



Elaine Geallis <egeallis@glenbrook225.org>

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## FOIA request

1 message

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**Leavitt, Irv** <ileavitt@pioneerlocal.com>

Wed, Jun 22, 2016 at 12:52 PM

To: "foia@glenbrook225.org" <foia@glenbrook225.org>

Under the Freedom of Information Act, I am requesting documents relating to any complaints made by or about Aaron Wulf, a former Glenbrook North High School student. I am also requesting documents relating to any complaints about his father, former School Board Member Art Wulf; former teacher Stuart Snow, and former student Daniel Halperin (dob 10/18/1980). The request includes, but is not limited to, disciplinary records.

The documents are requested in digital form. They are for the purpose of news gathering and dissemination.

## Irv Leavitt

Pioneer Press/Tribune Media

(630) 780-7357

Twitter: <https://twitter.com/IrvLeavitt>

Facebook: <https://www.facebook.com/irv.leavitt>



Elaine Geallis &lt;egeallis@glenbrook225.org&gt;

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**Re: FOIA request**

1 message

**Rosanne Marie Williamson** <rwilliamson@glenbrook225.org>

Mon, Jun 27, 2016 at 9:09 AM

To: "Leavitt, Irv" &lt;ileavitt@pioneerlocal.com&gt;

Bcc: egeallis@glenbrook225.org

Dear Mr. Leavitt,

Thank you for writing to Glenbrook High School District 225 with your request for information pursuant to the Illinois Freedom of Information Act, 5 ILCS 140/1 et seq.

On 6/22//2016 we received your request for the following information:

1. Any complaints made by or about Aaron Wulf, a former Glenbrook North High School student. The request includes, but is not limited to, disciplinary records.

**District response:** Student record information is being withheld pursuant to the federal *Family Education Rights and Privacy Act* (20 U.S.C. 1232g) and the *Illinois School Student Records Act* (105 ILCS 10/1, et seq.); Section 7.5(r) exempts information prohibited from being disclosed by the *Illinois School Student Records Act* (105 ILCS 10/1, et seq.). Therefore, your request for these records is denied.

2. Relating to any complaints about his father, former School Board Member Art Wulf. The request includes, but is not limited to, disciplinary records.

**District response: No documents exist that are responsive to this request.**

3. Relating to any complaints about former teacher Stuart Snow. The request includes, but is not limited to, disciplinary records.

**District Response:** Enclosed are records responsive to your request, except for those records and redactions of information that are exempt from disclosure pursuant to the following exemptions:

Section 7(1)(a) exempts records that are prohibited from disclosure pursuant to state or federal law. To that end, records are being withheld from disclosure pursuant to Section 5(d) of the *Illinois Mental Health and Developmental Disabilities Confidentiality Act* (740 ILCS 110/5(d)); performance evaluations are withheld from disclosure pursuant to Section 24A-7.1 of the *Illinois School Code* (105 ILCS 5/24A-7.1); and discipline records older than 4 years are being withheld pursuant to Section 8 of the *Illinois Personnel Records Review Act* (820 ILCS 40/8).

Section 7(1)(b) exempts from disclosure private information, as defined by Section 2(c-5) of the Act.

Section 7(1)(c) exempts personal information contained within a public record, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy, except to the extent disclosure of information bears on the public duties of public employees and officials.

Section 7(1)(f) exempts preliminary drafts, notes, recommendations, memoranda and other records in which opinions are expressed, or policies or actions are formulated.

Section 7(1)(m) exempts communications between a public body and an attorney representing the public body that would not be subject to discovery in litigation, and materials prepared or compiled by or for a public body in anticipation of a criminal, civil or administrative proceedings.

Section 7(1)(n) exempts records relating to a public body's adjudication of employee grievances or disciplinary cases, except for the final outcome of cases in which discipline is involved.

Section 7.5(q) exempts information prohibited from being disclosed by the *Personnel Records Review Act* (820 ILCS 40/0.01, *et seq.*).

4. Relating to any complaints about former student Daniel Halperin (dob 10/18/1980). The request includes, but is not limited to, disciplinary records.

**District response:** Student record information is being withheld pursuant to the federal *Family Education Rights and Privacy Act* (20 U.S.C. 1232g) and the *Illinois School Student Records Act* (105 ILCS 10/1, *et seq.*); Section 7.5(r) exempts information prohibited from being disclosed by the *Illinois School Student Records Act* (105 ILCS 10/1, *et seq.*). Therefore, your request for these records is denied.

**Please note that the documents provided are in non-chronological order.**

Should you believe that this response is an unlawful denial of your request, you may file a request for review with the Public Access Counselor ("PAC") pursuant to §9.5 of FOIA. You can file your Request for Review with the PAC at the Office of the Attorney General, 500 South 2nd Street, Springfield, IL 62706 or by calling 1-877- 299-FOIA. You also have the right to seek judicial review of your denial by filing a lawsuit in the Circuit Court pursuant to §11 of FOIA.

Sincerely,

Rosanne Williamson, Ed.D.  
Secretary, Board of Education  
Assistant Superintendent for Educational Services  
Glenbrook High School District 225  
3801 West Lake Avenue  
Glenview, IL 60026

On Wed, Jun 22, 2016 at 12:52 PM, Leavitt, Irv <[ileavitt@pioneerlocal.com](mailto:ileavitt@pioneerlocal.com)> wrote:

Under the Freedom of Information Act, I am requesting documents relating to any complaints made by or about Aaron Wulf, a former Glenbrook North High School student. I am also requesting documents relating to any complaints about his father, former School Board Member Art Wulf; former teacher Stuart Snow, and former student Daniel Halperin (dob 10/18/1980). The request includes, but is not limited to, disciplinary records.

The documents are requested in digital form. They are for the purpose of news gathering and dissemination.

**Irv Leavitt**

Pioneer Press/Tribune Media

[\(630\) 780-7357](tel:(630)780-7357)

Twitter: <https://twitter.com/IrvLeavitt>

Facebook: <https://www.facebook.com/irv.leavitt>



**Leavitt FOIA documents.pdf**

2941K

**SUBURBAN COOK COUNTY REGIONAL OFFICE OF EDUCATION**



Joseph Kaczanowski, Interim Superintendent  
10110 Gladstone, Westchester, Illinois 60154  
Tel: (708) 865-9330 Fax: (708) 865-9338  
Internet: <http://www.cook.k12.il.us>

April 12, 2001

BY FEDERAL EXPRESS #7915-2664-0887

**RECEIVED**

APR 17 2001

BY: D.H.

Mr. Stuart L. Snow  
[REDACTED]

Sch Bm  
FYI

Re: Order of Suspension

Dear Mr. Snow:

By correspondence dated March 27, 2001, I informed you of a request of Northfield Township High School District 225 that this office commence proceedings to suspend your teaching certificate. By that correspondence you were informed of your right to a hearing. You were further informed that if you did not request a hearing by April 9, 2001, this office would suspend your teaching certificate for a period of one year. You have not requested a hearing.

Pursuant to the authority granted to this office pursuant to Section 21-23(a) of the Illinois School Code, your teaching certificate is hereby suspended for a period of one year effective immediately as indicated in the enclosed order.

Sincerely,

*Joseph F. Kaczanowski*  
Joseph F. Kaczanowski  
Interim Regional Superintendent

- cc: Dr. Glen McGee, State Supt. of Education  
Dr. David Hales, Supt. District 225  
Mr. Robert Sampson, Secretary for the State Certification Board  
Mr. Respicio Vazquez, Chief Legal Counsel, State Board of Education  
Mr. Alan T. Sraga, Esquire

Enclosure

IN RE: THE MATTER OF )  
THE SUSPENSION OF )  
THE TEACHING CERTIFICATE OF )  
STUART L. SNOW )  
STANDARD SECONDARY TEACHING NO. 1687842 )

ORDER

THE REGIONAL SUPERINTENDENT OF SCHOOLS, being charged with the authority and responsibility for suspending certificates to teach in the State of Illinois, finds and orders as follows:


WHEREAS, pursuant to Section 21-23(a) of the School Code, 105 ILCS 5/21-23(a), the REGIONAL SUPERINTENDENT OF SCHOOLS has authority to suspend the teaching certificate of any individual for a period not to exceed one year based on certain offenses, including immorality, a condition of health detrimental to the welfare of pupils, ..., unprofessional conduct, ..., or other just cause:

WHEREAS THE REGIONAL SUPERINTENDENT OF SCHOOLS has received evidence of immorality, a condition of health detrimental to the welfare of pupils, ..., unprofessional conduct, ..., or other just cause, specifically that STUART L. SNOW had improper sexual contact with a student, which warrants the suspension of the teaching certificate of STUART L. SNOW for a period of one year:

WHEREAS, pursuant to Section 21-23(a) of the School Code, no certificate may be suspended until the certificate holder is notified of his opportunity to request a hearing in the educational service region.

WHEREAS, on March 27, 2001, STUART L. SNOW was notified of his opportunity for a hearing, attached as Exhibit 1, and did not request such hearing within ten days:

NOW THEREFORE, IT IS ORDERED THAT the above-named teaching certificate of STUART L. SNOW is hereby suspended for a period of one (1) year.

  
Joseph F. Kaczanowski  
Interim Regional Superintendent of Schools

Dated at Westchester,  
Illinois, this 12<sup>th</sup>  
Day of April, 2001.

PROOF OF SERVICE

I certify that I served the foregoing by depositing a copy thereof with Federal Express, addressed to the following at the address shown:

Stuart L. Snow

[REDACTED ADDRESS]

*Joseph F. Kaczanowski*  
Joseph F. Kaczanowski  
Interim Regional Superintendent of Schools

Dated at Westchester,  
Illinois, this 12<sup>th</sup>  
Day of April, 2001.

4-12-01

*Vickie Leisten*  
Notary



**SUBURBAN COOK COUNTY REGIONAL OFFICE OF EDUCATION**



**Joseph F. Kaczanowski, Interim Superintendent**  
 10110 Gladstone, Westchester, Illinois 60154-2618  
 Tel: (708) 865-9...

**U.S. Postal Service  
 CERTIFIED MAIL RECEIPT  
 (Domestic Mail Only; No Insurance Coverage Provided)**

CERTIFIED MAIL # 7000 0520 0017 7387 2366

February 27, 2001

Mr. Stuart L. Snow  
 [Redacted]

7000 0520 0017 7387 2366

Postage	\$ .34	Postmark Here
Certified Fee	1.90	
Return Receipt Fee (Endorsement Required)	1.50	
Restricted Delivery Fee (Endorsement Required)		
<b>Total Postage &amp; Fees</b>	<b>\$ 3.74</b> (23)	

Recipient's Name (Please Print Clearly) (To be completed by mailer)  
 Mr. Stuart L. Snow  
 [Redacted]  
 [Redacted]

PS Form 3800, February 2000 See Reverse for Instructions

RE: Cert

Dear Mr. Snow:

I am informing you that this office has been requested by Northfield Township High School District 225 to commence certificate suspension and revocation proceedings against you in accordance with Illinois School Code, 105 ILCS 5/21-23.

The district charges that you have engaged in unprofessional conduct and immorality detrimental to the welfare of students in violation of Illinois Statutes.

Please be advised that I have the responsibility and authority pursuant to Section 21-23 of the School Code, to suspend teaching certificates upon receiving evidence of immoral, unprofessional conduct and other just cases for a period not to exceed one calendar year. Prior to that action the certificate holder is entitled to a hearing at the Regional Office of Education.

I am hereby serving you notice that you may request a hearing prior to certificate suspension. If you request a hearing within 10 days of notice of opportunity for a hearing it shall act as a stay of proceedings not to exceed 30 days. If you are requesting a hearing please use 1, 2, 3 to indicate priority choices for the hearing from the following dates and times:

- \_\_\_\_\_ 10:00 A.M. March 19, 2001
- \_\_\_\_\_ 1:00 P.M. March 23, 2001
- \_\_\_\_\_ 1:00 P.M. March 30, 2001

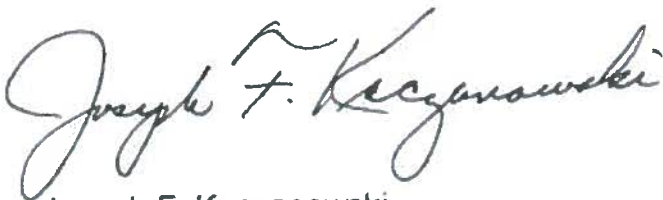


Mr. Stuart L. Snow  
February 27, 2001  
Page 2

If I do not hear from you by written notice of your request for a hearing by Thursday, March 15, 2001, your certificate will be suspended for a period of one (1) calendar year. When a certificate is suspended the right of appeal shall lie to the State Teacher Certification Board. I am further recommending that the State Superintendent consider certificate revocation.

If you need further information please call me at (708) 865-1861.

Cordially,

A handwritten signature in cursive script that reads "Joseph F. Kaczanowski". The signature is written in black ink and is positioned above the typed name and title.

Joseph F. Kaczanowski  
Interim Regional Superintendent

JFK:mmb

Cc: Dr. David Hales, Superintendent, Northfield Township H. S. District 225  
Dr. Glen McGee, State Supt. Of Education  
Respicio Vazquez, Esq. Chief Legal Counsel of State Board of Education  
Robert Sampson, Secretary for the State Certification Board  
Alan T. Srage, Esq.

**Sraga and Engler, L.L.C.**

2803 Butterfield Road - Suite 380  
Oak Brook, IL 60523-1152  
630-928-1200  
Facsimile: 630-928-1300

Teri E. Engler  
Sarah E. Joyce  
Alan T. Sraga

September 20, 2001

**SENT BY CERTIFIED MAIL -**  
**RETURN RECEIPT REQUESTED**

Ms. Lou Ann Reichle  
Assistant Legal Advisor  
Illinois State Board of Education  
100 North First Street  
4th Floor  
Springfield, Illinois 62777

**Re: Teaching Certificate of Stuart L. Snow**

Dear Ms. Reichle:

I am writing to confirm our telephone conversation on September 20, 2001 regarding the status of the teaching certificate for Stuart L. Snow, a teacher formerly employed by the Board of Education of Northfield Township High School District 225, for which we serve as general legal counsel.

It is my understanding from our conversation that your office has not received information from the Office of Interim Regional Superintendent for Suburban Cook County Education Joseph F. Kaczanowski regarding the fact that Mr. Snow's certificate number 1687842 was in fact suspended. I also understand that you will be asking Mr. Kaczanowski for the necessary documents from his file for purposes of the possible pursuit by the State Superintendent of the revocation of Mr. Snow's certificate. To further your process until you receive the official file from Mr. Kaczanowski, I am enclosing the following:

1. A copy of a letter dated February 23, 2001 to Mr. Joseph F. Kaczanowski from Dr. Dave Hales, Superintendent of Northfield Township High School District 225, requesting the suspension and revocation of Mr. Snow's teaching certificate. This letter, and the enclosures which are also provided herewith, provided Mr. Kaczanowski with all of the background information regarding the allegations against Mr. Snow and the occurrences which led to Mr.

Copies to: ✓ SL  
VHH  
**RECEIVED**  
SEP 21 2001  
BY: D.H.  
Mike  
Sch B  
FYI

Ms. LouAnn Reichle  
September 20, 2001  
Page - 2 -

Snow's resignation from his employment with the Board of Education on January 5, 2001.

2. A copy of a letter dated February 27, 2001 to Mr. Stuart L. Snow from Mr. Joseph F. Kaczanowski providing him notice of the opportunity to request a hearing prior to the suspension of his certificate.
3. A copy of a letter dated March 27, 2001 to Mr. Stuart L. Snow from Mr. Joseph F. Kaczanowski in follow-up to the February 27, 2001 letter above.
4. A copy of a letter dated April 12, 2001 to Mr. Stuart L. Snow from Mr. Joseph F. Kaczanowski notifying Mr. Snow that his teaching certificate is suspended for a period of one year, effective immediately, based upon the enclosed Order of April 12, 2001. A copy of the Order is also enclosed.

As I indicated to you in our telephone conversation, the District is prepared to assist the Office of the State Superintendent with the presentation of any necessary evidence furthering the revocation of Mr. Snow's certificate. The Board of Education has directed Dr. Hales, its Superintendent of Schools, and its legal counsel to pursue the suspension and the revocation of Mr. Snow's certificate. Accordingly, please contact me for any assistance you might find appropriate for purposes of securing witnesses from the School District, or the Northbrook Police Department.

I look forward to working with you in connection with this matter.

Very truly yours,

SRAGA and ENGLER, L.L.C.

  
ALAN T. SRAGA

ATS:nm

Enclosures

cc: Dr. Dave Hales, Superintendent of Schools, School District 225

# Sraga and Engler, L.L.C.

2803 Butterfield Road - Suite 380  
Oak Brook, IL 60523-1152  
630-928-1200  
Facsimile: 630-928-1300

Teri E. Engler  
Sarah E. Joyce  
Alan T. Sraga

December 27, 2001

Ms. Lou Ann Reichle  
Assistant Legal Advisor  
Illinois State Board of Education  
100 North First Street, 4th Floor  
Springfield, Illinois 62777

**Re: Suspension of Teaching Certificate of Stuart L. Snow  
Secondary Certificate No. 1687842**

Dear Ms. Reichle:

Thank you for your letter dated December 19, 2001 in response to my letters dated October 31 and December 11, and my followup telephone calls and messages left for you on December 18 and 19. The School District appreciates your confirmation of the entry of Ms. Snow's name on the "State Teacher Information System (TCIS)" and the "NASDTEC Clearinghouse via Internet" by your office. Also, thank you for the clarification in your recent letter as to the proper references to the State and National information systems. Apparently, during our telephone conference on October 19, I must have incorrectly wrote "Teacher Certification Information System" in my notes as referring to an interstate compact rather than to the "State Teacher Information System (TCIS)" now identified in your letter. Quite frankly, until receiving your letter of December 19, I was not aware that there were two systems, intrastate and interstate, to which information concerning Mr. Snow's certificate would be supplied. If I had been aware of the existence of two systems, I would have inquired about the status of input regarding Mr. Snow into both systems in my letters to you dated October 31 and December 11.

Your letter of December 19 mentions that the information regarding the suspension of Mr. Snow's certificate was entered on the "State Teacher Information System (TCIS)" on or about April 20, 2001. However, your letter does not mention when the information was entered on the NASDTEC Clearinghouse by your office. It would alleviate concern regarding Mr. Snow's ability to secure employment in Indiana (and other states) if you could advise as to when the information was provided by your office to the NASDTEC Clearinghouse.

Your letter of December 19 also advises that "[P]ossible action regarding revocation of Mr. Snow's certificate is under consideration by the State Superintendent of Education." Since the suspension of Mr. Snow's certificate by Interim Regional Superintendent Kaczanowski will expire in little more than three months time, on or about April 12, 2002, the consideration of further action appears imminent. When accepting Mr. Snow's resignation in January 2001, the Board of

RECEIVED  
DEC 27 2001

BY: D.H.

Copies:  
✓ Mike R  
✓ Jini L  
✓ Vukobran  
FYI

Ms. Lou Ann Reichle  
December 27, 2001  
Page - 2 -

Education of Northfield Township High School District 225 recognized that it had a significant continuing interest in Mr. Snow and the possibility that he might teach again, and in furtherance thereof, charged its Superintendent of Schools, Dr. Dave Hales, with the responsibility to pursue the suspension and revocation of Mr. Snow's certificate with the Regional Superintendent and at the State level. Thus, the Board of Education, and Dr. Hales, have significant interest in the continued attention of your office to this matter, and request the opportunity to participate, as may be appropriate, in any State-level proceedings regarding the further suspension or revocation of Mr. Snow's certificate.

In furtherance of the School District's continuing interest, I respectfully request that your office keep me advised as to the status of this matter. Further, to the extent that Mr. Snow will be afforded the opportunity for a hearing before consideration of additional suspension or revocation of his certificate, I would appreciate the opportunity to coordinate the date(s) thereof with witnesses employed by the School District as well as the local law enforcement officials, all of whom participated in the initial investigation and interrogation of Mr. Snow, as well with other individuals with information pertinent to the proceedings.

I look forward to continuing contacts with you and your office in furtherance of the common interests of the Board of Education of Northfield Township High School District 225, the State Superintendent, the State Teacher Certification Board, and the I.S.B.E. I will be contacting you following the New Year's Holiday to discuss this matter further. In the interim, of course, have a safe and Happy New Year's holiday!

Very truly yours,

SRAGA and ENGLER, L.L.C.

  
ALAN T. SRAGA

ATS:nm

cc: Mr. Joseph Kaczanowski, Interim Regional Superintendent of Schools,  
Suburban Cook County  
Dr. Dave Hales, Superintendent of Schools, School District 225  
Respicio F. Vazquez, Esq. , ISBE General Counsel  
Mr. James Robert Sampson, Secretary, State Teacher Certification Board

**THE  
GLENBROOK  
HIGH SCHOOLS**

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Northfield Township High School District 225  
1835 Landwehr Road  
Glenview, IL 60025-1289

TO: Alan Sraga, Esq.

FAX: (630) 928-1300

FROM: James Lacivita

DATE: January 16, 2001

No. of Pages: 4 Plus Cover Sheet

**COMMENTS:**

Alan:

For your review and file.

Jim Lacivita

If you experience any problems call:

Office Number: (847) 486-4701

FAX Number: (847) 486-4733

21 March 1998

To the members of the Board of Education of District 225:

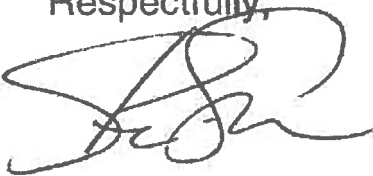
I offer this letter as a formal apology to the members of the Board of Education and the Administration of District 225. I exercised a grievous error in judgement, and in doing so, I had a negative impact on a number of lives. In particular I am aware that my actions impacted on a student. For this I am particularly sorry.

The district office has informed me of the proposed actions to be taken. I agree fully with the actions and accept them as they have been presented.

In my twelve years of service to the district, I have developed a record of commitment to and concern for the students. I would like to stand by that record, but I am aware that through my actions a shadow has been cast that will not fade. For those moments, if and when I begin to think I am good at what I do, I will have the reminder of how frail I am.

I thank you for your time.

Respectfully,

A handwritten signature in black ink, appearing to read 'Stu Snow', written over the word 'Respectfully,'.

Stu Snow

21 March 1998

[REDACTED]

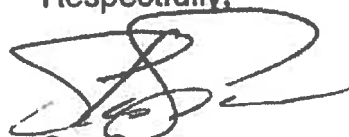
I am deeply sorry for any and all pain and difficulties I have caused you and your son [REDACTED]. I offer you my profound apologies.

I want that statement to carry much more weight than it possibly can. There are no words that I have that will mitigate the circumstances of what took place. The approach I took in talking with [REDACTED] is inexcusable, and as I mentioned in my note to [REDACTED] the impact is a factor I will not forget.

[REDACTED] placed his trust in me, and through my serious error, I abused that trust. This is my deeper regret. It was my wish to help [REDACTED], and I erred. I know my actions scream out, and these words are but whispers in comparison, but my primary concern was/is for [REDACTED] and his ability to see himself as an accomplished student.

In our semester and a half together [REDACTED] showed himself to be one of the most conscientious students I have, and have had for a few years. He is willing to address his difficulties, and it was within that setting that our conversation began. I regret more than words will allow the direction of the conversation, and I hope that at some point you will be able to forgive me.

Respectfully,




Stu Snow

cc: Mr. Court



30 March 1998

  
I believe in class I made the distinction between actions that were ignorant and those that were stupid. I tried to show ignorant as a position of not knowing - of not being informed - and there were few negatives to ignorant unless a person chose to stay that way.

Stupid on the other hand is a circumstance or situation without excuse.

I presented to you a classic case of stupid. The worst part of my actions was that I accepted a trust from you, and I did not live up to that trust. My failure is a weight I will bear for as long as I have memory.

I hope in time you will forgive but not excuse my actions. In the meantime, please accept my apology for all difficulties I may have caused for you.

Finally, as you so proudly pointed out, you are a champion. Don't let that feeling ever diminish in your sight, and may there be many more championships before you are through.

I am truly sorry.

  
Stu Snow

cc:

  
Mr. Court

3/31/98

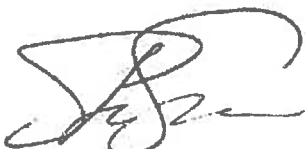
Mr. Court,

The events and circumstances of the past couple weeks have been sobering and thought provoking to say the least. I have become aware of a number of things that I had not given careful thought to in the past, and I have come to two clear conclusions.

First, I owe you an apology. I have struggled with the wording every time I sat down to write this. The realization is setting in that words will not finally convey what I want. As a result I can only ask you to accept the fact that I am very sorry for the actions that put you in the position in which you found yourself.

It is that position that brings me to the second point. While I am sure what transpired caused you great concern, at no time did you show me anything other than concern for my feelings and welfare. I have had a great deal to think about during the last weeks, but nothing will surpass the realization of the friendship and caring you showed when your reactions could well have been exactly the opposite.

I don't know if it is correct to try to apologize and say thank you in the same note, but that is in fact what I choose to do. For having put a good man into a difficult situation I offer my apologies. For having been the recipient of your care, I say thanks.

A handwritten signature in black ink, appearing to be 'Stu Snow', written in a cursive style.

Stu Snow

**THE  
GLENBROOK  
HIGH SCHOOLS**

Northfield Township High School District 225

1835 LANDWEHR ROAD  
GLENVIEW, ILLINOIS 60025-1289  
PHONE: (847) 486-4700  
FAX: (847) 486-4733

Office of the Superintendent

January 11, 2001

To: All Glenbrook North Parents

At its January 8 meeting our Board of Education accepted the resignation of Mr. Stuart Snow, English teacher at Glenbrook North High School, without regret. Mr. Snow has been a member of the English faculty at GBN for 14 years.

In accepting Mr. Snow's resignation the school board also directed the administration to seek the suspension and revocation of his teaching license. While we are not at liberty to disclose specific information, this action resulted from a report of an inappropriate relationship with a former GBN student which took place 11-12 years ago.

Our number one concern is the welfare of our students. Situations such as this cut to the heart of our school district. We have an outstanding staff in the Glenbrooks, and when something like this occurs we are disheartened. In addressing this situation:

- Our administration and school board have taken firm and swift action regarding this matter.
- We have appreciated the cooperation and support of the Northbrook Police Department and will continue to work with them and the Illinois Department of Children and Family Services in any ongoing investigations.
- We have taken the following measures to provide academic assurances for our students and parents:
  1. A certified English teacher, who has also been a long term substitute for the GBN English department, has assumed the responsibility for Mr. Snow's classes and will continue through the end of the first semester (January 18).
  2. A full-time certified English teacher will be hired to take over Mr. Snow's classes beginning with the second semester.

3. Glenbrook North English instructional supervisor, Barbara Taylor, has visited each of Mr. Snow's classes to explain that he will not be returning. She has provided assurances to students that their academic status will not be compromised because of this situation.

To minimize academic disruption, we have requested that any investigation by the Illinois Department of Children and Family Services not begin until after the first semester exams are concluded. We do not yet know the nature or extent of this investigation, but we anticipate that DCFS will want to interview some GBN students. We have been advised at this time that participation in this process by students and parents will be optional; however, we encourage full cooperation. School officials will contact families as the need arises..

In the meantime, if you have any questions, please feel free to contact me at 486-4702 or Dr. Riggle at 509-2400.

Very truly yours,

Dave Hales  
Superintendent

DH:dt

# Memo

To: GBN Staff  
From: Mike Riggle *m. Riggle*  
Re: Faculty Member Resignation  
Date: January 10, 2001

On Monday, January 8, the District 225 School Board took action to accept the resignation of Stuart Snow as a teacher and coach at Glenbrook North High School. The following is the motion that was approved publicly by the Board in open session:

"I move that the Board of Education accept the resignation of tenured teacher Stuart Snow, without regret, and that the administration is hereby authorized to seek the suspension and revocation of Mr. Snow's teaching certificate through the Regional Superintendent, State Superintendent and the State Teacher Certification Board."

At this time, there is an ongoing investigation, and no further comment can be made. It is probable that staff members will be contacted by the media concerning the resignation. If you are contacted by the media, please refer them to me as the official spokesperson for the school without comment.

In a similar manner, you may be contacted by a parent or student with questions regarding Mr. Snow. If the questions are academic in nature, please direct them to Barbara Taylor, Instructional Supervisor of English. All other questions or concerns should be directed to me. Thank you for your understanding and cooperation concerning this matter.

THE  
**GLENBROOK**  
HIGH SCHOOLS

Northfield Township High School District 225

1835 LANDWEHR ROAD  
GLENVIEW, ILLINOIS 60025-1289  
PHONE: (847) 998-6100

January 10, 2001

VIA CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. Stuart Snow  
[REDACTED]  
[REDACTED]

Dear Mr. Snow:

On Monday, January 8, 2001, the Northfield Township High School District #225 Board of Education voted to accept without regret your resignation effective January 5, 2001. The Board of Education also authorized the Glenbrook administration to seek the suspension and revocation of your teaching certificate through the Suburban Cook County Regional Superintendent, the Illinois State Superintendent of Schools, and the Illinois State Teacher Certification Board.

You are hereby directed to contact Dr. Michael Riggle, Glenbrook North principal, to arrange for the immediate return of all student papers, tests, your gradebook, district computer equipment, and all other district property you may have in your possession, in a manner directed by Dr. Riggle.

You will be provided with the opportunity to convert your current insurance plan(s) to COBRA coverage. COBRA coverage will allow you to remain with your current insurance elections for 18 months. You, however, will be responsible for the payment of premiums. The Teacher Retirement System will also be notified of your resignation date.

The dissolution of your salary (BA+15, step 8 - \$52,676 annually) will be as follows:

**180-day salary**

Days worked (8/28/00 to 12/22/00) 81 days x \$292.64=	\$23,703.84
Paid to date (Aug. through Dec. 2000)=	<u>\$17,558.68</u>
Amount due to Mr. Snow:	\$ 6,145.16

**Glenbrook days**

2 Glenbrook days worked (8/24 and 8/25/00) @ \$292.64 each=	\$585.28
3 Glenbrook days paid on 12/15/00	<u>\$877.93</u>
Amount due to district for Glenbrook Day 1/19/00 not worked=	(\$292.64)

**Fringe benefit**

Fringe benefit is \$3350 for 183-day contract, or \$18.30 per day	
83 days worked x \$18.30=	\$1,518.90
Less section 125 FSA contribution=	- <u>\$ 900.00</u>
Amount of cash fringe benefit due to Mr. Snow:	\$ 618.90
Amount of cash fringe benefit paid to Mr. Snow (Aug.-Dec. 00)	\$ 816.68
Amount due district for cash fringe benefit overpaid	(\$ 197.78)

Amount due to Mr. Snow in his final pay check on 1/12/01 \$5,654.74

Please contact my office if you have further questions or if we may provide you with additional information.

Sincerely,

A handwritten signature in cursive script that reads "Victoria Helander-Heiser".

Victoria Helander-Heiser  
Director of Human Resources

cc. Dr. Dave Hales  
~~Mr.~~ James Lacivita  
Dr. Michael Riggle

Northbrook Police  
Department  
Community Relations Unit

# Press Release

Date: 01/09/01

**FOR IMMEDIATE RELEASE:**

---

On December 14, 2000, the Northbrook Police Department received a telephone call from a person identifying himself only as "David". David recounted a situation to police in which he detailed a relationship with a former teacher/coach at Glenbrook North High School. The report included that the incident had occurred in 1989 or 1990.

Investigators acting on this information contacted the teacher/coach who met with the investigators at the Northbrook Police Department. During the ensuing interview the teacher/coach made several comments regarding long past relationships with students which were termed by the teacher/coach as "inappropriate".

This information was immediately reported to the school district who took action in suspending the teacher. That teacher has since resigned, and the school board is seeking to have this teacher's teaching certificate revoked.

Due to reluctance on the part of the original complainant to come forward, no charges were filed as a result of the Northbrook Police investigation. However the case has been referred to the Illinois Department of Children and Family Services.

A/Sgt. Harry Bekiaris  
Community Relations Unit  
Northbrook Police Department  
(847)564-2060

Post-It® Fax Note	7871	Date	1/9/00	# of pages ▶	1
To	DIANE FREEMAN	From	A/Sgt. H. BEKIARIS		
Co./Dept.		Co.			
Phone #		Phone #			
Fax #		Fax #			



**BOARD OF EDUCATION MEETING OF JANUARY 8, 2001**

**MOTION TO ACCEPT THE RESIGNATION OF STUART SNOW**

"I move that the Board of Education accept the resignation of tenured teacher Stuart Snow, without regret, and that the administration is hereby authorized to seek suspension and revocation of Mr. Snow's teaching certificate through the Regional Superintendent, State Superintendent, and the State Teacher Certification Board."

Motion made by James Seymour, seconded by Neal Shact

aye: Beyne, Lerner, Long, Olson, Rogal, Seymour, Shact

nay: none

There is an ongoing investigation, and the Board has no further comment at this time.

Rec'd 1-5-01  
D.T.

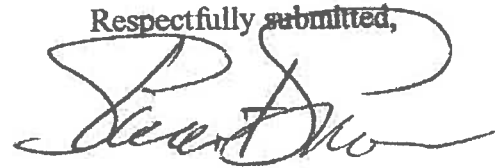
5 January, 2001

Dr. Hales,

Effective this date, I hereby resign my tenured position as a teacher at Glenbrook North High School.

It has been my distinct privilege to work at GBN for the past fifteen years.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Stuart Snow".

Stuart Snow

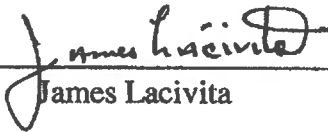
3 January '01

CONFIDENTIAL

OFFICE OF THE ASSISTANT SUPERINTENDENT

TO: Stacey Mallek  
FROM: James Lacivita  
RE: PAYMENT OF INVOICE  
DATE: January 28, 2000

Will you please pay Jeffrey Spector \$750.00 for professional services for his examination of Stuart Snow as authorized by the Board of Education on March 23, 1998.

  
James Lacivita

JL:mkw

JAN 26 2000

Jeffrey S. Spector, M.D., S.C.  
111 North Wabash Ave Ste 1803  
Chicago, IL 60602

312-782-1333

December 31, 1999

James Lacivita  
High School District 225  
1835 Landwehr Road  
Glenview, IL 60025-1289

---

---

On behalf of Stuart L. Snow

For professional services:

<u>Date</u>	<u>Description</u>	<u>Location</u>	<u>Amount</u>
08/01/99	Opening balance		\$ 750.00
	Balance due		\$ 750.00

Practitioner EIN: 36-3009693

3/23/98

The Board returned to open session at approximately 10:00 p.m.

**MOTION TO APPROVE THE RESOLUTION TO DIRECT THE ISSUANCE OF  
NOTICE TO REMEDY TO EMPLOYEE #98-5**

Motion by Mr. Shact, seconded by Mr. Seymour, to approve the resolution to direct the issuance of notice to remedy to employee #98-5.

Upon calling of the roll:

aye: Wulf, Isenberg, Lerner, Lyons, Rogal, Shact

nay: none

abstain: Seymour

Motion carried.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Shact, seconded by Mr. Wulf, to move into closed session at approximately 10:05 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees and litigation which is probable or imminent (Section 2 (c) (1) and (11) of the Open Meetings Act).

Upon calling of the roll:

aye: Isenberg, Lerner, Lyons, Rogal, Seymour, Shact, Wulf

nay: none

Motion carried.

The Board returned to open session at approximately 11:15 p.m.

SCARIANO, KULA, ELLCH AND HIMES

ATTORNEYS AT LAW • CHARTERED

TWO PRUDENTIAL PLAZA, SUITE 3100 • 180 NORTH STETSON • CHICAGO, ILLINOIS 60601-6714  
312.565.3100 • FACSIMILE 312.565.0000 • 800.820.3101

1450 ABERDEEN • CHICAGO HEIGHTS, ILLINOIS 60411-3488  
708.755.1900 • FACSIMILE 708.755.0000 • 800.820.1901

FACSIMILE TRANSMITTAL SHEET

DATE: April 1, 1998 TIME: 2:50 p.m.

PLEASE DELIVER THE FOLLOWING PAGE(S) TO:

TO: Mr. James Lacivita

COMPANY: School District 225

FAX NO.: (847) 486-4733

FROM: Alan T. Sraga

NUMBER OF PAGES INCLUDING THIS SHEET: 2

If you do not receive all pages or if they are not legible, please contact Nancy Martin immediately at (312) 565-3100.

MESSAGE:

Transmitted herewith is my letter dated April 1, 1998  
concerning School District 225/Stuart Snow.  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

NOTE: THIS MESSAGE SENT BY ELECTRONIC FACSIMILE TRANSMISSION ("THE MESSAGE") IS INTENDED AND RESTRICTED FOR THE USE OF ADDRESSEE ONLY. THE MESSAGE MAY CONTAIN CONFIDENTIAL AND PRIVILEGED INFORMATION, EXEMPT FROM DISCLOSURE UNDER FEDERAL AND/OR STATE LAW. IN THE EVENT SOME OTHER PERSON OR ENTITY RECEIVES THE MESSAGE, SAID RECIPIENT IS HEREBY NOTIFIED THAT ANY DISSEMINATION, REGARDING TRANSMISSION, DISTRIBUTION OR DUPLICATION OF THE MESSAGE IS PROHIBITED. IN THE EVENT THE MESSAGE IS RECEIVED BY A PERSON OR ENTITY OTHER THAN THE SPECIFIED RECIPIENT OR THE RECIPIENT'S AGENT, PLEASE NOTIFY US IMMEDIATELY BY TELEPHONE, COLLECT, AND RETURN THE ENTIRETY OF THE MESSAGE BY U.S. MAIL.

WE USE CANON LASER CLASS FAX-L770 AND FAX-L775 FACSIMILE MACHINES.

# Scariano, Kula, Elch and Himes

ATTORNEYS AT LAW - CHARTERED

TWO PRUDENTIAL PLAZA, SUITE 3100 • 180 NORTH STETSON • CHICAGO, ILLINOIS 60601-6714  
312.565.3100 • FACSIMILE 312.565.0000 • 800.820.3101

1450 ABERDEEN • CHICAGO HEIGHTS, ILLINOIS 60411-3489  
708.755.1900 • FACSIMILE 708.755.0000 • 800.820.1901

Alan T. Sraga  
Chicago Office

April 1, 1998

SENT BY FACSIMILE TRANSMISSION ONLY

Dr. Jeffrey Spector  
450 Central Avenue  
Suite 211  
Highland Park, Illinois 60035

Re: Stuart Snow/Northfield Township High School District 225

Dear Dr. Spector:

I am writing to confirm my telephone conversation with you yesterday with respect to the conversation which you had with the mother of the student who was engaged in the discussion with Mr. Snow. On behalf of the School District, I am requesting that you do not engage in any further discussions with anyone other than authorized District personnel or myself with respect to this matter. If there is any question as to the scope of the District personnel with whom you may discuss this matter, may I suggest that you contact Mr. James Lacivita (847/486-4704) directly regarding the same. District personnel who are aware of the situation will be advised as to your limited accessibility in connection with this matter.

On another note, I know that Mr. Lacivita will also be contacting you to discuss whether you will at least be able to provide the District with a verbal report as to the status of your evaluation by April 13. I have related the other matters of our discussion of yesterday to Mr. Lacivita.

As always, I appreciate your communication with me as to pending District matters.

Very truly yours,

SCARIANO, KULA, ELLCH AND HIMES

  
ALAN T. SRAGA

ATS:nm

cc: Mr. James Lacivita, Assistant Superintendent for  
Personnel, NORTHFIELD TOWNSHIP HIGH SCHOOL  
DISTRICT 225 (by facsimile only)

# Scariano, Kula, Ellch and Himes

ATTORNEYS AT LAW • CHARTERED

TWO PRUDENTIAL PLAZA, SUITE 3100 • 180 NORTH STETSON • CHICAGO, ILLINOIS 60601-6714  
312.565.3100 • FACSIMILE 312.565.0000 • 800.820.3101

1450 ABERDEEN • CHICAGO HEIGHTS, ILLINOIS 60411-3489  
708.755.1900 • FACSIMILE 708.755.0000 • 800.820.1901

Alan T. Sraga  
Chicago Office

**SENT BY FACSIMILE TRANSMISSION ONLY**

March 27, 1998

Dr. Jeffrey Spector  
450 Central Avenue  
Suite 211  
Highland Park, Illinois 60035

Re: Stuart Snow/Northfield Township  
High School District 225

Dear Dr. Spector:

As you know, our firm serves as general legal counsel for the Board of Education of Northfield Township High School District 225 (the Glenbrook High Schools). In that capacity, I am writing you with regard to Mr. Stuart Snow, a tenured teacher employed by the Board of Education. As you may be aware, the School District is interested in your assessment of Mr. Snow and your advising the District as to the following:

1. Whether Mr. Snow presents with any pathology, including paraphilias, of such magnitude that he may be unable to perform his duties and responsibilities as a high school teacher in the future in an appropriate manner; and
2. Whether Mr. Snow appreciates the inappropriateness of his recent behavior leading to the referral; and
3. If Mr. Snow does appreciate the inappropriateness of his behavior, as best as you can ascertain, will he be able to avoid similar conduct and behavior in the future in connection with his job duties and responsibilities?

I know that the School District looks forward to receiving your response to the above questions at your earliest opportunity.

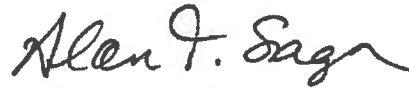


Dr. Jeffrey Spector  
March 27, 1998  
Page - 2 -

If you have any questions regarding these inquiries, please contact me at your convenience.

Very truly yours,

SCARIANO, KULA, ELLCH AND HIMES



ALAN T. SRAGA

ATS:nm

cc: Mr. James Lacivita, Assistant Superintendent for  
Personnel, NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT 225

n4C\wp51\sd225c\ltr\specto01.4


**TO: James Lacivita  
Director of Personnel  
Glenbrook High Schools**

**FROM: Stuart Snow**

**RE: MEMORANDUM OF UNDERSTANDING REGARDING PSYCHIATRIC  
ASSESSMENT**

**DATE: March 23, 1998**

**Based on an incident which occurred on March 16, 1998 involving me and one of my students,  
I voluntarily agree to undergo a psychiatric assessment by Dr. Jeffrey Spector and I authorize  
Dr. Spector to release the results of the assessment to you.**

  
**Stuart Snow**

**RESOLUTION  
DIRECTING THE ISSUANCE OF  
A NOTICE TO REMEDY**

**WHEREAS**, the BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP HIGH SCHOOL DISTRICT NO. 225, Cook County, Illinois, (hereinafter "the BOARD") has consulted with its Administration and has received reports and recommendations from members of its Administration regarding the conduct and performance of STUART SNOW (hereinafter "SNOW"), a teacher with contractual continued service employed by the BOARD; and

**WHEREAS**, such consultations, reports and recommendations state defects in the conduct and performance of SNOW which, if not removed, are causes, charges and reasons warranting discharge and dismissal of SNOW as a teacher employed by the BOARD; and

**WHEREAS**, the BOARD has provided SNOW with the opportunity to respond to these reports and recommendations at a BOARD meeting held on March 23, 1998.

**NOW, THEREFORE, BE IT RESOLVED** by the BOARD as follows:

1. That the President and Secretary of this BOARD of Education are hereby authorized and directed to sign and serve or cause to be served, on behalf of this BOARD, upon SNOW, a Notice to Remedy substantially in the form of the Notice to Remedy discussed in closed session at the BOARD meeting this date and to be appended

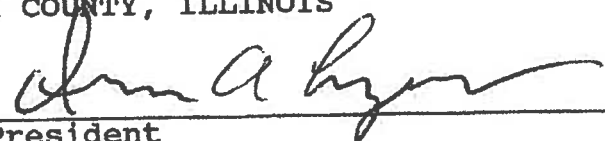
to the minutes of said closed session as Exhibit A when such minutes are approved by the BOARD. Said Notice to Remedy enumerates causes, charges, reasons and defects which this BOARD hereby determines, if not remedied, will result in the discharge and dismissal of SNOW as a teacher in this School District employed by the BOARD.

2. This Resolution shall be in full force and effect forthwith upon its adoption.

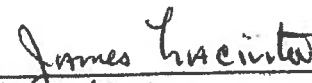
Adopted this 23 day of March, <sup>1998</sup>~~1996~~, by the following roll call vote:

AYES: Isenberg, Lerner, Lyons, Rogal, Seymour, Shact, Wulf  
NAYS: NONE  
ABSENT: NONE

BOARD OF EDUCATION OF NORTHFIELD TOWNSHIP  
HIGH SCHOOL DISTRICT NO. 225  
COOK COUNTY, ILLINOIS

BY:   
President

ATTEST:

  
Secretary

STATE OF ILLINOIS     )  
                                  )  
COUNTY OF COOK        )     SS

CERTIFICATION

I, the undersigned, do hereby certify that I am the duly qualified and acting Secretary of the Board of Education of Northfield Township High School District 225, Cook County, Illinois ("Board"), and as such official I am the keeper of the records and files of the Board.

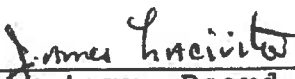
I do further certify that the foregoing constitutes a full, true and complete copy of the Resolution adopted by the Board at its meeting held on the 23 day of MARCH, 1998, said Resolution entitled:

**RESOLUTION DIRECTING THE ISSUANCE OF A NOTICE TO REMEDY**

a true, correct and complete copy of which said Resolution as adopted at said meeting appears in the minutes of said meeting.

I do further certify that the roll call vote taken adopting said Resolution was conducted openly, that said meeting was called and held at a specified time and place convenient to the public, that said meeting was called and held in strict compliance with the provisions of the Open Meetings Act of the State of Illinois, as amended, and that the Board of Education has complied with all of the provisions of said Act and with all of the procedural rules of the Board.

IN WITNESS WHEREOF, I hereunto affix my official signature this 23 day of MARCH, 1998.

  
\_\_\_\_\_  
Secretary, Board of Education  
of Northfield Township High School  
District No. 225, Cook County, Illinois

3/23/98

The Board returned to open session at approximately 10:00 p.m.

**MOTION TO APPROVE THE RESOLUTION TO DIRECT THE ISSUANCE OF  
NOTICE TO REMEDY TO EMPLOYEE #98-5**

Motion by Mr. Shact, seconded by Mr. Seymour, to approve the resolution to direct the issuance of notice to remedy to employee #98-5.

Upon calling of the roll:

aye: Wulf, Isenberg, Lerner, Lyons, Rogal, Shact

nay: none

abstain: Seymour

Motion carried.

**MOTION TO MOVE INTO CLOSED SESSION**

Motion by Mr. Shact, seconded by Mr. Wulf, to move into closed session at approximately 10:05 p.m. to consider the appointment, employment, compensation, discipline, performance, or dismissal of specific employees and litigation which is probable or imminent (Section 2 (c) (1) and (11) of the Open Meetings Act).

Upon calling of the roll:

aye: Isenberg, Lerner, Lyons, Rogal, Seymour, Shact, Wulf

nay: none

Motion carried.

The Board returned to open session at approximately 11:15 p.m.

3/23/98

**ADJOURNMENT**

Motion by Mrs. Isenberg, seconded by Mr. Seymour, to adjourn the meeting at approximately 11:15 p.m.

Upon call for a vote on the motion, all present voted aye.\*

Motion carried.

\* Means Isenberg, Lerner, Lyons, Rogal, Seymour, Shact, and Wulf all voted aye.

CERTIFIED TO BE CORRECT:

  
\_\_\_\_\_  
PRESIDENT - BOARD OF EDUCATION

  
\_\_\_\_\_  
SECRETARY - BOARD OF EDUCATION

NEXT REGULAR MEETING: APRIL 13, 1998 Glenbrook Admin. Building  
7:30 P.M. 1835 Landwehr Road  
Glenview, Illinois

**PERSONNEL OFFICE  
GLENBROOK HIGH SCHOOLS**

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**TO:** Dr. Craig Schilling

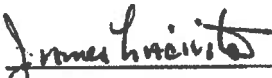
**FROM:** James Lacivita

**DATE:** March 25, 1998

**RE:** Leave Without Pay For Stuart Snow (SS # [REDACTED])

Stuart Snow is a teacher at Glenbrook North High School. At the Board of Education meeting of Monday, March 23, 1998, the Board of Education approved the docking of Mr. Snow's pay for four days, March 19, 20, 23, and 24, 1998.

Please implement this Board directive.

  
\_\_\_\_\_  
James Lacivita



FEB 23 2001

THE  
**GLENBROOK**  
HIGH SCHOOLS

Northfield Township High School District 225

1835 LANDWEHR ROAD  
GLENVIEW, ILLINOIS 60025-1289  
PHONE: (847) 486-4700  
FAX: (847) 486-4733

Office of the Superintendent

February 23, 2001

Mr. Joseph F. Kaczanowski  
Interim Regional Superintendent  
Suburban Cook County Regional Office of Education  
10110 Gladstone  
Westchester, Illinois 60154-2618

**Re: Request for Suspension and Revocation of Teaching Certificate**

**Teacher: Stuart L. Snow**

**Certificate No.: 1687842**

Dear Superintendent Kaczanowski:

I am writing you at the direction of the Board of Education to request, pursuant to 105 ILCS 5/21-23, the suspension and revocation of the teaching certificate of Mr. Stuart L. Snow on the basis of immorality and unprofessional conduct.

Mr. Snow was employed as an English teacher at Glenbrook North High School for fourteen years. On December 14, 2000, the Northbrook Police Department received a telephone call from a male caller who identified himself as "[REDACTED]." [REDACTED] explained to the Police Department that he attended Glenbrook North High School and graduated in [REDACTED]. He also stated that [REDACTED]

[REDACTED]. He advised the officers that he visited Mr. Snow at Mr. Snow's home and that Mr. Snow counseled him. He also stated that the relationship became sexual and that Mr. Snow touched him inappropriately both at Mr. Snow's home and at Glenbrook North High School. [REDACTED] indicated to the officers that he was [REDACTED] or [REDACTED] years old at the time that the touching occurred and that he sought counseling as a result of the contact. At the time of his report by telephone on December 14, [REDACTED] indicated that he was unsure whether he wished to file an official report because he was worried about damaging his reputation. He did indicate that he would consider the matter and that he might come to the department to make a report on December 16. He did not do so.

On December 19, 2000, Investigator Michael A. O'Malley and Detective Dunham of the Northbrook Police Department interviewed Mr. Snow at the Northbrook Police station. According to the Supplementary Report, Mr. Snow reported to Investigator O'Malley and Detective Dunham as follows:

On 12-19-00 R/O interviewed Snow at the police department with Detective Dunham present. R/O advised Snow that he was not under arrest and was free to leave at any time. The following is a summary of Snow's statement and is not verbatim. Snow is 56 years old and has worked at Glenbrook North for fifteen years as a teacher and coach. Prior to this he worked at Notre Dame High School for sixteen years. Snow had a homosexual relationship while at camp when he was thirteen, but relates that he is a heterosexual. He has had three heterosexual relationships in his life, one in high school, one when he started teaching (31 years ago) and a one-night stand about twelve years ago. Snow related that he has not had sex with anyone since that night twelve years ago. Over the last fifteen years Snow has had approximately six students over to his house at [REDACTED]. One of those students, [REDACTED] (last name omitted), was over approximately six times. On two of those occasions Snow gave (last name omitted) full body massages and on both occasions Snow touched (last name omitted) penis with his hand. Snow related that [REDACTED] became at least semi-erect during the touching, but did not ejaculate. Snow related that he did not view the touching as sexual in nature, but acknowledged that the relationship was inappropriate. Snow explained that he remembers (last name omitted) being a student at the high school after the incidents. R/O prepared a written statement for Snow to sign, but he refused, relating that he thought he might need a lawyer. He also refused to give R/O the names of the other students that were at his house over the years.

Glenbrook North High School officials were informed of the Northbrook Police Department's interview with Mr. Snow on the afternoon of December 19. On the morning of December 20, 2000, district officials met with Mr. Snow. Mr. Snow was advised that the Northbrook Police Department had informed the district of his admissions at the police department on the previous afternoon, December 19. Mr. Snow declined to comment further regarding his admissions on the previous day. [REDACTED]

On January 5, 2001, Mr. Snow submitted his resignation as a tenured teacher from his employment by the Board of Education. On Monday, January 8, the Board of Education accepted Mr. Snow's resignation without regret, and directed the administration to seek the suspension and revocation of Mr. Snow's teaching certificate.

Following Mr. Snow's resignation, the Department of Children and Family Services Mass Molestation Unit conducted an investigation at Glenbrook North High School. Department of Children and Family Services (DCFS) representatives interviewed students known by the administration to be friendly with Mr. Snow. Fortunately, DCFS advises that none of the students reported similar experiences to that reported by "[REDACTED]" to the Northbrook Police Department.

Based upon the report of "[REDACTED]" to the Northbrook Police Department, however, and Mr. Snow's admitted conduct to the department on December 19, 2000, DCFS has advised the school district's legal counsel that it will enter a finding of "indicated" on the report of child abuse (CFS No. 892454A) made by the Northbrook Police Department.

Mr. Joseph F. Kaczanowski  
February 23, 2001  
Page 3

The district is advised that Mr. Snow no longer resides in the State of Illinois and has moved to Indiana. While we have no Indiana forwarding address for Mr. Snow, he can be reached at [REDACTED]

The school district respectfully requests that Mr. Snow's teaching certificate be suspended, and that your office forward the case to the State Superintendent and State Teacher Certification Board for purposes of the revocation of his certificate. Please be advised that it is expected that DCFS will issue its indicated finding on the report of child abuse within the next thirty days.

In support of the request for the suspension of Mr. Snow's certificate, the district provides the following information:

1. Copies of Mr. Snow's teaching certificate;
2. A copy of the Approval of Request for Public Records issued by the Village of Northbrook, Cook County, Illinois, the Northbrook Police Department General Incident Report dated December 14, 2000, and Supplementary Reports issued on December 19 and December 21, 2000;
3. A copy of Mr. Snow's resignation dated January 5, 2001.

The district is advised that Officer Michael A. O'Malley and Detective Dunham of the Northbrook Police Department are prepared to testify as to Mr. Snow's admissions if a hearing is necessary prior to the suspension of Mr. Snow's certificate. The district believes that Investigator O'Malley and Detective Dunham would also cooperate with any hearing by the State Superintendent or the State Teacher Certification Board for the purpose of considering the revocation of Mr. Snow's teaching certificate. District administrative personnel are prepared to assist as necessary. The district will be further assisted by its legal counsel, Mr. Alan T. Sraga of Sraga and Engler, L.L.C., with whom you spoke concerning this matter on January 8, 2001.

Should you have any further questions at this time with respect to the district's request for the suspension and revocation of Mr. Snow's certificates, please contact either me or Mr. Sraga (630-928-1200) at your earliest convenience.

Very truly yours,



Dave Hales  
Superintendent

DH:dt  
Enclosures

Mr. Joseph F. Kaczanowski  
February 23, 2001  
Page 4

Blind copy to: Board of Education

- ✓ J. Lacivita, Assistant Superintendent
- V. Helander-Heiser, Director of Human Resources
- M. Riggle, Principal, Glenbrook North High School



VILLAGE OF

# NORTHBROOK

1225 CEDAR LANE

NORTHBROOK, ILLINOIS 60062-4582

847/272-5050  
FAX 847/272-9760

BOARD OF TRUSTEES

Robert J. Jaeger	A.C. Buchler III
Sandra E. Frum	Kent J. Donewald
James A. Karagiannis	Brian J. Meek
Lonu N. Louie	Village Clerk

PRESIDENT  
Mark W. Damisch

Village Manager  
John M. Novinson

**RECEIVED**

**JAN 15 2001**

VILLAGE OF NORTHBROOK  
COOK COUNTY, ILLINOIS

## APPROVAL OF REQUEST FOR PUBLIC RECORDS

To: Alan T. Sraga  
Sraga & Engler, LLC  
2803 Butterfield Road, Suite 380  
Oak Brook, IL 60523-1152

On January 9, 2001 the Village of Northbrook received your written request for the inspection, copying, or certification of certain Village public records ("Your Request").

**I. Approval of Request**

Your Request is hereby approved to the following extent as to the following public records (the "Specified Records"):

Certified Copies of:

**Any & all General Incident Reports, Supplementary Reports, and Interview Notes or other documents related to the allegations made against Stuart Snow, a teacher at Glenbrook North High School, in Case No. 200022898.**

**II. Appointment for Inspection or Pick-up**

The certified copy is attached and forwarded herewith..

**III. Copying and Certification Fees**

No copies or certified copies of the Specified Records will be provided to you until the applicable fees, as established by the Village's Annual Fee Ordinance, have been paid. Fees must be paid in cash, by cashier's or certified check, or by money order.

The following provisions marked with an "x" apply to your request:

\_\_\_ Your fees have been paid in full.



Your request for a fee waiver or reduction has been approved in the following amount: \$ \_\_\_\_\_

You have previously deposited the following amount: \$ \_\_\_\_\_

A balance is due in the following amount: \$1.75


IV. Mailing of Records

Your request that the Village mail the Specified Records to you has been denied on the basis that you have not shown that it would be unduly burdensome for you to arrange to pick up the Specified Records

Your request that the Village mail the Specified Records to you has been approved. Postage has been waived.

Dated: January 11, 2001.

VILLAGE OF NORTHBROOK



Village Clerk



# NORTHBROOK POLICE DEPARTMENT, Northbrook, IL 60062 GENERAL INCIDENT REPORT

Name of Complainant: **CRIMINAL SEXUAL ABUSE** Case # **200022898**

Location of Incident: **2300 SHERMER** Date Occurred: **Mo Dec 1990** Time: **Yr 1990** Day: **TH** Time: **F**

Business Name: **GLENBROOK NORTH HIGH SCHOOL** Date Reported:  Same as Date Occurred

Type of Premise: **SCHOOL** Point of Entry:  Yes  No

Name (Last, First, Middle): **STATS OF ILLINOIS** DOB: **SSN** DLN: **State** Sex: **Race**

Address: **City** State: **Zip** Home TX: **Work TX**

Camp  Witness  Offender  Multiple (see narrative)

Name (Last, First, Middle): **OMALLEY #151** DOB: **SSN** DLN: **State** Sex: **Race**

Address: **City** State: **Zip** Home TX: **Work TX**

Victim:  License # **Yr** Make **Model** VIN **Mo/Yr** State **Slate**

Offender:  License # **Yr** Make **Model** VIN **Mo/Yr** State **Slate**

HAIR COLOR:  BLACK  BROWN  BLOND  RED  GREY  OTHER

HAIR STYLE:  STRAIGHT  WAVY  CURLY  BRAIDED  CORN ROWS  JAFRO  CARVED

APPEARANCE:  CASUAL  UNIFORM  DISGUISE  IMPEDIMENT  LIPS/TATTOOS  RAPID/TALKATIVE  STURDIOUS/BUDDLES

Property Code	Loss Code	Recovery Code	Quantity	Description	Unit Meas.	Drug Type	Frequency Value	Leads #	Recovered
							\$		<input type="checkbox"/> Yes <input type="checkbox"/> No
							\$		<input type="checkbox"/> Yes <input type="checkbox"/> No
							\$		<input type="checkbox"/> Yes <input type="checkbox"/> No
							\$		<input type="checkbox"/> Yes <input type="checkbox"/> No
							\$		<input type="checkbox"/> Yes <input type="checkbox"/> No

ON 12-14-90 AT APPROXIMATELY 1100 P/O RECEIVED A TELEPHONE CALL FROM A MALE THAT IDENTIFIED HIMSELF ONLY AS "DAVID". HE EXPLAINED THAT HE WAS A FORMER NORTHBROOK RESIDENT AND HAD ATTENDED GLENBROOK NORTH HIGH SCHOOL, GRADUATING IN 1992. HE FURTHER EXPLAINED THAT HE HAD PLAYED ON THE BASEBALL TEAM AS A FRESHMAN. HE RELATED THAT HE HAD FORMED A RELATIONSHIP WITH A TEACHER/COACH OF HIS. HE IDENTIFIED THE TEACHER AS STUART SNOW. HE RELATED THAT HE VISITED SNOW AT HOME AND SNOW COUNSELLED HIM. HE FURTHER RELATED THAT THE RELATIONSHIP BECAME SEXUAL AND THAT SNOW TOUCHED HIM INAPPROPRIATELY BOTH AT SNOW'S HOME AND AT THE HIGH SCHOOL IN NORTHBROOK.

Reporting Officer: **O'MALLEY** Star # **71**

Loss Codes: 2. Burned 3. Counterfeit 4. Damaged 6. Seized 7. Stolen

Supervisor: **[Signature]** Review



NORTHBROOK POLICE DEPARTMENT

SUPPLEMENTARY REPORT

OFFENSE: Criminal Sexual Abuse

CASE NUMBER: 200022898

DATE: 12-19-00 DAY: Tue TIME: 1500 FOLLOW-UP: XX SUPP: PAGE 2 of 2  
CASE STATUS: CLEARED: PENDING: DWP: OTHER : XX

REPORTING OFFICER/STAR: Inv. Michael A. O'Malley #151  
SUPERVISOR/STAR: Cmdr. John R. Graham #180  
REPORT REVIEW:

VICTIM: State of Illinois DATE OCCURRED: 1990  
COMPLAINANT: O'Malley #151 OFFENDER: Stuart Snow m/w 2-22-44  
LOCATION OF INCIDENT: 2300 Shermer DISPOSITION OF EVIDENCE:

"David" was unsure if he wanted to file an official report because he was worried about his reputation being damaged. "David" mentioned that he was fifteen or sixteen years old when the touching occurred and that he has sought counseling in order to deal with his feelings on the subject. "David" related that he would think the matter over and try to come in for a report on 12-16-00, he never re-contacted R/O.

On 12-19-00 R/O interviewed Snow at the PD with Det. Dunham present. R/O advised Snow that he was not under arrest and was free to leave at any time. The following is a summary of Snow's statement and is not verbatim. Snow is 56 years old and has worked at GBN for fifteen years as a teacher and coach. Prior to this he worked at Notre Dame High School for sixteen years. Snow had a homosexual relationship while at camp when he was thirteen, but relates that he is a heterosexual. He has had three heterosexual relationships in his life, one in high school, one when he started teaching (31 years ago) and a one-night stand about twelve years ago. Snow related that he has not had sex with anyone since that night twelve years ago. Over the last fifteen years Snow has had approximately six students over to his house at 195 W. Brandon ct. #A14 in Palatine. One of those students, David , was over approximately six times. On two of those occasions Snow gave full body massages and on both occasions Snow touched penis with his hand. Snow related that David became at least semi-erect during these encounters, but did not ejaculate. Snow related that he did not view the touching as sexual in nature, but acknowledged that the relationship was inappropriate. Snow explained that he remembers being a student at the high school after the incidents. R/O prepared a written statement for Snow to sign, but he refused, relating that he thought he might need a lawyer. He also refused to give R/O the names of the other students that were at his house over the years.

R/O contacted the DCFS hotline and reported the incident, it was assigned DCFS #892454A by Susan Dubre.

R/O advised High School Liaison Officer Hulne

R/O will notify Dean Cicciu when he is available.

Case Status: Pending  
Hrs: 6.5  
Line #



NORTHBROOK POLICE DEPARTMENT

SUPPLEMENTARY REPORT

OFFENSE: Criminal Sexual Abuse

CASE NUMBER: 20002289

DATE: 12-21-00 DAY: Thu TIME: 0800 FOLLOW-UP: XX SUPP: PAGE 1 of 1

CASE STATUS: CLEARED: PENDING: DWP: OTHER: XX

REPORTING OFFICER/STAR: Inv. Michael A. O'Malley #151  
SUPERVISOR/STAR: Cmdr. John R. Graham #180  
REPORT REVIEW: *[Signature]*

VICTIM: State of Illinois  
COMPLAINANT: O'Malley #151  
LOCATION OF INCIDENT: 2300 Shermer  
DATE OCCURRED: 1990  
OFFENDER: Stuart Snow m/w 2-22-44  
DISPOSITION OF EVIDENCE:

R/O spoke with GBN Principal Dr. Mike Riggie, he related that Snow had been suspended with pay pending the School's Human Resources department's investigation.

R/O spoke with Andrea Jones, caseworker for DCFS, she explained that she would follow up with the school and the Cook County State's Attorney's Mass Molestation Unit and try to determine if there are other victims.

It is clear that Snow committed this offense, however, due to the late reporting, it is outside the statute of limitations and no charges can be brought.

Case Status: Closed/Cleared

Hrs: 6.0

Line # 200920

I hereby certify this to be a true and exact copy of the original.

*[Signature]*  
Village Clerk

Rec'd 1-5-01  
D.T.

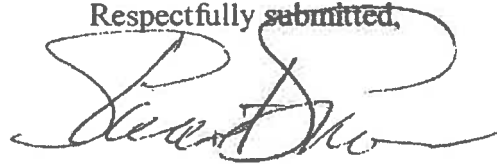
5 January, 2001

Dr. Hales,

Effective this date, I hereby resign my tenured position as a teacher at Glenbrook North High School.

It has been my distinct privilege to work at GBN for the past fifteen years.

Respectfully submitted,



Stuart Snow

5 January '01

RECEIVED

JAN 08 2001

HUMAN RESOURCES  
GLENBROOK #225

**Sraga and Engler, L.L.C.**

2803 Butterfield Road - Suite 380  
Oak Brook, IL 60523-1152  
630-928-1200  
Facsimile: 630-928-1300

**RECEIVED**  
OCT 10 2001  
BY: D.H.

Teri E. Engler  
Sarah E. Joyce  
Alan T. Sraga

October 8, 2001

**SENT BY FACSIMILE (847/412-0610) AND U.S. MAIL**

Mr. Michael Nugent  
Nugent Risk Management Services  
2425 Maple Avenue  
Northbrook, Illinois 60062-5212

**Re: Northfield Township High School District 225 --  
Claim on Behalf of [REDACTED]**

Dear Mr. Nugent:

I am writing you in furtherance of my April 20, 2001 letter wherein I advised you that the parents of former student [REDACTED] have submitted a request for reimbursement for [REDACTED]'s private psychological counseling and tutoring sessions. The parents contend that the services were purchased to assist [REDACTED] due to his difficulty with former teacher Stuart Snow. As you may recall from our earlier correspondence of January 11, 2001, Mr. Snow resigned following allegations that he had engaged in inappropriate sexual conduct with a former Glenbrook student in 1988 or 1989.

According to [REDACTED]'s parents and physicians, and as supported by the modest documentation, an initial diagnostic evaluation was conducted on [REDACTED] on July 4, 1998. Thereafter, services were provided by a psychiatrist for the remainder of 1998 (sixteen sessions), 1999 (forty-four sessions), 2000 (forty-one sessions) and 2001 (twelve sessions). In a memorandum to Superintendent of Schools Dave Hales dated May 16, 2001, [REDACTED] treating physician states as follows:

[REDACTED] [REDACTED] is a Glenbrook North High School student who has been under my psychiatric care for treatment of anxiety and depression since August 7, 1998.

Mr. Michael Nugent

October 8, 2001

Page - 2 -

██████'s history is extremely significant as he related in his first session with me that he had been sexually harassed by a Glenbrook North faculty member. It was clear that this was a serious trauma for this young high school student, as the faculty member was his English teacher. ██████ related the situation to his parents shortly after the experiences, and his parents reported this to the Glenbrook North Administration, requesting that an investigation take place. ██████ was highly distressed that this teacher was allowed to continue teaching until recently, when additional incidents involving this teacher had come to light.

██████ was clearly traumatized by this incident, and as a consequence he is extremely vigilant in his interactions with all male teachers. He has serious difficulty in trusting faculty as a consequence of his experience. The entire [██████] family has been traumatized by this, and have needed to be part of his treatment.

If further information is required or if you have any questions, please contact me. (copy enclosed)

In sum, the parents are requesting reimbursement for the costs of psychiatric care and treatment in the amount of \$16,655.00. The parents are also requesting reimbursement in the amount of \$4,320.00 for tutoring from Dr. Mark A. Puchalski. Dr. Puchalski provided ██████ with tutoring services twice per week from September 1999 to June 2000. According to Dr. Puchalski's statement dated September 12, 2001, Dr. Puchalski provided assistance with English, U.S. History, and Algebra II. Dr. Puchalski's statement is also enclosed.

By way of history, teacher Stuart Snow resigned from his employment with the School District in early January 2001. In March 1998, ██████ had a private conversation with Mr. Snow in Mr. Snow's classroom following an English class. This conversation included inquiries by Mr. Snow into ██████'s personal sexual habits and sexual activities with his girlfriend. Among other things, the conversation also included suggestions by Mr. Snow that ██████ maintain a log or journal of his accomplishments, and that ██████ masturbate only at special times and mark "j" in his journal to record that activity.

Following this conversation, ██████ complained to his parents who in turn complained to the District. Mr. Snow was examined by a physician of the Board's

choosing. The District's physician opined that Mr. Snow did not present with any pathology of such magnitude that he would be unable to perform his duties and responsibilities as a high school teacher in the future in an appropriate manner, that Mr. Snow appreciated the inappropriateness of his behavior, and that it would be unlikely that such behavior would continue. Mr. Snow issued a written apology to [REDACTED] to his parents, and to the Members of the Board of Education. By the end of March 1998, the Board adopted a Resolution directing the issuance of [REDACTED] to Mr. Snow which which characterized Mr. Snow's conduct as follows:

[REDACTED]

a. [REDACTED]

b. [REDACTED]

c. [REDACTED]

d. [REDACTED]

e. [REDACTED]

i. [REDACTED]

ii. [REDACTED]

iii. [REDACTED]

iv. [REDACTED]  
[REDACTED]

The Board's [REDACTED] directed Mr. Snow as follows, under penalty of dismissal if there were further transgressions:

1. [REDACTED]
  - a. [REDACTED]  
[REDACTED]  
[REDACTED]
  - b. [REDACTED]
  - c. [REDACTED]  
[REDACTED]
  - d. [REDACTED]
2. [REDACTED]  
[REDACTED]

To the knowledge of the District, there were no further like or similar reported incidents between Mr. Snow and other students, including [REDACTED], up to the time of his resignation in January 2001. Of course, Mr. Snow's resignation in January 2001 was as a consequence of a complaint by a former Glenbrook student of sexual activity engaged in by Mr. Snow with that student in 1988 or 1989. This matter first came to light in December 2000.

[REDACTED]  
[REDACTED]

1. [REDACTED]
2. [REDACTED]
3. [REDACTED]
4. [REDACTED]

There has never been any indication that Mr. Snow's conduct in 1988 or 1989, as alleged by the 1992 Glenbrook graduate, was brought to the attention of Glenbrook school officials until December 2000. [REDACTED]

[REDACTED] The activity alleged of Mr. Snow was a single isolated interaction between Mr. Snow and [REDACTED] which occurred in March 1998. After [REDACTED] complained of the conduct, Mr. Snow was immediately relieved of his responsibilities pending his evaluation by a psychiatrist as to his ability to return to work and conform his conduct to District expectations. Mr. Snow formally apologized to [REDACTED], his parents, and the Board of Education. [REDACTED]

[REDACTED] To the District's knowledge, there was not any recurrence of Mr. Snow's conduct as to [REDACTED] or anyone else subsequent to the [REDACTED] issued by the Board of Education.

[REDACTED]

The School District is requesting that its carrier advise whether consideration should be given to settling the claim at this time and, if so, whether the amount the carrier is prepared to contribute towards the settlement.

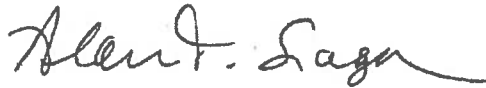


Mr. Michael Nugent  
October 8, 2001  
Page - 6 -

If you have any questions regarding this matter, please contact me at your earliest convenience.

Very truly yours,

SRAGA and ENGLER, L.L.C.

A handwritten signature in black ink that reads "Alan T. Sraga". The signature is written in a cursive style with a long, sweeping tail on the final letter.

ALAN T. SRAGA

ATS:nm

Enclosures

cc: Dr. Dave Hales, Superintendent of Schools,  
School District 225  
Dr. Craig Schilling, Assistant Superintendent for Business and  
Finance, School District 225

n:\sd225c\ltr\nugent04.1

**Sraga and Engler, L.L.C.**

2803 Butterfield Road - Suite 380  
Oak Brook, IL 60523-1152  
630-928-1200  
Facsimile: 630-928-1300

Teri E. Engler  
Sarah E. Joyce  
Alan T. Sraga

April 20, 2001

SENT BY FACSIMILE (847/412-0610) AND U.S. MAIL

Mr. Michael Nugent  
Nugent Risk Management Services  
2425 Maple Avenue  
Northbrook, Illinois 60062-5212

Re: My Letter Dated January 11, 2001:  
Northfield Township High School District 225 --  
Possible Claim by Former Student

Dear Mr. Nugent:

This letter is a follow-up to my abovementioned letter to you dated January 11, 2001 concerning former School District 225 teacher Stuart Snow and his conduct while an employee of the Board of Education.

To update you since my January 11, 2001 letter, the Illinois Department of Children and Family Services ("DCFS") has completed its investigation at the School District. Fortunately, no students came forward to DCFS claiming that Mr. Snow had engaged in activities similar to those raised by "John Doe" with the Northbrook Police Department. However, the attention generated in the District by the DCFS investigation, the local media reports, and Mr. Snow's resignation resulted in a request for reimbursement for psychologist counseling services, and tutoring services, provided to a current student, [REDACTED], resulting from a conversation between [REDACTED] and Mr. Snow which allegedly occurred in March 1998. According to [REDACTED] Mr. Snow had a private conversation with him in Mr. Snow's classroom which included a conversation about the [REDACTED]'s sexual experience and activities. After [REDACTED] and his parents contacted the School Administration about the incident, the Board of Education issued a [REDACTED] to Mr. Snow, and Mr. Snow apologized to [REDACTED] and his parents in writing.

As a result of the recent DCFS investigation, [REDACTED]'s parents, [REDACTED] reinitiated contact with the District and submitted a request for reimbursement for private psychological counseling and tutoring sessions which the parents purchased for [REDACTED]. It should be noted that at the parents were informed by the School Administration in 1998 that the District would be willing to provide school services to assist [REDACTED] with any issues arising as a result of the alleged conversation with Mr. Snow. No promise was made by the School District to reimburse the family for psychological counseling or tutoring services from outside providers. In fact, in a conversation between [REDACTED] and School Superintendent Dave Hales on April 18,

RECEIVED  
APR 20 2001  
BY: D. [REDACTED]  
Sch Bm  
FYI

**Sraga and Engler, L.L.C.**

2803 Butterfield Road - Suite 380  
Oak Brook, IL 60523-1152  
630-928-1200  
Facsimile: 630-928-1300

Teri E. Engler  
Sarah E. Joyce  
Alan T. Sraga

January 11, 2001

SENT BY FACSIMILE (847/412-0610) AND U.S. MAIL

Mr. Michael Nugent  
Nugent Risk Management Services  
2425 Maple Avenue  
Northbrook, Illinois 60062-5212

Re: Northfield Township High School District 225 --  
Possible Claim by Former Student

Dear Mr. Nugent:

I am writing in furtherance of our exchange of voice mail messages yesterday and this morning concerning Northfield Township High School District 225, one of the school district clients of Nugent RMS, and the reporting of a possible claim against the School District.

On the afternoon of December 19, 2000, an assistant principal at Glenbrook North High School received contact from the Northbrook Police Department that one of its teachers, Stuart Snow, admitted in an interview at the police station that afternoon that he had an inappropriate physical relationship with a former male student (hereinafter "John Doe") about eleven years ago. Mr. Snow is approximately 56 years old and has worked for the Northfield Township High School District as a teacher and a coach for fifteen years. Prior thereto, he worked at Notre Dame High School for sixteen years.

According to the Northbrook Police Department, this matter came to the attention of the Department on December 14, 2000, on which date the Department received a telephone call from John Doe. Mr. Doe identified himself as a former student at Glenbrook North High School, graduating in [REDACTED]. He indicated to the officers that he visited Snow at home and that Snow counseled him. He further advised the officers that the relationship became sexual and that Mr. Snow touched him inappropriately both at Snow's home and at Glenbrook North High School. Mr. Doe

Mr. Michael Nugent  
January 11, 2001  
Page - 2 -

indicated to the officers during the telephone conversation that he was unsure whether he wished to file an official report because he was concerned about damage to his reputation. He did state that he was 15 or 16 years old when the touching occurred and that he had thereafter sought counseling. He did indicate to the Department that he would consider the possibility of coming in to the Department to make a report. However, he never did so.

Mr. Snow was interviewed at the Department on December 19. He admitted to having approximately six Glenbrook students over to his home over the years of his employment by the School District. Mr. Snow also admitted having John Doe over to his home approximately six times and that, on two of those occasions, he gave John Doe full body massages, on both occasions touching Mr. Doe's penis with his hand. He admitted that Mr. Doe became at least semi-erect during those encounters, but that he did not ejaculate. Mr. Snow did indicate to the officers that he did not believe that the touching was sexual in nature, but acknowledged that the relationship was inappropriate. He admitted to the officers that he remembered John Doe as being a student at the High School after the incidents. While a written statement was prepared by the officers for Mr. Snow to sign, he refused, then indicating that he might need a lawyer. Mr. Snow also refused to give the officers the names of other students that visited his home over the years.

Following the report to the School District on December 19, Mr. Snow was interviewed by the School District Administration on the morning of December 20 and [REDACTED]. On January 5, 2001, Mr. Snow submitted a resignation from his tenured position as a teacher employed by School District 225. At its meeting on January 8, 2001, the Board of Education accepted Mr. Snow's resignation, without regret, and authorized the Administration to seek the suspension and revocation of Mr. Snow's teaching certificate from the Regional Superintendent of Schools, the State Superintendent of Schools, and the State Teacher Certification Board. Those proceedings have not yet been initiated. The District is awaiting a release of the police reports under a FOIA request made this week to the Department.

The School District, as well as the Northbrook Police Department, have also reported Mr. Snow's admitted conduct to the Illinois Department of Children and Family Services ("DCFS"). DCFS has indicated that it wishes to conduct an investigation of a representative sample of current Glenbrook North High School students who have had contact with Mr. Snow over the past several years. While DCFS has indicated that it wishes

Mr. Michael Nugent  
January 11, 2001  
Page - 3 -

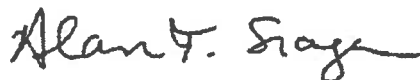
to conduct this investigation in the very near future, it has been unresponsive to the School District's request this week to schedule the initiation and discuss the parameters of the investigation.

To date, no "claim" has been made by John Doe against the School District as a result of these incidents. As the School District's legal counsel, I have also had the opportunity to speak to Mr. Doe's counsel, and it appears unlikely that any claim will be brought. In the event that it is, it would appear that the statute of limitations for filing a claim against Mr. Snow and the School District has already long expired. The District will keep you, and its carriers through you, advised as to whether any further allegations against Mr. Snow develop as a result of the expected DCFS investigation.

Should you or the District's carriers have any questions regarding this matter, please contact me at your earliest convenience. Also, I would appreciate your copying both Dr. Craig Schilling (Assistant Superintendent for Business and Finance) and myself with respect to any correspondence you have with the District's carriers. Finally, if there is any additional information you require to process this claim on behalf of the District, please contact me as soon as possible.

Very truly yours,

SRAGA and ENGLER, L.L.C.



ALAN T. SRAGA

ATS:nm

cc: Dr. Dave Hales, Superintendent of Schools,  
School District 225 (by facsimile and U.S. Mail)  
Dr. Craig Schilling, Assistant Superintendent for Business and  
Finance, School District 225 (by facsimile and U.S. Mail)

3/18/98

CONFIDENTIAL

On the evening of March 16, 1998, [REDACTED] approached Mr. Mark Rebora and asked if he had a couple of minutes to talk over an issue. Mr. Rebora said he had plenty of time, since the idea of the wrestling pizza party was for coaches, parents, and students to interact.

[REDACTED] informed Mr. Rebora that his son [REDACTED] had been having difficulty in English class and was receiving some extra help from Mr. Stu Snow. This help involved preparation for class and motivational techniques. [REDACTED] the said that during these motivational sessions Mr. Snow had asked [REDACTED] how many times a week he masturbated and suggested keeping a journal of this activity.

[REDACTED] said that he was concerned about these comments, and felt that these comments were inappropriate. [REDACTED] also said he did not know what the context of the conversation was when [REDACTED] was asked about masturbation.

[REDACTED] said that [REDACTED] would like to speak with Mr. Rebora about this incident the following morning. Mr. Rebora said that would be fine and expressed concern about what [REDACTED] had spoken about.

[REDACTED] and Mr. Rebora have known each other for three years and do speak to one another on a regular basis. Sometimes about [REDACTED] sons other times just to shoot the breeze in casual conversation.

Sincerely,

  
Mark Rebora

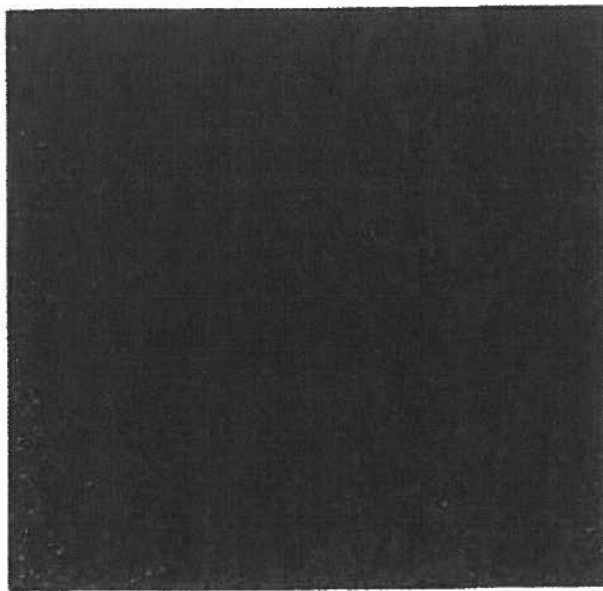
My meeting(s) with [REDACTED] began when I saw him in the hallway-obviously depressed. His statements showed a deep concern over his inability to perform well in an academic setting.

Our conversation on the first day (30 minutes) focused around his success as a [REDACTED]  
[REDACTED] - According to [REDACTED] he was nervous about how he looked in the beginning and confident by the end. I mentioned that it made no difference how he was perceived by fans in the stands - including girls who were just "checking him out" - he was confident in himself- not in what others might think - or say.

On the second day - with the idea of continuing to build on the things that were important to him - his successes - I asked what things he felt good about over the past 3 or so years. [REDACTED] mentioned that wrestling and the fact that he had reached puberty - I asked how he meant that - [REDACTED]'s reply was biologically and anatomically precise - to the point that I thought he might be focusing on things that could in fact have an impact on self esteem.

The references to masturbation in each case were to diminish the impact of the subject Whenever the subject was addressed it was done in the context of other aspects of his life - in an attempt to show him what was important and what was not. Masturbation was not the subject of this conversation - it was one of the subjects - herein was my error.

I thought if I could help [REDACTED] diminish negative aspects - we could focus on the positives - [REDACTED] has a number of strengths - but at this point he was seeing very few of them - if any. Of the 3/4 facts I tried during our conversation - one that I chose was most inappropriate.







that - [redacted]'s reply was biologically and anatomically precise - to the point that I thought he might be focusing on things that could in fact have an impact on self esteem

The references to masturbation in each case were to diminish the impact of the subject - whenever the subject was addressed it was done in the context of other aspects of his life - an attempt to show him what was important and what was not. Masturbation was not the subject of this conversation - it was one of the subjects - herein was my error -

I thought if I could help [redacted] diminish negative aspects - we could focus on the positives - [redacted] has a number of strengths but at this point he was seeing very few of them - if any. Of the 3/4 tactics I tried during our conversation - one that I chose was most inappropriate