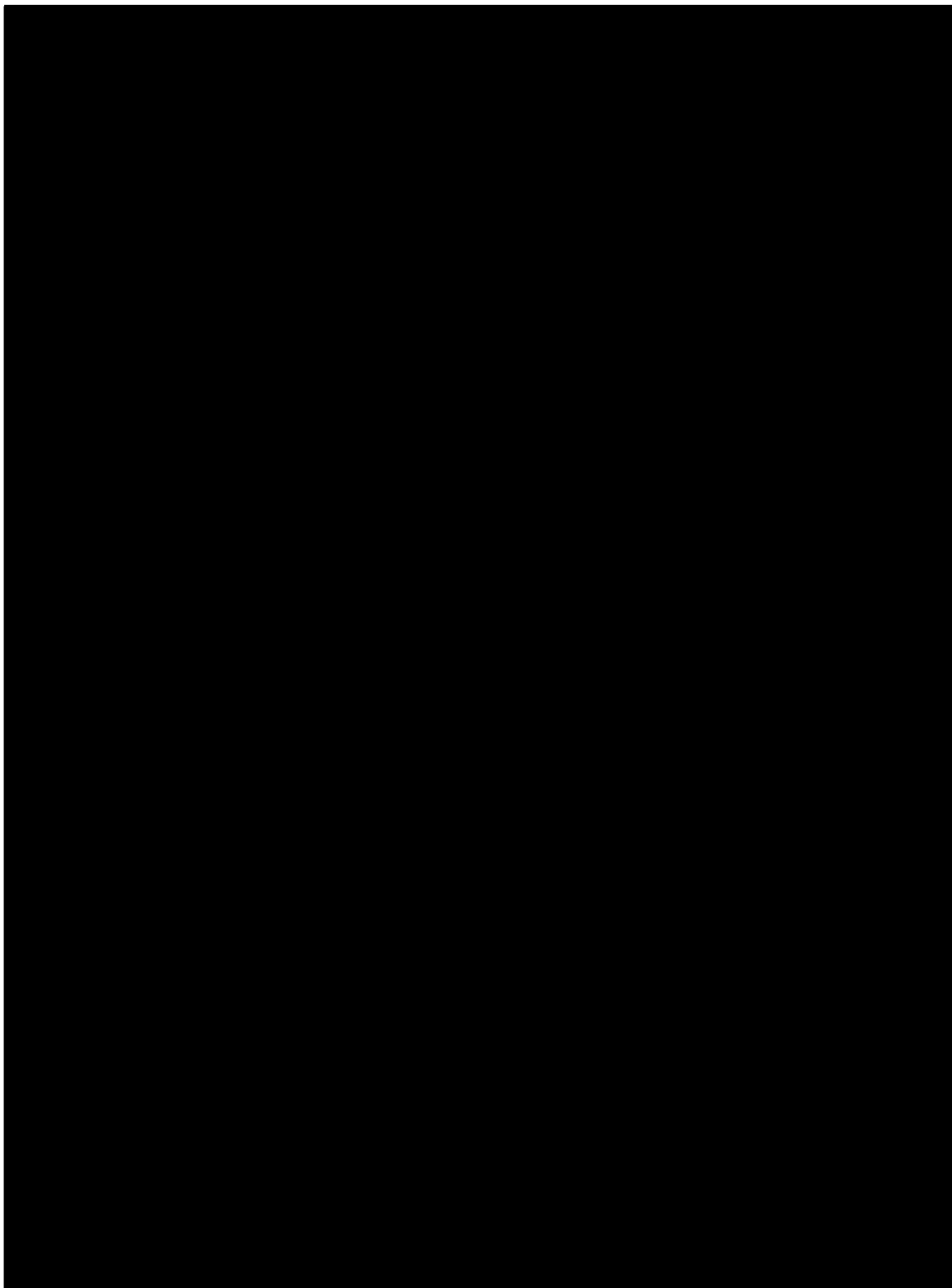
RD: How was district notified?

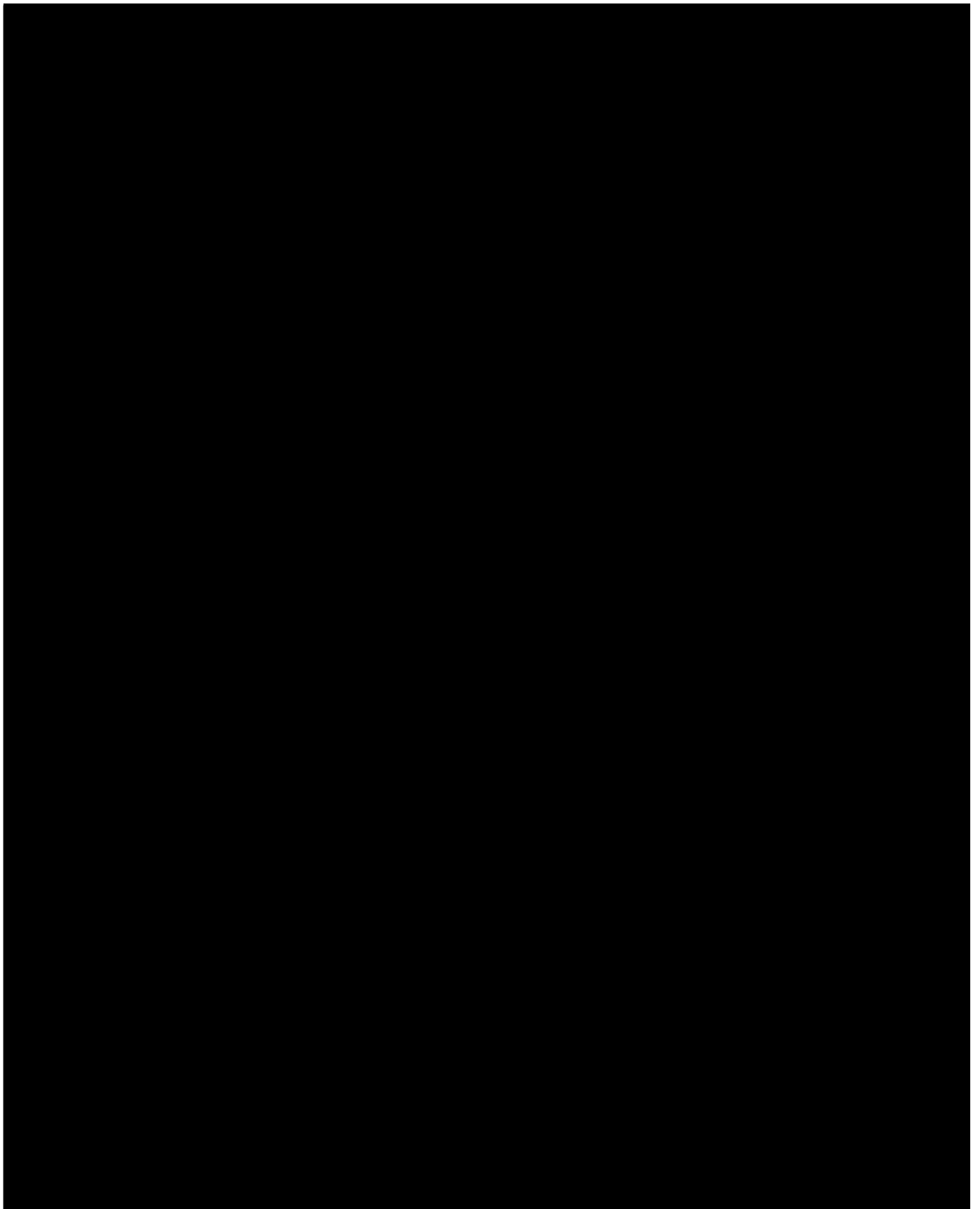
ML: Student and staff came forward/

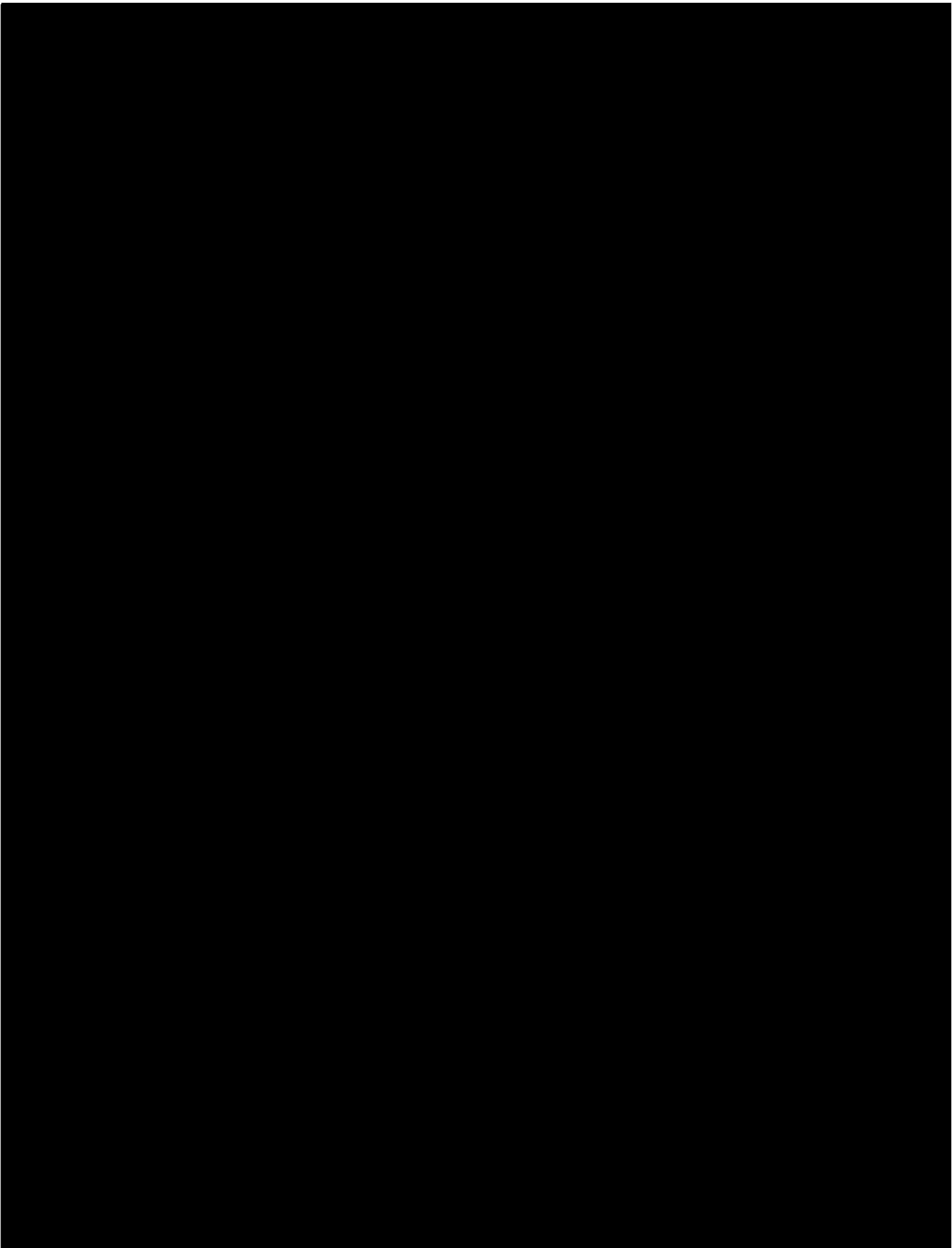
RD: When?

ML: January 15, 2020









ML: How wouldn't you recall?

SS: It was long ago and I don't recall.

RD: When did that happen?

ML: I don't have that.

RD: So you don't know the date of that conversation?

ML: I don't as we sit here. Are these in succession?

RD: They're some different threads, but in the subject line they're in there. I didn't go in and put the dates, I know the young lady still has them, you can talk with her as a witness, I might have mixed them up. So I have a list of dates here, I'd have to kind of go in each one of the pictures here to give them to you. Let's look at the first one. The first one is April 8th, and that is going to be the time on it as 10:15.

ML: And this is april 8th

RD: It is

ML: Of this year?

RD: Of this year

ML: between whom

RD: Between [REDACTED]. Now there might be other people on this thread but [REDACTED] was on this thread, she's on all of these threads. Here's one from March 9th. March 9th would be a tik tok that says [REDACTED]

ML: This is March 9th?

RD: March 9th

ML: Who is [REDACTED]?

RD: He's a guy on Tik Tok who says if you're 18, and saying that if someone who's older, you know I'm 18 and I'm available. She says I'm about to send this to Sean laughing my ass off

ML: Who wrote that

RD: [REDACTED]

ML: To?

RD: All these are going to be to [REDACTED]. There is one Dated November 11th there is a gentleman on there, this one.

ML: yes

RD: November 11, 2019

ML: again [REDACTED]

RD: Me sneaking into staff's house, you can also read the caption up here, it explains what the tik tok is about and the one on March 9th explains that. We have august 26th, its the picture of the little boy, the next person to add me to snapchat is sean staffeldt.

ML: August26

RD: Yes, and this would be [REDACTED]

ML: ok.

RD: Next one is Octobefr 9th, this one here and played with him.

ML: Ok.

RD: same individuals

ML: [REDACTED]

RD: [REDACTED]

ML: [REDACTED]

SS: [REDACTED]

RD: i think you might also have a letter in here from [REDACTED] requesting for a letter of recommendation from mr staffeldt as well. August 28th is the woman bending down in spandex, that is also [REDACTED] and then [REDACTED]. August 12th, this one here,

ML: Im sorry which one

RD: [REDACTED]

ML: What was the date

RD: August 12, 2019, [REDACTED]. We have September 17th with a picture of a teacher, 2019. We have november 13th which is the pciture with [REDACTED]

ML: Date?

RD: November 13, 2019. Th next picture is September 16, 2019. That's this one here. I think there's only one more left, we need to find it, that one's going to be OOctober 3rd. This aws a email that [REDACTED] requested for mr staffeldt to write a letter of recommendation

ML: my copy?

RD: Just make a copy for me. My printer at home was thin on color/

ML: I know that feeling

RD: Um.

ML: Anyhting else?

RD: The biggest thing is looking at all the personal conduct that we have just as making 20 individuals you would've interviewed, I put forward 20 who will make a positive statement in terms of it. It's fair to stop and say that I've never seen and I don't think anyone here thinks its inappropriate in the workpalce to come in and be harassed or feel that there are unsolicited, and I want to be the first one to say that and state that, and in the terms of what these individuals have brought this forth, if their administrators have brought this to him, if there is any discipline at all, that states this in terms of staff, I just want to make sure that these things are there and he can see them so he can get a fair investigation. I'm not accusing the district of not giving him a fair investigation, but becuae of the seriousness of the charges.

4/21/20

Stacy Turner - [REDACTED]

Sean Staffeldt sex h.

- internal investigation

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Stacy -

spoke w/ Officer Murnan -

student came & shared no info re:

who or details; so he recommended

she speak w/ law enforcement

- when Stacy learned of [REDACTED]

[REDACTED]

They said "will receive notification" but never did

5/1 -

[REDACTED]

will send statement
- never got

[REDACTED] Interview: 5/8/20 at 9:00 a.m. via Zoom by Maureen Lemon

[REDACTED]

• [REDACTED]

was my first year. The other 2: female.

[REDACTED]

Things started in football season. He would kiss cheek, rub back and give hugs. He would talk to me about his personal sex life.

We were sitting [REDACTED]

[REDACTED] We were talking (don't remember about what) and I had [REDACTED]

[REDACTED] and told me 'never get married but just have a F buddy.' [REDACTED]

[REDACTED] were both there. I started going [REDACTED]

[REDACTED] That's when it started. He would comment about me and [REDACTED] shorts being too short.

He would also massage [REDACTED] back and touching her, too. He never did to [REDACTED]

[REDACTED]

It was a Thursday – [REDACTED] I walked away and laughed it off. I didn't comprehend it. I asked [REDACTED] "Did you hear that?" they both heard it. [REDACTED]

[REDACTED]

• [REDACTED]

[REDACTED]

[REDACTED] started talking about his personal sex life. He would see "He and his wife don't do it enough." [REDACTED] –

[REDACTED]

[REDACTED]

conversation, he also said he was going to get a Vasectomy and wouldn't be able to ejaculate for 2 weeks.

He would ask me about my personal life and I would say "none of your business." He would tell me, "I know you are hooking up with [REDACTED]" Or "you should hook up with [REDACTED]" and I are close; w/ flirty relationship. SS would say "I know you are hooking up with him." And then ask if I were.

He would assume things about me sexually. One time he was trying to teach us how to whistle b/c he could whistle really loudly. We asked "how do you do that; that's awesome?" He said "I know you could do it, b/c I know you are good at sucking." [REDACTED] In the wrestling room. The boys were warming up. I was like, "OMG" and laughed it off again.

After winter break, one time, I didn't say hi to him in hallway. [REDACTED] he called me a bitch. And said "I bet b/c you're f'ing your ex and think you're too good for me now." I said "I didn't see you in the hallway but you can think what you want." That's none of your business. He laughed and walked away.

- Is that how you knew Mr. Staffeldt? Was he ever your teacher? Driver's ed teacher going in to sophomore year.
- Walk up to you and kiss you or hug you: how often? Every time he saw me. Beginning of the school year. Only after school. "Hey sweetie, how was your day?" I Never said anything. I saw him hug and kiss on forehead or cheek on several female students. He is known for that. Very flirty and touchy. Never male students.

[REDACTED]

Context around when he did it to them? Did he ever do it to a male student? no

Did you ever observe any other teacher or coach do this to you or anyone else? no

[REDACTED]

[REDACTED] It was early in the morning. 107.5. A song – sexual R&B. The song was very sexual. I was singing to it. SS said "Yeah, this is your type of song and you know it." [REDACTED]

[REDACTED]: I am close to her. She was visiting. [REDACTED] said "dude, SS has it out for you." Then, I started realizing maybe there is something wrong if others are noticing. That's when I began to interpret things done by SS "sexually." So, I stopped going to things for a while. [REDACTED] text – I would text "can't make it." About 2 days before this came out, [REDACTED] I said "thank you for this opportunity; I think it is best if I am no longer [REDACTED] irresponsible b/c I don't be there at everything." He replied "thank you for all of your help."

Any adult hear or see? [REDACTED]

[REDACTED] SS came up behind me and hugged me. I was pushing him off. He wrestled me in the wrestling room. CC ne said anything. SS grabbed me around my shoulders, and tripped my feet, and I went down to the floor. He started laughing and then walked around me. That was the only time. He did not touch any private parts.

[REDACTED]
[REDACTED]
I would go with [REDACTED] We would hang out. I was on my phone. [REDACTED] said good bye to [REDACTED]
[REDACTED] SS came on my side, opened my door. I put my phone down. He leaned in and was touching around to find the phone. Touched my outer thighs up to butt area. Touched my breasts as 'patting' me down, looking for my phone. I said "what are you doing? Go away?" in joking way. He then kissed my forehead goodbye and closed the door. [REDACTED] saw. She said, "Dude what was that about?" [REDACTED]
[REDACTED]

The same day he called me a bitch, [REDACTED] He said to me, "I'm just kidding with you." He rubbed shoulders and as we walked out, he wacked my butt. As if it is was a 'good bye.'

I became close [REDACTED]
[REDACTED] We do fundraisers and help students who are in need. Give backpacks to children in need. Support to Giving Tree. We do a Talk program where students talk. We also do in the elementary program. I was in her classroom; I also TA for her [REDACTED]
[REDACTED] 3 other girls in classroom with me. [REDACTED] and I are good friends. She has known this stuff previously. [REDACTED] He has hugged her and kissed her on the forehead. [REDACTED] oom and hugged me. [REDACTED] asked, "Is he always doing that?" She is amazing. I was begging her, "please do not report this." She said, "I have to do my job. That's not right. I apologize, but I will talk with Cooney."

Any other incidents? Brushed up against you while you were in a car?

[REDACTED]
[REDACTED] I was leaning up against the wall. I was laying down with feet up I was wearing sweatpants. SS came by and said "Sit up, I can see your ass." I then sat with knees up and elbows on knees. He then said "So now you're sitting with your legs open." He did not use the word 'vagina' but I was shocked that he was talking to me that way.

Several times, he would grab my arms as if he was going to take me down with a wrestling move; but I never went down.

[REDACTED]

I have had a lot of anxiety. b/c he is a favored teacher. [REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

They posted videos of him being touchy. One video: [REDACTED] and he watches her butt. [REDACTED] took the video and posted it [REDACTED]

He wasn't completely professional in Driver's Ed. One time, he unbuckled my seat belt while I was behind the wheel, and said he would fail me b/c my seatbelt was unbuckled. Nothing sexual. I didn't feel uncomfortable at that point.

[REDACTED]

I don't want to ruin his life. [REDACTED] me that a report was made about him doing things to her, but when asked she says she denied it. I don't know if that was a lie.

Instagram Screenshot: "the teacher who always slapped my butt in school is fired for sexual harassment." [REDACTED]

[REDACTED]

[REDACTED]

I asked her to confirm how often did he hug her. She said "every time he saw me." She says that she is aware that others are saying that he was 'just consoling her' because [REDACTED]
[REDACTED] It doesn't explain all of the other times.

I asked her to confirm if he ever kissed her? She said yes, both on the forehead and the cheek. That was his way of saying 'hello'. It happened frequently.

He told her she was beautiful all of the time.

[REDACTED]

[REDACTED]

Maureen Lemon

From: [REDACTED]
Sent: Friday, May 8, 2020 11:45 AM
To: Maureen Lemon
Subject: [REDACTED]

Follow Up Flag: Follow up
Flag Status: Flagged

On Fri, May 8, 2020 at 11:19 AM [REDACTED] wrote:
Good morning,

[REDACTED]

StaffedIt stay hugged up 🤗

[REDACTED] Interview: 5/8/20 at 11:00 a.m. via Zoom by Maureen Lemon

[REDACTED]
[REDACTED] He was weird toward me: favored me as a student b/c he knew [REDACTED]
[REDACTED]. He talked about my butt. "Your butt is hanging out of your shorts; all of the guys will see." My shorts were not shorter than others. He didn't make those comments to others. When he learned that I was going to [REDACTED] he said "You better not wear those short shorts around them that you wear around me b/c it would be like throwing meat to a pack of dogs." [REDACTED]
[REDACTED]

Throughout sophomore year, he would say "you look pretty" to me.

Stuff started happening senior year. [REDACTED]

[REDACTED] SS wanted [REDACTED]
[REDACTED] He would say/do things to her and me. The only thing he did to her that he didn't do to me was that he slyly grabbed her butt. I saw it. He either touched or slid hand. She asked "did you see that?" and I said "yes." Others saw it: [REDACTED]
[REDACTED] have hand around us, rub our back, put his hands on our shoulders, Cook was there.

[REDACTED]
Re: [REDACTED] everything he did to her he did to me too; rub shoulders saying "oh, you look tense today"; use pet nicknames "sweetie, honey, baby" and calling 'pretty.' He pulled her hair and played with her hair. He was overly touchy. Cook heard the names.

We didn't do anything in the moment. B/c he is a 40 year old grown man. I'm not sure how to react. After a while, I got used to it. He would do it every single every day. He'd say "oh sweetie, you're so tense." He found a reason to touch us every day. I originally thought it was weird and wrong, but when I spoke to K, she was brainwashed earlier than I was; [REDACTED]
Then, he eventually brainwashed me / manipulated me to think it was okay.

Never saw him do any of this to others. [REDACTED]

[REDACTED] Yet, he would do this stuff to us in front of her. [REDACTED]

I think she wasn't his type. He has a type: [REDACTED] especially if he knows their parents. If he gets comfortable b/c he's close to their parents, the parents will think it is okay because it is just SS. That's his game.

[REDACTED]
One day, we were [REDACTED] and she asked me "did you see that? He Just [REDACTED]
[REDACTED] I knew he would [REDACTED] I never heard him say anything sexual about her
[REDACTED]

[REDACTED] he'd put hand around us or on our thigh. [REDACTED]
[REDACTED]

I don't recall sexual comments. [REDACTED]

Re: Me: he would talk to me about [REDACTED]

SS knew well. SS would ask me if we had sex yet or if long distance made us want to have phone sex. SS told me phone sex was great. He made a lot of comments about having sex. A couple times, he told me "my wife and I haven't had sex in 8 months (can't recall specific time frame)." Those conversations would occur [REDACTED]

usually there if he asked me these questions. Not sure if she heard these questions. SS was sly. She could walk away for 2 seconds, and he'd ask "so how is your sex life?" I would usually beat around the bush and have a backhanded answer. I was very uncomfortable. "Well, I've been dating him [REDACTED]" He'd ask "so is that a yes?" I'd avoid answering and pivot to another topic. I get very awkward talking about such things.

This happened 2-3 times.

[REDACTED] SS asked me to [REDACTED] down a dark hallway. He brought me there and put his arm around me. We were alone in dark hallway. He said "I love you sweetie" and kissed me right next to my lips. I don't know if that was where he was aiming but I moved my head and that's where he kissed me. [REDACTED] was a little nervous walking back down the hallway. The only person I told was [REDACTED] I was confused. I didn't know how to react. I didn't know if he was trying to be nice or what. [REDACTED]

[REDACTED] would see SS in hallway. If I didn't say hi, he'd grab my shoulder and say "Oh, you aren't going to say hi to me, sweetie?" He doesn't usually touch students in the school day.

I've received no comments or texts from him since this all began in January.

When SS left . . . a few football boys suspected it was [REDACTED] Everyone is angry b/c SS made a name for him . . . he is everyone's favorite teacher. He has everyone wrapped around his finger.

[REDACTED]

[REDACTED]

MIKE WAYNE INTERVIEW by Maureen Lemon
5/8/20

Mike was aware of student complaints against SS, but never any staff complaints against him. He recalls there was a complaint a few years ago that resulted in a verbal (written) warning to SS about his behavior kissing girls on forehead.

Anecdotally, Craig Watson who was the AP before Bill Nunemaker, had an informal conversation with Sean about not working out in the weight room at 5:30 a.m. with a female student. Told him to 'knock it off.'

Mike believes that Brian Cooney also told SS to "knock off" certain behaviors b/c they don't look good.

[REDACTED]

Mike had a copy of the written warning Roxana Sanders sent to SS in 2017 that directed SS to be professional and not hug/touch students.

[REDACTED]

[REDACTED] - 22 in January

5/11/20 - [REDACTED]

His wife put a neighborhood FB ad "looking for dog sitter." So, she started going mid-day, b/c they are both teachers. [REDACTED]

Was their nanny and dog sitter for the past year or so. (The incident occurred on a Friday - think it was Oct. 18)

Previous to this incident, a few things made her uneasy: he swiped up on her Instagram photo. It made her uncomfortable. She said it was creepy. Wondered why he was even on her Instagram acct. [REDACTED]

[REDACTED]

She has a recorded phone call from him on that date . . . that evening, crying on phone.

Then, [REDACTED] blocked them from her phone and social media. [REDACTED]

[REDACTED] had sent a text "I'm sorry; I was put into very uncomfortable situation and can't [REDACTED]

[REDACTED] He told her a different story of what happened.

[REDACTED]

Many girls saying "he is creepy".

[REDACTED] asked female Coach, in winter, if he is still at school. She said "I don't think so." She said "I'm really sorry." [REDACTED]

Maureen Lemon notes.

[REDACTED] (21) screenshot: "when a teacher that slapped ur butt all the time at high school gets fired for sexual assault."

5/12/20 –

[REDACTED] retweeted; she didn't originate the tweet. She thinks the person who tweeted it is a current student at OHS – [REDACTED] "I retweeted because that did happen to me; I did have experiences in high school that weren't professional."

3 years ago [REDACTED]

[REDACTED] SS was great friend. He would talk and be understanding, but he would push the limits and overstep boundaries. There were times . . .

at my graduation: he tried to kiss me on my head in front of my family – gave me a hug, and got close to kissing my face and I had to pull away. I don't know what he was going for. [REDACTED]

[REDACTED] – asked "did he just do that?"

[REDACTED] he slapped my butt and said "oh, sorry, I thought you were one of the boys." I turned around b/c I didn't expect when I was [REDACTED]

We became friends on FB / twitter after I graduated. He would like all my selfies – months after I posted them. It was creepy; he didn't simply like them when I posted them; it would be months later and he would like all of them, not just one of them. He added me on snapchat. I was friends with his babysitter.

[REDACTED]

Snapchat: he would send random pictures; reply random picture or emoji to my stories. He never communicated anything personal or inappropriate on Snapchat.

I could see how he spoke with other girls. Other friends thought he was creepy.

His relationship with girls: every year, he would pick girls and be close with them. One of the previous girls was [REDACTED] – she was a manager the following year. I think their relationship was really close . . . too close for teacher. I never saw anything inappropriate.

I wasn't shocked when this came up. Rumor: he preys on girls every year.

[REDACTED] had talked to her. She said she was willing to talk with me. She dog sat for the Staffeldts. [REDACTED]

[REDACTED]

[REDACTED]

Maureen Lemon notes.

May 12, 2020

[REDACTED]

[REDACTED]

[REDACTED]

Knows SS – he has been friends with [REDACTED] I never had SS as a teacher. I was often in classroom; was going to be TA for him. Known him my whole life.

I've known about a lot of this stuff for years: the coaching staff 'operate' – allow this to all happen and no one does anything so it is normalized. He has kissed me on my forehead before. But, then Mutual Grounds came in [REDACTED] I told our school police liaison officer that he kissed me on my forehead and that there is probably proof of the date and time that he did this on the school's surveillance video. I recalled very specifically b/c it was the last day SS was at the building. I was trying to think how I could help [REDACTED]. It bothered me everything he was doing to her. I knew it was that day. 3 cameras. I knew there was evidence. I gave him names. I said I'm worried. Officer Mumm. I was never called back down. It wasn't sexual but it is how he is with everyone. He hugs and kisses – females; never with males. [REDACTED]

[REDACTED]

One of his really close friends: [REDACTED] knows everything. He has worked in our building in the athletic office all year. He has never said anything. He would deny it.

[REDACTED]

[REDACTED] would say "SS knows it is you" [REDACTED] when I was in the same room [REDACTED]

[REDACTED] would tell [REDACTED]

"We know it was you; he knows it was you; we can fix this; we can protect him."

I overheard [REDACTED] when she would call [REDACTED] and tell her what SS said. That is how a lot of this has happened. "SS would like to do [REDACTED] it would change your life. You could have a constant fucking buddy." [REDACTED] would tell [REDACTED] that SS would want to do something sexual to [REDACTED]

[REDACTED] told me that SS said he wants to have a 3-some w/ [REDACTED]

[REDACTED] this whole year; she would come and tell me b/c she was my friend. We never thought he was predator but as things escalated, "this isn't normal." Rubbing/touching/kissing. Happened all year. [REDACTED]

[REDACTED]

He wrapped hand around ponytail and yanked it and said something sexual.

[REDACTED]

Maureen Lemon notes.
May 13, 2020

[REDACTED]

[REDACTED]

I never had him as teacher but I would be in [REDACTED] He would be in her room. I would see him interact w/ students who were [REDACTED] It was always 'known' that SS is 'creepy.' The environment – a lot of people are uncomfortable by him. He would come in and [REDACTED] were there, and he would come in (junior and senior year) and hug girls and put his hands around them. I never saw him do that to any boys. I was a TA [REDACTED] It would be between passing periods, or at lunch. I would see him walk down the hallway. One time, he was walking toward me, and saw girl in front of me, she said 'hi' to him, and he smirked and looked her up and down, without saying anything. She kept walking. I don't know who she was. A lot of times, [REDACTED] wouldn't see him; she would have a student working with her. He would walk in and address other students. When I first told [REDACTED] that I had concerns, she recommended I speak to Mr. Cooney. She was grossed out, but probably tried to not react.

A lot of the girls know that it is inappropriate, but they have been told that they are the favorites. "It's not creepy; it's just him." It's accepted.

Regarding boys: re: wrestling boys, 1 of the boys told me that when SS was gone and no one knew why, several said "he had this coming." One wrestler [REDACTED] said that SS was like a dad to him but he had this coming b/c he would go up to the boys and said "you're supposed to get drug tested this week, will you pass?" They would say 'No' so he wouldn't get them drug tested.

I also heard: [REDACTED] on football team. SS would snapchat boys. [REDACTED] would send pictures of him smoking to SS.

[REDACTED] was 1 of the first 1s who brought this issue to their attention. 1st time: I spoke with Mr. Cooney. I went into his office. It was about 2 weeks later and I still didn't hear anything. He didn't ask me for a statement which I thought was weird. I went back to Mr. Wayne and he had me write everything down and date/sign it. The next day or that week, Mr. SS. wasn't there any more.

[REDACTED] – she had told 1 of my friends [REDACTED] that SS had made comments like "why are you laying down for everyone to see your ass"? She moved and sat up with her knees up, and she said, "now you're sitting so everyone can see your legs open." He said things like, "you don't want a boyfriend b/c you want to mess around with a lot of guys."

It was all hearsay.

My friend [REDACTED] mentioned some things about [REDACTED] [REDACTED] It was a lot grosser stuff. I don't remember word for word. [REDACTED] might remember. It was sexual. [REDACTED] was responsive to it. She was engaging in it. She was making comments back, and telling other students she thinks he is 'hot.' [REDACTED] told me a while ago – [REDACTED] then

when I heard about [REDACTED], I thought it was time to speak up. She had said [REDACTED] hadn't told anyone; and she said, "this is really gross."

A lot of girls heard that DCFS was investigating.

I had a friend who said "I won't talk to them," because they'll twist it. A lot of kids have been groomed by him; lots of girls say, "that's how he is" "I'm his favorite" so many people have seen him come from behind and hug, kiss on cheek. They are brainwashed.

[REDACTED] said "I'm in his class, so she would go out of her way to avoid him b/c if he came up to hug her, what would she do since she is in his class."

I shared all of the above (except the last comment about [REDACTED]) with Mr. Cooney. He was taking notes. He didn't ask for a statement.

I spoke with Mr. Wayne on a Friday. [REDACTED]

Rumors since SS gone:? I never told anyone that I said something. But, I heard "Did you hear about the SS video?" and I didn't know what it was. There is apparently a video of SS with a girl. I don't know what it was. Him touching her. People also knew his mom had cancer so they thought it was b/c his mom was sick.

My friend [REDACTED] – she was upset b/c the 1st time DCFS had called her and asked to speak with her, but they never followed up to call. She was worried that he would come back.

Maureen Lemon notes

[REDACTED]

Me: When did you first become aware of investigation?

[REDACTED] It was the day of the [REDACTED] (?) in wrestling. S said "I'll be right back to warm you up." 15 minutes later, he hadn't come back yet. He didn't come back, so I led warm ups. Then, the head coach told us "he had family issues and had to leave." That was his last day; we heard he had been escorted off school grounds.

[REDACTED] heard "S – in trouble for touching a girl."

[REDACTED] was on varsity wrestling team – [REDACTED]
[REDACTED]

Had SS him sophomore year – as driver's ed. teacher, but already had good relationship with him before then because of varsity wrestling.

Seen him hug. He hugs everyone. He hugs me. Like father-figure to people who don't have one. Side hug. He checks up on you. [REDACTED]
[REDACTED] I only ever saw him give a side hug.

Coach Cook – would never give a hug, but I would hug him a lot. They are always there for you.

Never observed S slap butt, but I heard a lot of rumors. 3 different stories.

SS. Never talked about sex life.

[REDACTED]

[REDACTED]

Rumors: touched butt inappropriately; kissed somebody; touched somebody in weight room; Never heard from anyone who said that they had experienced it personally

[REDACTED]
[REDACTED] had a crush on S; she thought he was hottest guy ever. I thought it was weird. She had a teacher crush. I told her "that's weird." [REDACTED] and I have known each other since freshman year. She would tell me, he's so cute; and how good looking he is."

Regarding telling [REDACTED] that SS 'has it out for you (sexually): [REDACTED] "I never told her that."
[REDACTED] – she lived here for a year.

[REDACTED] quit [REDACTED]
[REDACTED] but I guess it was b/c of SS. [REDACTED]
[REDACTED] Then, I heard rumors – about [REDACTED] that he touched her butt, so then I assumed that was why she quit. She and I have never talked about it.

[REDACTED]

Maureen Lemon notes. May 20, 2020

- [REDACTED]
- Told Val Patterson that she was having a hard time remembering the name 'Sean Staffeldt.'

[REDACTED] graduated in 2016; she is 22.

Me: SS was a gym teacher and a football and wrestling coach.

H: All the teachers I had, I had a good relationship with them.

Me: Remember any teachers who hugged or kissed students?

H: Doesn't ring a bell. I don't recall him. I never had any uncomfortable experiences with any teachers.

[REDACTED]

Go ahead and call [REDACTED] (works at Home Depot) They are currently in Florida but coming home tomorrow. [REDACTED] will call me. Her direct number is [REDACTED]

[REDACTED]

[REDACTED]

5/20 - Mom [REDACTED] – will talk with [REDACTED] and ask if she feels comfortable talking with me.

Maureen Lemon notes

[REDACTED]

5/20/20

Mom concern: if Staffeldt (SS) returns to school, [REDACTED] Fears retaliation. [REDACTED]

[REDACTED]

[REDACTED]

Per [REDACTED] – told me, while we were in [REDACTED] when we TAd for her. [REDACTED] asked “can we sit here and talk about something” With [REDACTED] debated quitting the [REDACTED] b/c of things that were occurring that made her feel uncomfortable. She then did quit. She disclosed to us things SS said/did. It was over a period of time that she would tell us. [REDACTED] was there every time; [REDACTED] shared concerns more than once.

I never heard him say any of the things he said to [REDACTED]. He was my gym teacher this year. I saw him hug several female students frequently. There were a few he was ‘touchy’ with . . . especially during gym. He would stop and touch a particular girl’s hair: from the roots down to the tips, and her hair was long. From the forehead to the ends (long). Her name: [REDACTED] Our gym class was in the field house. Probably 4 teachers with classes, doing line-ups for attendance. As we did warm-ups, he would talk with her or a few other girls, or touch them. At first, you don’t think anything of it. Then, you look back and realize ‘that didn’t add up.’ While he was taking attendance and we were doing warm-ups – he would pay attention only to a few girls, and let everyone else do what we wanted. Large class: 35-45 students. Never saw him touch boys; never saw him pay attention to boys as much as girls.

When this all blew up, one kid was talking about it: [REDACTED] “I do find it very odd that he is so touchy with females.” “It is odd that a male teacher would do this with female students.” [REDACTED] started the conversation – by saying false info: “he got arrested”; etc. Most of the students would respond “no way.” [REDACTED] was there. She would probably deny that he did anything inappropriate; she likes that she got attention from a teacher.

[REDACTED] – also wouldn’t rat him out. She was not in our gym class. But she is the girl that he was hugging in a photo that has been on social media with SS’s middle finger up. That photo was taken in the field house during [REDACTED] gym class. [REDACTED] had her gym uniform on. SS was giving the finger to [REDACTED] a student who took the photo and posted it, while hugging [REDACTED]

[REDACTED] – he paid special attention to them ([REDACTED] didn’t have 1st hand observation re: [REDACTED] but saw the photo on social media.

[REDACTED]

Regarding seeing him touch [REDACTED] There might be 2-3 kids between me and [REDACTED]. When he started taking attendance, everyone neatly lined up. Then, it would not be a complete line; more like a ball of people. He would walk in front of us. Students are lined up by the dividers (between courts). Our backs would face the dividers. He would walk in front of the students. He would stop and talk to boys about football/normal stuff. Then stop and talk with a group of girls. I never saw him touch other girls, only [REDACTED] He initiated. She accepted his attention. Other girls: [REDACTED];

[REDACTED] saw him stroke [REDACTED] hair on more than 1 occasion.

Never saw another teacher hugging students or touching their hair.

Profanity: first day of semester, everyone was supposed to be dressed in uniforms. He called a male student a "fucking idiot" b/c they didn't dress in gym clothes. The student was embarrassed. He said it in front of everyone.

Never heard another teacher use that type of language.

SPEAK WITH: [REDACTED] – had information about 4 friends. SS was inappropriate with [REDACTED] friends who are girls.

[REDACTED] had said to [REDACTED] "SS had kissed her forehead on more than one occasion." She found that odd, even though she knew him since she was a young child.

[REDACTED] had said that he had [REDACTED] multiple times and said "closing her legs b/c she looked like she wanted to be fucked." [REDACTED] shared this in front of [REDACTED] "I have to report this."

Through grapevine: heard he was in close proximity to [REDACTED] – graduated last year. She and he were very close. We were in a pre-school class together. She told me "he is hot; attractive; he can do anything he wants with her b/c she likes him so much." It sounded like she enjoys the attention. Never gave details.

Also, [REDACTED] has heard the story about what happened at his house when [REDACTED] was [REDACTED] doesn't know her.

[REDACTED]

From: [REDACTED]
Sent: Tuesday, June 2, 2020 11:50 AM
To: Maureen Lemon
Subject: [REDACTED]

Hello Mrs. Lemon,

This is [REDACTED] and below is my written statement. Thank you for being patient while I sorted things out. My cousin passed during this chaotic time in the world.

I have heard many rumors about Mr. Staffeldt and his encounters with female students. During gym class he would be very inappropriate with [REDACTED] as he stroke her hair from root to tip. He spent most of his "gym supervision" time over by [REDACTED] and her weight lifting area and paid no attention to what the rest of the class was doing. Another time during gym class a guy in my class forgot to dress and Mr. Staffeldt called him a "fucking idiot" in front of the whole class and embarrassed him severely.

Hugs and forehead kisses were common. I have seen it happen to [REDACTED] specifically. There have been multiple occasions where female students past or present have posted pictures or comments on their social media saying he did thing like touching butts, smacking butts and once [REDACTED] told me that he yelled at her to close her legs because "it looks like you're trying to get fucked". On another occasion [REDACTED] avoided Mr. Staffeldt and he ran into her later in the hallway and he called her "a fucking bitch" because she did not hug him or say hello.

I have seen on social media a picture that was posted on Snapchat by [REDACTED]. Mr. Staffeldt was hugging [REDACTED] in the photo and Mr. Staffeldt was seen in the picture with his middle finger out.

There was a story I heard through the grape vine at school and this happened a few years ago when a female student [REDACTED] watched Mr. Staffeldts kids and he was trying to have sex with her, and she narrowly escaped. However, this is just a rumor I don't have concrete evidence that this actually occurred but I am just explaining what I have heard over and over again pertaining to Mr. Staffeldt.

[REDACTED] would be a great witness to speak to as he had 4 female friends that had similar experiences with Mr. Staffeldt. However, I do not know their names.

[REDACTED] has been honest and has always done her job by reporting and telling the truth. She was a great support system for us girls and a trusted adult that [REDACTED] and many other students flock to. She is an amazing woman.

Thank you for your time.

[REDACTED]

[REDACTED]

[REDACTED]

Friday, July 10, 2020 Maureen Lemon notes

[REDACTED]

[REDACTED] spoke with the DCFS agent about 3 weeks ago. They were dragging their feet and said they were going to interview SS. Then, [REDACTED] that the family doesn't plan to press charges because [REDACTED] is going away to college and wants to leave this matter behind, the DCFS agent said, "well, if you're not going to press charges . . . I'll have to talk to my supervisor to see what we'll do." She asked if [REDACTED] going to college was the only reasons that the family isn't pressing charges, and [REDACTED] said "yes."

[REDACTED] About 5-6 years ago, he came into class all upset one day. She asked what was wrong. He said he had been called into the office and got into trouble because he had been seen hugging and kissing girls. He said to [REDACTED] "I know these families; who cares if I put my arm around these girls or kiss them on the cheek?"

[REDACTED] said that, according to [REDACTED] he would come up and rub her back/shoulders ever single day.

[REDACTED] stated that many employees have talked about seeing him hugging or kissing girls and IT IS NOT merely when they are sad or crying.

[REDACTED] called me back and said that she just spoke with the DCFS agent [REDACTED] who said the matter is still pending; that DCFS would have interviewed Sean but that the Union called and asked DCFS to wait for the Union to interview him first.

[REDACTED]