



July 7, 2021

Shea Lazansky

VIA EMAIL – slazansky@shawmedia.com

Re: FOIA request dated 6/24 & received 6/25/21

Subject: Provide any and all complaints filed against Frank Tieri during his employment with District 308, as well as any and all disciplinary actions taken against Frank Tieri during his employment with District 308.

This letter will serve as Oswego Community Unit School District 308's response to your FOIA request received on June 25, 2021 under the Freedom of Information Act (5 ILCS 140/1 et seq.), in which you asked for the above referenced information. The information regarding your request is attached. Redactions were made due to the following exemption under the Illinois Freedom of Information Act as follows:

Section 7(1)(c) - Personal information contained within public records, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, unless the disclosure is consented to in writing by the individual subjects of the information.

The decision to withhold the redacted information was made by me consulting with our District legal counsel. 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, this responsive document will be posted online on the district's website. To access it, go to www.sd308.org and select *Our District > Freedom of Information Act Request > FOIA Request Responses > FOIA Requests Responses -2021 > then select FOIA ID #21-41*.

Please be advised that to comply with your FOIA request, the district incurred an expense that comprised of the cost of labor and resources used to search for records responsive to your request. Let me know if you have additional questions. Thank you.

Carrie Szambelan

Carrie Szambelan
Freedom of Information Officer

RE: Mr. Frank Tieri / regarding [REDACTED]

On Wed, May 27, 2020 at 10:22 AM [REDACTED] wrote:

Good morning Mr. Cooney,

I know you were cc'd on emails I had sent about [REDACTED] and [REDACTED] safety plan/team. I do apologize if I was out of line voicing my opinions on how things were handled for [REDACTED] and her plan during covid-19.

I've since have seen a therapist for myself and [REDACTED] has been seeing one as well. It was difficult trying to have these sessions before, again because of the pandemic.

As I've been talking with my therapist and both of us think it is very important that the principal (which I believe you said would be taking care of the situation with Mr. Tieri) know and possibly revisit the happenings of Mr. Tieri and how he handled [REDACTED] confiding in him that [REDACTED] was sexually assaulted.

This subject matter is extremely important to be taken care of. I know Mr. Cooney, that you wrote many detailed notes regarding this matter, but truly understand that time has gone by with way more important issues to handle at the high school during the pandemic.

OHS regular school yr is basically done at this point, but yet so much more for you and your staff to face as we are not out of mandatory restrictions yet. Since school is officially 'done', I'm worried that the issue with Mr. Tieri may not be addressed with whom it definitely needs to. May

I ask for your suggestion on this matter? Some of Mr. Tieri's actions such as a mandated reporter and other matters related to [REDACTED] are just not...ok. It shouldn't be in the schools eyes and it isn't in [REDACTED] and mine either.

I truly appreciate your time.

Please again accept my apologies of how I reached out on [REDACTED] behalf regarding her safety plan/team.

Speaking with a professional, I know this situation has taken a toll on myself and I'm working on healing me as well.

[REDACTED]

WRITTEN WARNING

September 3, 2020

SENT VIA EMAIL (Ftieri@sd308.org)

Frank Tieri

██████. ██████ ██████
██████, ██████

Dear Mr. Tieri,

On Tuesday, September 1, 2020 at 2:30 P.M. you attended an investigatory meeting in the main conference room at Oswego High School regarding your involvement in a serious and highly sensitive situation between two students that allegedly occurred in November of 2019. Also present at this meeting was Raphael Daniels—IEA/NEA UniServ Director, Elizabeth Palatine—OEA Co-President, Andrea Parker—Assistant Principal for Student Services, and myself.

During the meeting, we discussed the allegations that a female student brought to your attention that a male student had made sexual advances toward her, that caused her discomfort, while watching a movie off school grounds. You proceeded to address the matter unilaterally discussing this situation with the male student in question, and with other students within the class. At no point did you report the information that was disclosed to you by the female student to a Dean, Assistant Principal, or Principal, even though you thought the incident was serious enough to ask the female student whether the Oswego Police Department needed to get involved. At the conclusion of the meeting, you indicated that you acknowledged that you should have brought this matter to the attention of the administration.

As a result of my investigation, I find that your handling of this matter was in violation of Board Policy 7:20 *"Harassment of Students Prohibited,"* which reads *"an allegation that one student was sexually harassed by another student shall be referred to the Building Principal, Assistant Building Principal, or Dean of Students for appropriate action."*

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



Going forward, you are directed to ensure that any allegations of potential sexual harassment are brought to the attention of the Building Principal, an Assistant Principal, a Dean of Students, or the District's Title IX Coordinator immediately.

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

Sincerely,

Chris Grays
Principal, Oswego High School

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

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

PRINCIPAL <i>Chris Grays</i>	ASSISTANT PRINCIPAL <i>Brian Cooney</i>	ASSISTANT PRINCIPAL <i>Andrea Parker</i>	ASSISTANT PRINCIPAL <i>Tania Sharp</i>
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