

ROE #9 Champaign-Ford County School Districts Online Application

Pacey, Robert - AppNo: 7777

Date Submitted: 8/4/2008

Personal Data

Name: Pacey Robert A
(Last) (First) (Middle Initial)
Other name(s) under which transcripts, certificates, and former applications may be listed:
Other:
(Last) (First) (Middle Initial)
Email Address: robpacey@gmail.com

Postal Address

Permanent Address	Present Address (until 08/2008)
Number & Street:	Number & Street:
City:	City:
State:	State:
Zip Code:	Zip Code:
Daytime Phone:	Phone Number:
Home/Cell Phone:	

Employment Desired

Position Desired:

Certified Secondary Teaching - 6th thru 8th

1. Social Science
2. Social Studies

Certified Secondary Teaching - 9th thru 12th

1. Social Science
2. Social Studies
3. Social Studies - Civics
4. Social Studies - Economics
5. Social Studies - Geography
6. Social Studies - History
7. Social Studies - Political Science

Non Certified: Support Staff

1. Teacher Aide

Substitute

1. Substitute Teacher

Current District

Are you currently employed by a district in the consortium?

No

Experience

Current or Most Recent Position		Employer Contact Information		Supervisor/Reference Contact	
Tim's Lawn Service Lawn Maintenance Employee		540 S. Cherry Paxton, IL 60957 [REDACTED]		Tim Johnson [REDACTED]	
Date From - Date To:	06/2008 - present (Total Yrs: 1)	Full/Part Time:	Part	Last Annual Salary:	n/a
Reason For Leaving:	n/a				
Responsibilities/Accomplishments	Mowing Lawns Trimming Shrubs Landscape Design				

ROE #9 Champaign-Ford County School Districts Online Application

Pacey, Robert - AppNo: 7777

Date Submitted: 8/4/2008

Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact	
Paxton Hardware and Rental Inventory Manager		525 S. Market Street Paxton, IL 60957 [REDACTED]		Scott Allen [REDACTED]	
Date From - Date To:	12/2005 - 01/2007 (Total Yrs: 1)	Full/Part Time:	Part	Last Annual Salary:	n/a
Reason For Leaving:	Temporary Employment				
Responsibilities/Accomplishments	Inventory Management Customer Service Sales/Rentals				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact	
Tim's Lawn Service Lawn Maintenance Employee		540 S. Cherry Paxton, IL 60957 [REDACTED]		Tim Johnson [REDACTED]	
Date From - Date To:	05/2005 - 08/2005 (Total Yrs: 1)	Full/Part Time:	Part	Last Annual Salary:	n/a
Reason For Leaving:	Temporary Employment				
Responsibilities/Accomplishments	Mowing Lawns Trimming Shrubs Landscape Design				

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact	
Paxton-Buckley-Loda High School Janitor		Panther Way Paxton, IL 60957 [REDACTED]		Andy Bennett [REDACTED]	
Date From - Date To:	06/2004 - 08/2004 - 06/2005 - 08/2005 (Total Yrs: 2)	Full/Part Time:	Part	Last Annual Salary:	n/a
Reason For Leaving:	Temporary Employment				
Responsibilities/Accomplishments	Cleaning and routine maintenance duties.				

ROE #9 Champaign-Ford County School Districts Online Application

Pacey, Robert - AppNo: 7777

Date Submitted: 8/4/2008

Student Teaching

	First	Second
School	Centennial High School	Edison Middle School
Location	Champaign, IL	Champaign, IL
School Phone #	(217) 351-3951	(217) 351-3771
School Year	2007-2008	2007-2008
Grade Level(s)/ Subject Area(s) Taught	Jr./Sr. U.S. History and Econ.	8th Grade U.S. History
Name and Phone of Cooperating Teacher	Ken Kleber (217)-898-2088	Larry Becker (217) 351-3771
Name and Phone of Additional Cooperating Teacher	Cathy Gorman (217)-649-4402	Don Holste (217) 352-0362
Name and Phone of University Supervising Contact	Cheryll Douglas (217) 333-2561	Cheryll Douglas (217) 333-2561
Academic Grade Received	S	S

Education

High School Attended: Paxton-Buckley-Loda High School
Graduation Status: H.S. Diploma

Colleges, Universities and Technical Schools Attended:

Education Continued

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected
University of Illinois at Urbana-Champaign	8/2004 5/2008	History Hrs: 81	Teacher Education Hrs: 37	B.A.	5/2008

	Undergraduate	Graduate
Overall GPA	3.91/4	/4
Major GPA	3.91/4	/4
Highest Degree Attained	Number of graduate hours beyond your highest degree:	Grad Program Of Study
BA/BS	0	n/a

List honors, awards or distinctions you have earned:

Magna Cum Laude
Chancellor's Scholar, Campus Honors Program
James Scholar
Dean's List
Robert H. Bierma Scholarship for Excellence in History
Phi Beta Kappa
Phi Kappa Phi
Phi Alpha Theta History Honor Society
National Society of Collegiate Scholars
Phi Eta Sigma
Alpha Lambda Delta

ROE #9 Champaign-Ford County School Districts Online Application

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HS Teaching Areas

Please indicate how many semester hours you have in the following teaching areas.

Area: Social Studies

US History	16	Other History	27	Other	38
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Middle School Teaching Areas

Please indicate how many semester hours you have and/or if you are endorsed in the following teaching areas.

Language Arts:.....13 Social Studies:.....81 (ENDORSED)

Certifications

Do you hold an Illinois Teaching or Administrative Certificate? Yes

Type	Certificate Number	Expiration Date	Active?
Initial Secondary Teaching	2326503	07/01/2012	Yes

Approved teaching/administration endorsements and/or verifications:

Social Science, Economics, Geography, History, Political Science, Psychology, Sociology and Anthropology

Approved Special Education endorsements and/or approvals:

Do you hold a current out-of-state certificate? No

State	Type	Certificate Number	Expiration Date	Current?

List the approved out-of-state teaching/administration fields:

Extracurricular Activities

Athletic	Basketball	Cross Country	Track	
Club	Alumni	Business	Class Sponsors	Model U.N.
	National Honor Society	Social Science	Student Congress	Student Council
	Varsity			

ROE #9 Champaign-Ford County School Districts Online Application

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Extracurricular Activities continued

Please provide more details regarding your experience or interest in your selected extra curricular activities. For instance, provide details on any experience as a participant at the high school or college level or as a director, coach, supervisor, or sponsor.

4 Years of Varsity Track and Cross-Country

2-time Sectional Qualifier in Cross-Country with a 5k best of 16:10

2-time Sangamon-Illini Alliance All-Conference in Cross-Country

2-time Pantagraph Honor Roll and News-Gazette Honor Roll Participant in 3200 meters

3-time Sectional Medalist (Twice in 3200, once in 1600)

3-time Sangamon Valley Conference Champion (Twice in 3200, once in 1600)

2004 News Gazette Honor Roll 3200 Meter Champion

Personal bests of 10:15 (3200), 4:45 (1600) and 2:08 (800)

4 Years of Experience in Track and Field Officiating

Recognized Official, Illinois High School Association

Association Official, USA Track and Field

Volunteer Official at IHSA State Finals in Track and Cross-Country

Volunteer Official for University of Illinois Track and Field

2 Years of Boys' Basketball

Freshman Letterman

JV Letterman

2 Years of Girls' Basketball (Manager)

Scout Team

Stats

Film

Highly Qualified Teacher

* Have you previously obtained Highly Qualified status from a school district?

No

If Yes, what type of school district considered you Highly Qualified?

For the subject areas below in which you meet the federal highly qualified standard, select the method used to meet the standard. Only select a method for those subjects in which you meet the federal highly qualified standard.

Subject Area	Method	Subject Area	Method
Civics or Government	State Content Test/Praxis/NTE	Economics	State Content Test/Praxis/NTE
Geography	State Content Test/Praxis/NTE	History	Undergraduate Major

Statement

TCA1. Describe the skills or attributes you believe are necessary to be an outstanding teacher.

In order to be an outstanding teacher, you have to show a vested interest in each student's educational and extracurricular goals; their success has to become synonymous with your success. As a teacher you may be the only adult role model a student ever has. However,

ROE #9 Champaign-Ford County School Districts Online Application

Pacey, Robert - AppNo: 7777

Date Submitted: 8/4/2008

Question Continued

your goal is not to be the parent, rather it is to work with the parent to ensure that the learning community in the classroom is one in which the student, the parent, the teacher and the community as a whole all have an important role to play. Skills that you must have to build this type of relationship include a strong work ethic, good communication, teamwork, and the ability to put others' needs before your own. Most importantly, an outstanding teacher must be willing to invest in their own teaching by reflecting on best practice, collaborating with colleagues, experimenting with new teaching methods and constantly seeking to improve in the classroom on a daily basis.

TCA2. How would you address a wide range of skills in your classroom?

I would address a wide range of skills in my classroom by structuring the classroom environment, instruction, and assessment to match Gardner's theory of multiple intelligences. For example, I would present material in a variety of multimedia formats, such as overhead notes, PowerPoint presentation, film and audio clips, Internet, etc. to meet the learning needs of all students, regardless of ability level. I would also develop a wide range of assessments - essays, selected response tests, class presentations, group projects, portfolios - to match students' strengths so that all students have the best opportunity to demonstrate content knowledge and comprehension in the social studies.

Statement

SSS1. Please explain how your past personal and professional experience make you a quality candidate for the position for which you are applying.

In order to meet the needs of culturally and racially diverse student populations, a teacher must create a classroom environment in which there is not only respect for different cultures, but also open discussion to facilitate better understanding. My own personal background (rural, agricultural, and predominately white) will be quite different from the life experiences of my students (urban and diverse). However, these differences will serve as a starting point for opening up a dialogue between teacher and student, a dialogue that can be extended to a student's peers at school, his parents, and his community as a whole. My goal as a teacher will be to connect my lessons in the social studies content area with the larger global society in which we must all become students and teachers. The school experience is an important time in the development of a child, one which allows a student the chance to discover and develop his or her own unique talents while striving to maintain high standards of academic excellence. It also provides an important opportunity to become life-long learners and good citizens; a vital first step must be a greater appreciation for the multicultural society in which we live and work.

Language Skills

Do you know any language other than English? No

Professional References

Name	Relationship to Candidate	Current Phone	Present Position
	Cooperating Teacher		U.S. History/Economics Teacher, Centennial H.S.
	Student Teaching Supervisor		English Teacher, Centennial High School
	Colleague (Track and Field Officiating)		Technology Coordinator, PBL Unit #10 Schools

ROE #9 Champaign-Ford County School Districts Online Application

Pacey, Robert - AppNo: 7777

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Additional Information

List any additional information which will help in determining your professional qualifications for a position.

Ability to coach track and field, cross country and basketball.

Willingness to sponsor a wide variety of extracurricular activities at all grade levels.

Referrals

How did you hear of our vacancy(ies)?

County Regional Office Web Site

Additional Info. (cont.)

Contract Status

* Are you currently under contract?

No

If Yes, which district?

If Yes, when does it expire?

When may your present employer be contacted?

Professional Status

* Have you obtained tenure status in any other School District?

No

If Yes, where?

When?

* Have you ever been denied tenure?

No

If Yes, explain:

* Have you ever had a teaching certificate or teaching license revoked or suspended?

No

If Yes, explain:

Have you ever failed to be rehired, been suspended or placed on administrative leave from any position, been asked to resign a position, resigned to avoid termination or terminated from employment?

No

If Yes, explain:

* Are you a relative of any board member, administrator, or supervisor who is currently serving the School District?

No

Name:

Position:

ROE #9 Champaign-Ford County School Districts Online Application

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Additional Info. (cont.) continued

Relationship:

* Can you perform all the essential job function(s) of the position(s) for which you are applying, with or without reasonable accommodation? Yes

List any accommodations:

n/a

Equal Opportunity Employer

All ROE #9 Champaign/Ford County School Districts are Equal Opportunity Employers. All ROE #9 Champaign/Ford County School Districts ensure equal employment opportunities regardless of race, creed, sex, color, national origin, religion, age, sexual orientation or disability. The Districts have a policy of active recruitment of qualified minority teachers and non-certified employees. Any individual needing assistance in making application for any opening should contact the ROE #9 office.

Legal Information

Please Note: Applicants are not obligated to disclose sealed or expunged records of conviction or arrest.

* Do you have a legal right to work in the United States? Yes

* Have you ever been convicted of any felony other than a minor traffic violation? No

If yes, explain, giving dates:

* Have you ever been dismissed or asked to resign a teaching position? No

If yes, explain, giving dates:

* Have you ever had any indicated finding of child abuse filed in your name? No

If yes, explain, giving dates:

Confirmation

I understand that Section 10-21.0 of the School Code of Illinois requires all applicants for employment to submit to a fingerprint-based criminal background investigation and my employment, if approved, is subject to a satisfactory criminal background investigation. Should I be a candidate for employment with any school district in Champaign/Ford (ROE #9) I agree to authorize such an investigation and will allow myself to be fingerprinted as part of this investigation.

Sec. 10-21-9. Criminal background investigation

No applicant for employment except bus drivers, whose check is done in conjunction with the issuance of a CDL, shall have been convicted, within 7 years of the application for employment with the school district, of any other felony under the laws of this State or of any offense committed or attempted in any other state or against the laws of the United States that, if committed or attempted in this State, would have been punishable as a felony, under the laws of this State. (c) No school board shall knowingly employ a person who has been convicted for committing attempted first degree murder or for committing or attempting to commit first degree murder or a Class X felony or any one or more of the following offenses: (i) those defined in Section 11-6 (Indecent Solicitation of a Child), 11-9 (Public Indecency), 11-14 (Prostitution), 11-15 (Soliciting for a Prostitute), 11-15.1 (Soliciting for Juvenile Prostitute), 11-16 (Pandering), 11-17 (Keeping a Place of Prostitution), 11-18 (Patronage a Prostitute), 11-19, (Pimping), 11-19.1 (Juvenile Pimping), 11-19.2 (Exploitation of a Child), 11-20 (Obscenity), 11-20.1 (Child Pornography), 11-21 (Harmful Material), 12-13 (Criminal Sexual Assault), 12-14 (Aggravated Criminal Sexual Assault), 12-14.1 (Predatory Criminal Sexual Assault of a Child), 12-15 (Criminal Sexual Abuse) and 12-16 (Aggravated Criminal Sexual Abuse) of the "Criminal Code of 1961" (720 ILCS 5/1 et seq.); (ii) those defined in the "Cannabis Control Act" except those defined in sections 4(a), 4 (b) and 5 (a), of that Act; (iii) those defined in the "Illinois Controlled Substances Act"; and (iv) any offense committed or attempted in any other state or against the laws of the United States,

ROE #9 Champaign-Ford County School Districts Online Application

Pacey, Robert - AppNo: 7777

Date Submitted: 8/4/2008

Confirmation Continued

which if committed or attempted in this State, would have been punishable as one or more of the foregoing offenses. Further, no school board shall knowingly employ a person who has been found to be the perpetrator of sexual or physical abuse of any minor under 18 years of age pursuant to proceedings under Article II of the Juvenile Court Act of 1987.

The Cannabis Control Act is 720 ILCS 550/1 et seq.

The Controlled Substances Act is 720 ILCS 570/1 et seq.

The Juvenile Court Act is 705 ILCS 405/1 et seq.

Under the Immigration Reform and Control Act of 1986, I acknowledge that I will be required to fill out a certification verifying that I am eligible to be employed and verifying my identity. Further, I acknowledge that I will be required to provide documents confirming my identity and employment eligibility. I understand that I cannot be hired if I cannot comply with these requirements.

I certify that the facts contained in this application (and accompanying resume, if any) are true and complete. I understand that any false statement, omission, or misrepresentation on this application (or not conveyed during any interview) is sufficient cause for refusal to hire, or dismissal if I have been employed, no matter when discovered by and the school districts in Champaign-Ford Counties (of ROE #9).

I understand that any employment is conditioned on review of my work, education, and other history. I authorize the school districts in Champaign-Ford counties (of ROE #9) to investigate all statements contained in my application or resume, and I authorize my former employees and references to disclose information regarding my former employment, character and general reputation to the Champaign-Ford school districts (of ROE #9) without giving me prior notice of such disclosure. In addition, I release Champaign-Ford school districts (of ROE #9) any former employer and all references listed above, and any other person my references suggest as additional sources of information from any and all claims, demands or liabilities arising out of or related to such investigation or disclosure. I understand that my failure to provide a requested employment or employer history which is material to my qualifications for employment or the provision of statements which I do not believe to be true may be a Class A misdemeanor under Section 22-6.5 of the School Code of Illinois. I authorize investigation of all statements contained in this application or made at any stage of the employment process as may be necessary or appropriate in arriving at an employment decision, including contacting references identified. If required for any reference or background check, I will sign an authorization and waiver to the extent permitted under Illinois law.

I understand and agree that nothing containing in this application, or conveyed during any interview, is intended to create an employment contract. I further understand and agree that if I am hired, my employment will be in accordance with Board Policy of any of the school districts in Champaign-Ford counties (of ROE #9) and employment terms and, if applicable, conditions of the collectively bargained agreement between the union(s) and the Board(s) of Education. No promises regarding employment have been made to me, and I understand that no such promise or guarantee is binding upon school districts in Champaign-Ford counties (of ROE #9) unless made in writing.

If I am offered employment I may be asked, and if asked, I agree to submit to a medical examination before starting work. If employed, I also agree to submit to a medical examination at any time deemed appropriate by school districts in Champaign-Ford counties (of ROE #9) and as permitted by law to demonstrate my continued fitness to perform the essential elements of the job. I consent to such examinations and tests and I request that the examining doctor disclose to school districts in Champaign-Ford counties (of ROE #9) the results of such examinations, which results shall remain confidential and segregated from my personnel file. I understand that if I am hired, a condition of my employment will be that I abide by the Drug and Alcohol Free Workplace Policy in the Champaign-Ford county school districts (of ROE #9).

I understand that filling out this form does not indicate there is a position open and does not obligate the school districts in Champaign-Ford counties (of ROE #9) to hire me. If hired, I agree to abide by all the rules, policies and procedures. The school districts in Champaign-Ford counties (of ROE #9) retain the right to revise their policies or procedures, in whole or in part, at any time.

I have read the application completely and understand all the information contained in it.

Robert A. Pacey
(agreed online)

Robert A. Pacey

Career Objective:

Employment as a high school cross-country and track and field coach.

Education:

<i>University of Illinois at Urbana-Champaign</i>	B.A. History, Education Minor	May 2008
<i>Paxton-Buckley-Loda High School</i>	Salutatorian	May 2004

Academic Honors

Campus Honors Program, University of Illinois, *Fall 2004-Spring 2008*.
James Scholar, University of Illinois, *Fall 2004-Spring 2008*.
Dean's List, University of Illinois, *Fall 2004-Spring 2008*.
Robert H. Bierma Scholarship for Undergraduate Excellence in History, *2007-2008*
Student Representative, College of Education Teacher Education Advisory Council, *2007*

Student Teaching Placements: Responsibilities included teaching United States history courses, lesson planning, student assessment, and conducting parent-teacher conferences.

- Centennial High School, Champaign, IL *Spring 2008*
- Edison Middle School, Champaign, IL *Spring 2008*

Teaching Experience:

Social Studies Teacher, PBL Junior High School, Paxton, IL *August 2008 to Present*

Teaching assignments in World History, U.S. History, current events, and technology courses for 6th, 7th and 8th grade students. Responsibilities included lesson planning, student assessment and professional communication with parents.

Driver's Education Teacher, PBL High School, Paxton, IL *Summer 2009 to Present*

Responsibilities included teaching basic driving skills and the Rules of the Road for high school driver's education students in both the classroom and behind-the-wheel settings.

Coaching Experience:

- Head Boys Track and Field Coach, Paxton-Buckley-Loda Jr. High, *2012*

Responsibilities included conducting practices with over 70 athletes and creating training plans and workouts for all events. Supervised and collaborated with seven

volunteer assistant coaches. Also maintained team website and coordinated parent volunteers.

Accomplishments:

2012 8th Grade Boys Twin County Conference Champions
 8th Grade Boys Sectional Champions

Pole 8th Grade School Records in Long Jump, High Jump, 110 Meter Hurdles,
 Vault and 4 x 200 Meter Relay; 7th Grade School Record in Pole Vault

- Assistant Coach, PBL Jr. High Boys/Girls Cross Country, 2008 - *Present*

In cooperation with the head coach, responsibilities included planning workouts and supervising practices and meets for 60 student-athletes in 6th, 7th and 8th grade.

Accomplishments:

2008 Female All-State runner (12:40 for 2 miles)
 11th place boys' team at IESA Class A State Finals

2009 Girls' and Boys' Team Sectional Champions
 10th place girls' team and 19th place boy's team at IESA Class A State Finals

2010 Girls' and Boys' Team Sectional Champions
 Female All-State runner and school record holder (12:09 for 2 miles)
 4th place boys' and 6th place girls' team at IESA Class A State Finals

2011 Boys' Team Sectional Champions, Two female individual state qualifiers
 Male All-State runner (11:11 for 2 miles)
 2nd place boys' team at IESA Class A State Finals

Coaching Education

- USA Track and Field

Level 1, 2006 and 2010; Level 2 – Youth Development, 2011; Level 2 – Endurance, 2012

- United States Track and Field and Cross Country Coaches Association

Track and Field Technical Certification, 2011

- Recognized Track and Field Official, Illinois High School Association, 2005 – Present

Responsibilities included officiating track and cross-country meets for junior high, high school and college athletes. Meets officiated include IESA and IHSA Sectionals, IHSA State Finals, Big Ten Championships, and NJCAA National Championships.

Reference List

Technology Coordinator, Junior High Cross Country Coach
Paxton-Buckley-Loda CUSD #10
Panther Way
Paxton, IL 60957

Math Teacher, Head Cross Country and Boys Track Coach
Monticello High School

P.E. Teacher, Head Cross Country and Track and Field Coach
Urbana University High School

Head Cross Country and Boys Track Coach
The High School of Saint Thomas More

Head Cross Country Coach
Tolono Unity High School
1109 S. New Street
Champaign, IL 61820

RECEIVED
DEC 09 2013
PBL Unit Office

TO: ROBERT PACEY

FROM: JOSHUA DIDIER, PBL Junior High Principal

RE: SUMMARY OF MEETING

DATE: December 3, 2013

This memo serves to memorialize the meeting we had in my office on the morning of Monday, December 2, 2013. It was brought to my attention at the end of the day on Monday, November 25, 2013 that you had placed your hand on the side of a female student and that the student felt uncomfortable around you. I investigated this incident further with this female student on Tuesday, November 26, 2013 and met with her parents on Wednesday, November 27, 2013.

She described the following situation and feelings:

- That during class on November 25, 2013 Mr. Pacey touched her on the hip and slid his hand across her lower back. I had the student demonstrate for me what took place. She was standing in front of Mr. Pacey in the computer lab and he came up from behind and mentioned something about getting some materials as he touched her hip and his hand slid across her lower back. When she returned to her seat one of her classmates asked her, "Did he just do that to you?" The student told me that at first she thought it was another student and once she realized who it was that she shut-down and remained fairly quiet for the remainder of class. The student was asked if she has ever been touched by Mr. Pacey prior to this incident in any way. She replied no.
- The student talked about feeling uncomfortable around Mr. Pacey and that she has felt like that since the beginning of the year. I asked her to describe what it was that made her feel uncomfortable around Mr. Pacey. She talked about how he makes comments that cause students to laugh. The students will laugh and he will get on them for laughing, but never her. She also talked about how she thinks he is looking at her chest.

During our December 2, 2013 meeting you informed me that you couldn't remember touching the female student on the hip. You also stated that you have no idea why students feel uncomfortable around you. Last, you denied the allegations that you stared at the female student's chest. It should be noted that the student above did not change classes and even complimented you on being a good teacher. I directed you to not discuss the incident with the student mentioned above and to not touch her for any reason unless it was a school emergency.

In our meeting on December 2, 2013, I also shared information with you from an activity I did with 6th grade students on Tuesday, November 19, 2013. I met with students in the Commons Area to get their opinion on the following questions anonymously:

- What is your favorite class at PBL Junior High and why? What is your least favorite class at PBL Junior High and why? How much time do you spend on homework on a given night? If we could offer a new enrichment course for next year what suggestions would you have? What can we do to make our school a safer place? As a school if there was something we could do or change to make your experience better what would it be?

This same activity was completed with 7th grade students and is scheduled with 8th grade students. In reading through the questionnaires over the weekend I came across four samples where students had written in their response to a question that you make them feel uncomfortable.

In our meeting on December 2, 2013, I also revisited an incident from October 2013. It was brought to my attention by a parent that on Friday, October 4th that you had made the comment to his daughter, "I'm not as scary as I seem." The parent said that you also "lightly brushed up against her." The parent talked about how there was three or four times during the year where his daughter had felt uncomfortable around you and was coming home and talking about it. Last, the parent asked for a class change. The parent was asked to put the situation in writing and the request to change classes. I also met with this parent in person. I met with you on October 7th about the incident and shared a copy of the parent's letter with you about the incident and the request to change classes. You admitted to the comment, but denied touching the student. I directed you to not use sarcastic humor with students and to cease any contact with this student.

At this time I am directing you to not physically touch any students for any reason outside of an emergency. I am also directing you to eliminate sarcastic humor while fulfilling your duties as a classroom teacher. To address the allegations of you making students feel uncomfortable I would urge you to be mindful of using eye contact with students at all times. To ignore the perception that students are feeling uncomfortable around you would be unwise.

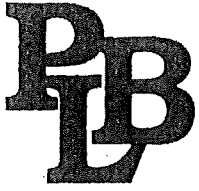
At the conclusion of my meeting with you on December 2, 2013 I asked you about previous evaluations and asked you if these concerns have ever come up before with prior administrators. You told me you couldn't remember. I did a review of your personnel file in the unit office and found several evaluations that noted unsatisfactory or needs improvement marks in the areas of classroom management and personal and professional competencies from different administrators. Here is a list of those concerns from previous evaluations:

- On September 10, 2008 under _____ you were marked unsatisfactory for the following indicators: E37: Maintains a high level of time-on-task for all students and redirects students who are off task. G68: Establishes positive contact and rapport with the parents/guardians of each pupil (teacher marked himself unsatisfactory-not the principal).

- On February 4, 2009 under _____ you were marked unsatisfactory for the following indicators: E42: Interacts with students in a mutually respectful and friendly manner, and encourages student cooperation. G63: Establishes positive contact and rapport with colleagues and other adult members of the faculty and staff. G68: Establishes positive contact and rapport with the parents/guardians of each pupil.
- On January 11, 2012 under _____ you were marked unsatisfactory for the following indicator: E38: Continuously monitors student behavior, encourages appropriate student behavior, and promptly stops inappropriate behavior consistently.
- On January 29, 2013 under Mr. Didier you were marked needs improvement for the following indicators: E37: Maintains a high level of time-on-task for all students and redirects students who are off task. E38: Continuously monitors student behavior, encourage appropriate student behavior, and promptly stops inappropriate behavior consistently.
- On October 3, 2013 under Mr. Didier you were marked needs improvement for the following indicator: G62: Accepts and profits from constructive criticism.

During the course of this school year and last school year I have provided you with guidance, direction, and encouragement to make better educational decisions. I have urged you to pay close attention to any and all actions with students in your care. I further explained to you the urgency to correct this situation and the perceptions you have created amongst students. If you would like further guidance and direction, I am always available to reflect and discuss these issues for your continual growth and development. In conclusion, I have included the PBL Board of Education policies on sexual harassment for general personnel and students for you to review.


cc: Personnel File



Paxton-Buckley-Loda Unit #10 Schools

P.O. Box 50
Paxton, Illinois 60957-0050
(217) 379-3314

TO: ROBERT PACEY

FROM: JOSHUA DIDIER, PBL Junior High Principal 

RE: WRITTEN REPRIMAND

DATE: MAY 6, 2013

This memo serves as a formal reprimand for the unprofessional remarks and behavior you displayed on Thursday, May 2, 2013 in your 6th grade Current Events class. It was brought to my attention by a parent on Friday, May 3, 2013 that you told students to "shut-up" several times and also slammed your door because a student had left it open. Additional parents have also contacted me concerning this incident by phone or e-mail.

On Friday, May 3, 2013, we discussed this incident on the phone around 9:00 p.m. when you contacted me. During that conversation, you admitted to the remarks and actions listed above. You also commented on feeling tired and overwhelmed from coaching and teaching this school year. On Monday, May 6, 2013, we again met to resume our conversation from Friday night. In our conversation, I let you know that I recognize you are very busy with teaching and coaching, but it was still inexcusable to talk and act unprofessional in front of students.

During the course of this school year, we have had several meetings in my office where I have addressed unprofessional conduct in regards to communicating and supervising students. In those meetings, I have provided you with guidance, direction, and encouragement to make better educational decisions. I have also warned you that further unprofessional remarks or actions could lead to a letter of written reprimand.

Understand that a teacher is to treat all students in an appropriate manner and to create a caring, inclusive, engaging, and challenging classroom. The actions displayed in this incident are a direct contrast to these expectations. To tell students to "shut-up" and slam a door because a student left it open is unprofessional and disappointing. Further unprofessional remarks or behavior may result in additional disciplinary action.

cc: Personnel File

General Personnel

Workplace Harassment Prohibited

The School District expects the workplace environment to be productive, respectful, and free of unlawful harassment. District employees shall not engage in harassment or abusive conduct on the basis of an individual's race, religion, national origin, sex, sexual orientation, age, citizenship status, disability, or other protected status identified in Board policy 5:10, *Equal Employment Opportunity and Minority Recruitment*. Harassment of students, including, but not limited to, sexual harassment, is prohibited by Board policy 7:20, *Harassment of Students Prohibited*.

Sexual Harassment Prohibited

The School District shall provide a workplace environment free of unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct, or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and federal law.

District employees shall not make unwelcome sexual advances or request sexual favors or engage in any unwelcome conduct of a sexual nature when: (1) submission to such conduct is made either explicitly or implicitly a term or condition of an individual's employment; (2) submission to or rejection of such conduct by an individual is used as the basis for employment decisions affecting such individual; or (3) such conduct has the purpose or effect of substantially interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment. Sexual harassment prohibited by this policy includes verbal or physical conduct. The terms intimidating, hostile, or offensive include, but are not limited to, conduct that has the effect of humiliation, embarrassment, or discomfort. Sexual harassment will be evaluated in light of all the circumstances.

Making a Complaint; Enforcement

A violation of this policy may result in discipline, up to and including discharge. Any person making a knowingly false accusation regarding harassment will likewise be subject to disciplinary action, up to and including discharge. An employee's employment, compensation, or work assignment shall not be adversely affected by complaining or providing information about harassment. Retaliation against employees for bringing bona fide complaints or providing information about harassment is prohibited (see Board policy 2:260, *Uniform Grievance Procedure*).

Aggrieved persons, who feel comfortable doing so, should directly inform the person engaging in the harassing conduct or communication that such conduct or communication is offensive and must stop.

Employees should report claims of harassment to the Nondiscrimination Coordinator and/or use the Board policy 2:260, *Uniform Grievance Procedure*. Employees may choose to report to a person of the employee's same sex. There are no express time limits for initiating complaints and grievances under this policy; however, every effort should be made to file such complaints as soon as possible, while facts are known and potential witnesses are available.

Whom to Contact with a Report or Complaint

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers.

Nondiscrimination Coordinator:

Cliff McClure

Name

PBL Unit Office, Panther Way

Address

Paxton, IL 60957

217/379-3314

Telephone

Complaint Managers:

Josh Didier

Name

Clara Peterson Elem, 508 E. Franklin

Address

Paxton, IL 60957

217/379-2531

Telephone

Tara Wienke

Name

PBL Jr. High, Panther Way

Address

Paxton, IL 60957

217/379-9202

Telephone

The Superintendent shall also use reasonable measures to inform staff members and applicants of this policy, which shall include reprinting this policy in the appropriate handbooks.

LEGAL REF.: Title VII of the Civil Rights Act, 42 U.S.C. §2000e et seq.; 29 C.F.R. §1604.11.
Title IX of the Education Amendments, 20 U.S.C. §1681 et seq.; 34 C.F.R. §1604.11.
Ill. Human Rights Act, 775 ILCS 5/2-101(E), 5/2-102(D), 5/5-102, and 5/5-102.2.
56 Ill. Admin.Code Parts 2500, 2510, 5210, and 5220.
Burlington Industries v. Ellerth, 118 S.Ct. 2257 (1998).
Crawford v. Metro. Gov't of Nashville & Davidson County, 129 S. Ct. 846 (2009).
Faragher v. City of Boca Raton, 118 S.Ct. 2275 (1998).
Franklin v. Gwinnett Co. Public Schools, 112 S.Ct. 1028 (1992).
Harris v. Forklift Systems, 114 S.Ct. 367 (1993).
Jackson v. Birmingham Board of Education, 125 S.Ct. 1497 (2005).
Meritor Savings Bank v. Vinson, 106 S.Ct. 2399 (1986).
Oncale v. Sundown Offshore Services, 118 S.Ct. 998 (1998).
Porter v. Erie Foods International, Inc., 576 F.3d 629 (7th Cir. 2009).
Sangamon County Sheriff's Dept. v. Ill. Human Rights Com'n, 908 N.E.2d 39 (Ill., 2009).
Vance v. Ball State University, 133 S. Ct. 2434 (2013).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:10 (Equal Employment Opportunity and Minority Recruitment), 7:20 (Harassment of Students Prohibited)

ADOPTED: October 16, 2013

Students

Harassment of Students Prohibited

Bullying, Intimidation, and Harassment Prohibited

No person, including a District employee or agent, or student, shall harass, intimidate, or bully a student on the basis of actual or perceived: race; color; nationality; sex; sexual orientation; gender identity; gender-related identity or expression; ancestry; age; religion; physical or mental disability; order of protection status; status of being homeless; actual or potential marital or parental status, including pregnancy; association with a person or group with one or more of the aforementioned actual or perceived characteristics; or any other distinguishing characteristic. The District will not tolerate harassing, intimidating conduct, or bullying whether verbal, physical, or visual, that affects the tangible benefits of education, that unreasonably interferes with a student's educational performance, or that creates an intimidating, hostile, or offensive educational environment. Examples of prohibited conduct include name-calling, using derogatory slurs, stalking, causing psychological harm, threatening or causing physical harm, threatened or actual destruction of property, or wearing or possessing items depicting or implying hatred or prejudice of one of the characteristics stated above.

Sexual Harassment Prohibited

Sexual harassment of students is prohibited. Any person, including a district employee or agent, or student, engages in sexual harassment whenever he or she makes sexual advances, requests sexual favors, and engages in other verbal or physical conduct of a sexual or sex-based nature, imposed on the basis of sex, that:

1. Denies or limits the provision of educational aid, benefits, services, or treatment; or that makes such conduct a condition of a student's academic status; or
2. Has the purpose or effect of:
 - a. Substantially interfering with a student's educational environment;
 - b. Creating an intimidating, hostile, or offensive educational environment;
 - c. Depriving a student of educational aid, benefits, services, or treatment; or
 - d. Making submission to or rejection of such conduct the basis for academic decisions affecting a student.

The terms "intimidating," "hostile," and "offensive" include conduct that has the effect of humiliation, embarrassment, or discomfort. Examples of sexual harassment include touching, crude jokes or pictures, discussions of sexual experiences, teasing related to sexual characteristics, and spreading rumors related to a person's alleged sexual activities.

Making a Complaint; Enforcement

Students are encouraged to report claims or incidences of bullying, harassment, sexual harassment, or any other prohibited conduct to the Nondiscrimination Coordinator, Building Principal, Assistant Building Principal, Dean of Students, or a Complaint Manager. A student may choose to report to a person of the student's same sex. Complaints will be kept confidential to the extent possible given the need to investigate. Students who make good faith complaints will not be disciplined.

An allegation that a student was a victim of any prohibited conduct perpetrated by another student shall be referred to the Building Principal, Assistant Building Principal, or Dean of Students for appropriate action.

The Superintendent shall insert into this policy the names, addresses, and telephone numbers of the District's current Nondiscrimination Coordinator and Complaint Managers. At least one of these individuals will be female, and at least one will be male.

Nondiscrimination Coordinator:

Cliff McClure

Name

PBL Unit Office, Panther Way

Address

Paxton, IL 60957

217/379-3314

Telephone

Complaint Managers:

Josh Didier

Name

Clara Peterson Elem, 508 E. Franklin

Address

Paxton, IL 60957

217/379-2531

Telephone

Tara Wienke

Name

PBL Jr. High, Panther Way

Address

Paxton, IL 60957

217/379-9202

Telephone

The Superintendent shall use reasonable measures to inform staff members and students of this policy, such as, by including it in the appropriate handbooks.

Any District employee who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action up to and including discharge. Any District student who is determined, after an investigation, to have engaged in conduct prohibited by this policy will be subject to disciplinary action, including but not limited to, suspension and expulsion consistent with the discipline policy. Any person making a knowingly false accusation regarding prohibited conduct will likewise be subject to disciplinary action up to and including discharge, with regard to employees, or suspension and expulsion, with regard to students.

LEGAL REF.: 20 U.S.C. §1681 et seq., Title IX of the Educational Amendments.
34 C.F.R. Part 106.
105 ILCS 5/10-20.12, 10-22.5, 5/27-1, and 5/27-23.7.
775 ILCS 5/1-101 et seq., Illinois Human Rights Act.
23 Ill.Admin.Code §1.240 and Part 200.
Davis v. Monroe County Board of Education, 119 S.Ct. 1661 (1999).
Franklin v. Gwinnett Co. Public Schools, 112 S.Ct. 1028 (1992).
Gebser v. Lago Vista Independent School District, 118 S.Ct. 1989 (1998).
West v. Derby Unified School District No. 260, 206 F.3d 1358 (10th Cir., 2000).

CROSS REF.: 2:260 (Uniform Grievance Procedure), 5:20 (Workplace Harassment Prohibited),
7:10 (Equal Educational Opportunities), 7:180 (Preventing Bullying,
Intimidation, and Harassment), 7:190 (Student Discipline)

ADOPTED: March 14, 2012

RECEIVED

DEC 10 2013

PBL Unit Office

Josh,

I have several issues with the use of a "list of concerns from previous evaluations" in the letter of understanding to be placed in my file.

Attempting to interpret or use as evidence the evaluations of other administrators - in some instances more than 5 years after the fact - is an unfair representation of the current issues.

Let the record show that I was given just one unsatisfactory category rating during a period of three school years (2009-2010, 2010-2011, 2011-2012). This is a total of six evaluations, or one out of thirty possible categories under evaluation.

In more than half a dozen instances, I marked myself unsatisfactory in a category for which an administrator marked me as satisfactory. These examples of critical self-reflection are evidence of a continuous effort to incorporate numerous educational best practices (assessments, question stems, technology integration, etc.) and improve my teaching performance in the social studies classroom at PBL Junior High School.

If these other evaluations remain under consideration, I would like to submit the following comments in response to the various areas/competencies that you cited:

September 10, 2008 - Jeff Graham

E37

September 10, 2008 was the 15th day of my teaching career, in a position for which I was hired two days before the school year started. Maintaining a high level of time-on-task would be a concern for any beginning teacher and his or her administrator under those circumstances.

G68

I marked myself unsatisfactory in this category because I had not yet created a class website or a parent email list, two tasks which I felt needed to be accomplished as soon as possible.

February 4, 2009 - Jeff Graham

E42

Positive Comments section

"He is aware, conscious, and critical of his own analysis of creating a positive mutual respect and rapport with his students."

G63

Refers to an incident in which I was running with my brother, who was then a junior in high school. The high school athletic director sent an email to the junior high principal about a possible IHSA rules violation. I discussed these allegations and no action was taken.

January 11, 2012

E38

From the comments/recommendations relative to prescribed indicators section:

"I recognize that Mr. Pacey encouraged appropriate student behavior."

The student behavior that was being evaluated refers to students blurting out answers in class or having off-task conversations. I don't understand how this is relevant to our current discussions.

Student Survey

See the attached copy of an online anonymous survey given to students in world history class after the conclusion of the first quarter during the 2013-2014 school year.

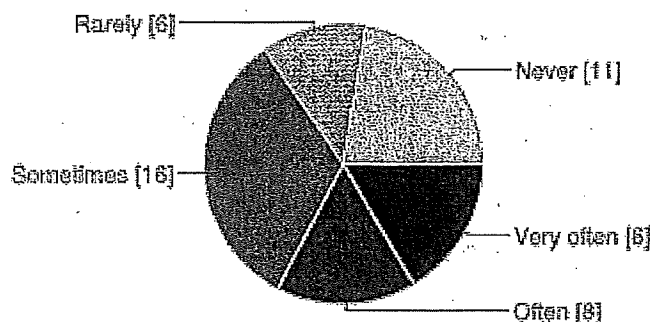
I have included it to dispute evidence collected in the anonymous survey cited previously.

49 responses

[View all responses](#)

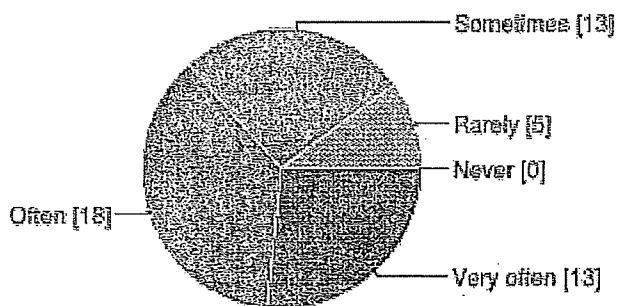
Summary

I check my world history grade on Skyward.



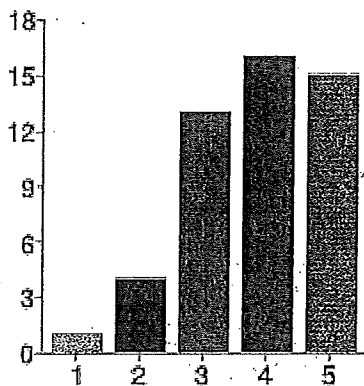
Very often	8	16%
Often	8	16%
Sometimes	16	33%
Rarely	6	12%
Never	11	22%

I use my textbook when working on homework.



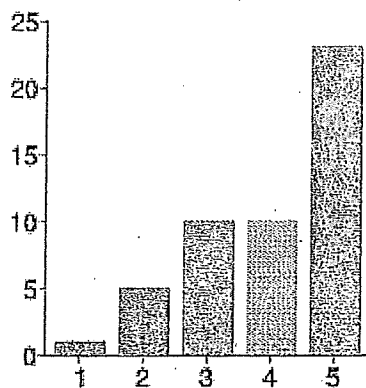
Very often	13	27%
Often	18	37%
Sometimes	13	27%
Rarely	5	10%
Never	0	0%

My teacher's comments on assignments are helpful to me.



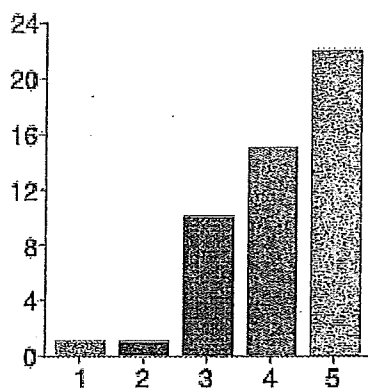
1	1	2%
2	4	8%
3	13	27%
4	16	33%
5	15	31%

I feel comfortable asking the teacher questions.



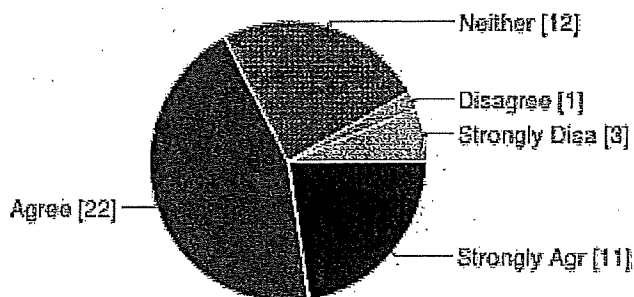
1	1	2%
2	5	10%
3	10	20%
4	10	20%
5	23	47%

I understand the directions and expectations on assignments.



1	1	2%
2	1	2%
3	10	20%
4	15	31%
5	22	45%

I like using PowerPoint slides to learn material and take notes.

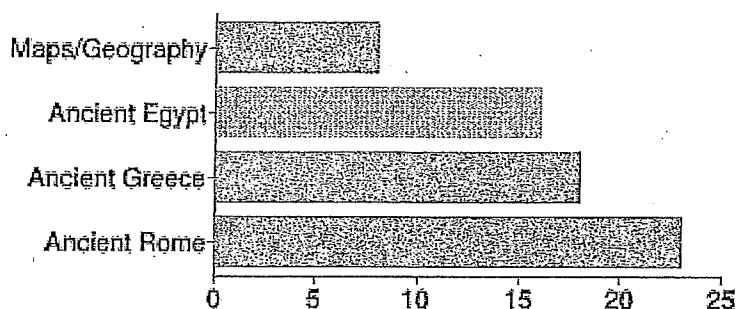


Strongly Agree	11	22%
Agree	22	45%
Neither	12	24%
Disagree	1	2%
Strongly Disagree	3	6%

I feel that I learn more when I work with a group.

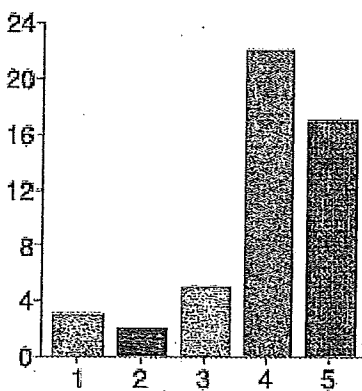
Bird's Eye View Map	5	8%
Egyptian Business Card	10	15%
Greek Gods Wanted Poster	17	26%
Mythical Monsters Project	33	51%

My favorite unit/chapter in class so far was



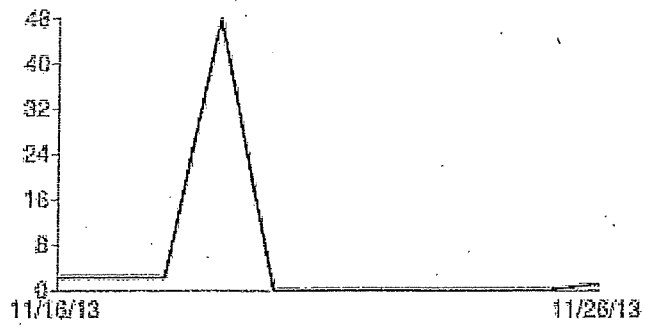
Maps/Geography	8	12%
Ancient Egypt	16	25%
Ancient Greece	18	28%
Ancient Rome	23	35%

What is your overall rating of this world history class?



1	3	6%
2	2	4%
3	5	10%
4	22	45%
5	17	35%

Number of daily responses



No subject

jdidier@pblpanthers.org Didier, Josh

Sunday, May 11, 2025 at 8:27:50 AM Central Daylight Time

The attached letter was going to be the final summary of the cross country investigation and final determination. This notice and/or summary was going to be placed in the personnel file for Mr. Rob Pacey.

When we did the meeting and issued the notice and/or summary, Mr. Pacey and the union (PBLEA) disagreed and fought this notice and/or summary going into his personnel file. They argued that Mr. Pacey did resign from his cross country position in November 2021. They also argued the timeliness of this notice and/or summary sharing that the investigation began in September 2021 and this notice and/or summary was being given in December 2021.

Administration did hold firm on there is no predetermined timeline for when and how our investigation is concluded. In the end it was decided between the union and administration that Mr. Pacey did resign from his cross country position on November 10, 2021 and that this notice and/or summary would not be placed in his personnel file.

Joshua M. Didier, Principal
PBL Junior High School
700 W. Orleans St.
Paxton, IL 60957
Phone: 217-379-9202
Fax: 217-379-9169

FYI:

The attached letter outlines what was intended to be the final summary and determination of the cross country investigation concerning Mr. Rob Pacey. Our initial plan was to place this summary in his personnel file.

However, following the meeting where this notice was issued, Mr. Pacey and the PBLEA raised objections. They contended that Mr. Pacey had already resigned from his cross country position in November 2021. They also questioned the timing of the notice, pointing out that while the investigation began in September 2021, this notice and/or summary was being issued in December 2021.

While the administration maintained its position that there is no fixed timeline for the conclusion of investigations, an agreement was ultimately reached with the union. It was acknowledged that Mr. Pacey did resign from his cross country position on November 10, 2021, and consequently, this notice will not be placed in his personnel file.

Josh Didier, Principal
PBL Junior High School

TO: ROBERT PACEY

FROM: JOSHUA DIDIER, PBL Junior High Principal

RE: SUMMARY OF CROSS COUNTRY INVESTIGATION & FINAL DETERMINATION

DATE: DECEMBER 17, 2021

This memo serves to memorialize the final determination and finding from completing an investigation into your alleged unprofessional conduct and behavior while serving in the role as the head cross country coach at PBL Junior High School. We received the following BRIM report on Tuesday, 9/14/2021:

My child is part of the Jr High Cross Country team. In the last 2 weeks she has told me some concerning things. Yesterday she came home and said that her coach hit one of his athletes on the head. While discussing this with my child she told me that at her last meet he had also hit her on the head. She also stated that he "told me if I wasn't quiet he was going to tape my mouth shut."

After receiving this report, I initiated an investigation into the allegations. During my meeting with you on 9/14/21, I informed you of the allegations and gave you an opportunity to respond. During our meeting on 9/14/21, you denied making the aforementioned comment yet confirmed that you have, on occasion, "tapped" runners on the head. At the conclusion of this meeting, you were directed to refrain from tapping athletes on the head moving forward. On 9/15 & 9/16, the parents of two more athletes shared concerns with me about the treatment of their children by you as their coach. One parent specifically requested that you not be permitted to talk or meet with their child one on one based on their concerns with you targeting their child.

On 9/16/21, I met with you and your union representative to further discuss the investigation and concerns. You were also given an opportunity to respond to the allegations and concerns. At the conclusion of this meeting, I notified you of next steps, including a further investigation on my part as well as a follow-up meeting that could include disciplinary action.

Throughout the continuation of my investigation into all of these allegations from 9/14-9/30, the athletes, parents and coaches that were interviewed confirmed the legitimacy of the BRIM report, indicating that you had told athletes that you would "tape their mouths shut" and also directed athletes to "shut up". Furthermore, through these interviews it became evident that you had indeed tapped or hit an athlete on the head not only at practice on 9/13 but also reportedly at a cross country meet on 9/2.

On Friday, 10/1/21, we met again as a follow-up to the investigation thus far. We discussed your unprofessional behavior and agreed to move forward with a professional growth plan. At the conclusion of this meeting, you were warned that further unprofessional behavior or any allegations of inappropriate conduct could potentially result in your termination as the junior high girls cross country coach.

During this meeting on 10/1/21 you indicated that you had concerns with _____ serving as your supervisor given that you were not getting along. _____ stated that due to this, your full time

assignment would be at Clara Peterson Elementary School and _____ and _____ would supervise you. The PBLEA agreed this assignment would be best.

On Monday, 10/4/21, I was notified by a parent of another incident that reportedly took place during practice that day. The parent alleged that their child was excluded from practice and sent outside unsupervised during a portion of the practice as a disciplinary measure and further evidence of you targeting their daughter. When questioned, your initial response was that she had refused to participate in the warm-up and that she also had her phone out during practice. You admitted to sending her outside due to her phone being out and her refusal to participate. After reviewing video footage, I found that the child did not have her phone out during practice, and in fact had given it to a teammate prior to the start of practice. The child was sent outside to warm up alone for approximately 5 minutes in full view of you and the team.

On Friday, 10/29/21, I met once again with you and your union representative to conclude the investigation and share the final determination. You were notified at this meeting that I would be recommending your termination to the board of education unless you chose to resign from your coaching position by 11/10/21 due to your repeated inappropriate and unprofessional behavior. You were told at this meeting that this decision does not result in a permanent ban from applying for future cross country, track or other coaching positions.

As a result of this meeting, you chose to tenure your resignation from the junior high head cross country coach position which was accepted by the board of education on 11/10/21.

Rob Pacey Documentation:

2012-2013 School Year

1. October 3, 2012: It was brought to my attention that Mr. Pacey was outside during his 9th hour prep period for cross country. I met with him and he told me he was outside helping to set-up for the cross country meet. I told Mr. Pacey that in the future he needs to ask for permission to do something different than what his schedule indicates.

2. November 27, 2012: It was brought to my attention that Rob was allowing students to write stories that talked poorly of him as a person and educator. I was given a copy of one of the stories. It was a short story and cartoon based type story. In the story it said on the last page, "Mr. Pacey finally grew a backbone and took care of the annoying girls in his 6th hour class." I met with Mr. Pacey about this story and the other stories I had heard about him allowing students to create in class. Mr. Pacey admitted to allowing students to create these. It was explained to him that allowing students to create these stories and talk of him that way was unprofessional. He was directed to stop and stick to teaching his curriculum.

3. December 12, 2012: Custodian reported Mr. Pacey was working in the JH Computer Lab at 10:30pm. Texted by a high school custodian that he was working with someone in the room. This ended up being another adult Mr. Pacey was working with.

4. January 15, 2013: Mrs. Hastings had reported that a student had made the comment, "Do you know Mr. Pacey hits on girls." The student had waved over _____ then said this to her. The student was met with and admitted to making this comment. He was asked if he saw something inappropriate or not or if he was trying to be funny. There was nothing specifically seen and the student was just making the comment to the staff member.

5. January 16, 2013: I met with Mr. Pacey following a meeting with a student from one of his classes. In meeting with the student it was shared that sometimes Mr. Pacey says things that are inappropriate to the class. Comments and other items this student mentioned hearing: "I am sorry if this pisses you off." "I am sorry, but this is a piece of crap." "Go away I am trying to deal with this baby (student talked about him calling someone a baby)." The student also mentioned him saying the word "shit" in class before. In talking with Mr. Pacey he admitted to the comments of, "I am sorry if this pisses you off" and "I am sorry, but this is a piece of crap." He denied the other comments shared by the student. Mr. Pacey was directed to not talk like this and to not use sarcasm with his students. Mr. Pacey was also told that any more incidents would result in a possible letter of reprimand.

6. February 26, 2013: Incident running in the hallway with female and male track athletes where a male athlete was making an inappropriate comment to a female athlete at track practice. The parent of one of the female athletes had contacted Coach Pacey and the comment and incident was investigated. A male athlete admitted to the comment(s).

7. March 12, 2013: Slapping incident at track practice between two male athletes. Another track coach came in to report and Mr. Pacey was followed up with.

8. March 15, 2013: reported that teachers from the high school were telling her that Mr. Pacey was at the high school at 10:30am and 2:30pm.

9. April 9, 2013: Met with Mr. Pacey about something where during a 9th period class. on April 8, 2013 he was not there. Told him he needs to be there and Mr. Pacey shared that someone covered his class.

10. April 12, 2013: Mr. Pacey missed lunch supervision duty without permission. I met with him and he explained what he was doing. He was reminded again that he cannot change his schedule without permission. He was told there would be no more verbal warnings and not to miss again.

11. April 18, 2013: Computer Lab incident at track on April 16, 2013 between two male athletes. Students were met with and completed written statements. Met with Coach Pacey on April 18, 2013. This was the third track thing or issue this year. Coach Pacey would contact the parents and deal with the male athletes.

12. May 2, 2013: It was brought to my attention by a parent that Mr. Pacey told students to "shut up" in one of his 6th grade classes and slammed the door due to a student leaving it open. There were also additional parents that contacted me about the incident. Mr. Pacey and I spoke by phone on May 3, 2013. During that conversation he admitted to the comment and actions above. On May 6, 2013 we met in person about the issue. It was explained to him that it is inexcusable to talk and act unprofessional in front of students. Due to his actions a written reprimand was given to Mr. Pacey and placed in his personnel file stating that any further unprofessional remarks or behavior may result in additional disciplinary action.

13. May 3, 2013: Met with Coach Pacey to share track items of concern from parents. Shared with him what was being reported: boys track tent at GCMS meet being only for boys, telling boys not to cheer on girls, and a female athlete overheard him telling a male athlete that "fat people don't run the 100."

2013-2014 School Year

1. September 22, 2013: (head custodian) informed me that he had to come out to the school for an alarm going off. The alarm was set off by Mr. Pacey. I met with Mr. Pacey about the procedures for coming into the main office during off hours. This is the second incident with Mr. Pacey setting off the alarm (the other one was during the 2012-2013 school year). I explained to Mr. Pacey that the custodian had to be paid overtime for his error in procedure. I told Mr. Pacey that if it happened again there could be a letter of reprimand.
2. October 7, 2013: It was brought to my attention by a parent that on Friday, October 4th Mr. Pacey had made the comment to his daughter, "I'm not as scary as I seem." The parent said that Mr. Pacey also "lightly brushed up against her." The parent talked about how there were three or four times during the year where his daughter had felt uncomfortable around Mr. Pacey and was coming home and talking about it. Last, the parent asked for a class change. The parent was asked to put the situation in writing and the request to change classes. The parent was also met in person. I met with Mr. Pacey on October 7th about the incident and shared a copy of the parent's letter with him about the incident and the request to change classes. Mr. Pacey admitted to the comment and denied touching the student. I explained to Mr. Pacey that he should not use sarcasm with his students. Mr. Pacey was also advised to cease any contact with this student.
3. October 25, 2013: Rob had requested a personal day for our Teacher Institute Day scheduled after Parent-Teacher Conferences. In the morning of our Teacher Institute Day our superintendent requested the presence of all certified and non-certified staff for an important presentation on what to do in an "active shooter" situation. During the presentation in the morning it was brought to our superintendent's attention that Mr. Pacey was down at the high school having practice with the high school cross country team. approached him and asked him what he was doing holding practice during this important presentation. Later in the day Mr. Pacey contacted me by phone to explain his displeasure with being confronted by and that he had a personal day. I explained to Mr. Pacey that he did have a personal day to attend to family matters, not hold practice. I let him know if he would have informed me about holding practice at the high school I would have discouraged it. Overall, I explained to him that the perception he was giving was poor.
4. November 19, 2013: I did an activity with 6th grade students in the Commons Area where I was getting their opinion on the following questions anonymously: What is your favorite class at PBL Junior High and why? What is your least favorite class at PBL Junior High and why? How much time do you spend on homework on a given night? If we could offer a new enrichment course for next year what suggestions would you have? What can we do to make our school a safer place? As a school if there was something we could do or change to make your experience better what would it be? This same activity has been done with 7th grade students and is being scheduled with 8th grade students. In reading through the questionnaire over the weekend I came across three samples where students had listed that Mr. Pacey makes them feel uncomfortable.

5. November 25, 2013: It was brought to my attention at the end of the day that an incident had occurred with Mr. Pacey and a student in one of his classes. It was explained to me that during the class Mr. Pacey had touched a female student on the side inappropriately and that the student felt uncomfortable around him. On November 26th I met with the student to further investigate. During my discussion with the student the following was shared:

- That during class on November 25th Mr. Pacey touch her on the hip and slid his hand across her lower back. I had the student demonstrate for me what took place. She was standing in front of Mr. Pacey in the computer lab and he came up from behind and mentioned something about getting some materials as he touched her hip and his hand slid across her lower back. When she returned to her seat one of her classmates asked her, "Did he just do that to you?" The student told me that at first she thought it was another student and once she realized who it was that she shut-down and remained fairly quite for the remainder of class. The student was asked if she has ever been touched by Mr. Pacey before in any way. She said no.
- The student talked about feeling uncomfortable around Mr. Pacey and that she has felt like that since the beginning of the year. I asked her to describe what it was that made her feel uncomfortable around Mr. Pacey. She talked about how he makes comments that cause students to laugh. The students will laugh and he will get on them for laughing, but never her. She also talked about how she thinks he is looking at her chest. She talked about how other students feel the same way. I asked her what do you mean by "feeling the same way." She stated that other girls feel uncomfortable around him too because they think he is looking at their chest and butt areas.

I contacted the student's parents on the evening of November 26th and explained my conversation with their daughter. The parents requested a meeting on the evening of November 27th to discuss the situation more. In meeting with the parents they asked if anything like this has ever happened before with Mr. Pacey. I shared with the parents that I couldn't discuss employees with them due to confidentiality. The parents also wanted to discuss a class change for their daughter. In the end the parents asked that they and their daughter remain anonymous. I explained that this would be difficult due to the class change. As of December 1st the parents talked with their daughter and they are not wanting to do the class change.

6. April 24, 2014: It was reported that Mr. Pacey went to a high school English class during his prep period between 8:50-10:00am to talk/yell at a male high school athlete. (high school principal) and I would be talking with Mr. Pacey.

7. April 29, 2014: (high school principal) and I met with Mr. Pacey in the high school office. Mr. Pacey admitted to telling a female student to slap another track athlete. Mr. Pacey was dismissed from coaching high school track as a volunteer and told to stay out of the high school and not to talk to track athletes during the day.

8. May 16, 2014: Parent complaint about telling kids to "shut up" or "your screwed up" in his 8th period 7th grade technology class. Mr. Pacey shared that this was only directed at certain students (students that were bothering him). In meeting with Mr. Pacey he admitted to telling kids to "shut their mouths" and screwing up technology items. Mr. Pacey was reminded and verbally reprimanded of what to say and not say to kids or students.

9. May 19, 2014: had reported that during 4th period Mr. Pacey walked over to a female student and messed up her hair. The female student was met with on May 20th and shared that Mr. Pacey did pat her on the head and she also shared that she heard students talk about it. I met with Mr. Pacey on May 21st and he admitted to patting the female student on the head. I reminded him that he is not to touch students unless it is safety related. I also reminded him about his last written reprimand and the book study we were doing together for his professional growth and reflection. Mr. Pacey was confused with how this was related and it was explained to him how it was all related with professional behavior and not touching students unless it was for a safety issue.

2014-2015 School Year

1. October 15, 2014: A student came to see me about boys in Mr. Pacey's 8th period Target class on October 14, 2014. The student shared how 2-3 boys were told to be in their seats and how they were talking and wouldn't be quite. The student shared that Mr. Pacey gets really mad and he says bad words. The student continued and shared after Mr. Pacey moved their seats he said the "c word", meaning he said in class "this is bull crap" and said "jackass." The student shared how after Mr. Pacey says the bad words that the kids laugh at him when he says bad words. When asked if this is something that has happened before in class the student shared that yesterday was the first time. The student talked about liking Mr. Pacey and that she can't believe he swore, the student had trouble saying what the teacher said when shared. After talking with the student I had talked to our superintendent. On October 15th I also met with Mr. Pacey and shared the concerns brought forward. He had said he used words like "Jack leggin around" & "Jimmy behavin." On October 16th followed up with the student again to see if everything was true and factual. I had asked her about some of the things Mr. Pacey had said he said. The student had heard "jack" but not the part and she had heard "crap" but not the bull part.
2. April 20, 2015: Had a phone call from a parent at the end of the day about a recent email from Mr. Pacey about "The Rise of Islam." The parent was questioning and asking how is this okay to teach and not Christianity. This was from Chapter 14 "Rise of Islam" with the curriculum. I shared this with Mr. Pacey and he was going to call the parent also.

2015-2016 School Year

1. February 2, 2016: (8th grade ELA teacher) came to see me about a comment a female student made to her at the volleyball game about Mr. Pacey. The teacher shared the female student said "Mr. Pacey is a pervert." The teacher came to make me aware of what the student said.

2016-2017 School Year

1. January 10, 2017: It was reported to me that Mr. Pacey may have been in the girls locker room and made an inappropriate comment during girls basketball in the first semester. I called to report this. I found who the parent and student was that this went back to [redacted]. I talked to [redacted] mother on January 11th and January 12th. The real story was from her daughter that she was told by another student [redacted] that Mr. Pacey came into the gym and the girls went into the locker room to change or flip jerseys. When they did this it was alleged that Mr. Pacey said, "They shouldn't be afraid to change in front of me. I coach college track and cross country and see bras and spandex all the time, plus I am old enough to be their dad." On January 19th I met with Mr. Pacey at 2:30pm. Mr. Pacey did say that he said something like that and that [redacted] was there. Told Mr. Pacey to be careful, stay professional, and to not go into the girls locker room.
2. April 10-12, 2017: [redacted] (paraprofessional) had reported to me on April 10th about concerns with Mr. Pacey. [redacted] shared that Mr. Pacey had been calling students "dillweeds" and explained something in class where they were discussing a world war, the great depression, and how you could get a job like these "dillweeds." She also shared how Mr. Pacey jumped on [redacted] about some fight at the park. Something in class where Mr. Pacey was talking about city business in the class, talking about shutting down the parks, and just was yelling at the student and unprofessional. [redacted] also shared how Mr. Pacey is discussing track in class. Something on April 11th where he took a kids food and was eating the chips. Just feels like he is playing favorites and unprofessional behavior.
 - April 11, 2017: [redacted] had called [redacted] and I had called the parent back at 5:00pm. A student had told [redacted] that Mr. Pacey told his parents that he should not hangout with [redacted] made a comment a home to his mom that he hoped that he wasn't in Mr. Pacey's group for Washington D.C. trip. The mom shared that [redacted] had texted [redacted] about how Mr. Pacey had talked to his parents about staying away from [redacted] Mom also shared that [redacted] had written something on paper like why do you hate me? Sometime later Mr. Pacey responded to [redacted] with because I have high principles.
 - April 12, 2017 at 9:30am & April 16, 2017 at 1:15pm: I had talked to Mr. Pacey about the "dillweeds" comment and told him not to name call. We also discussed the [redacted] stuff with the fights at the park. In my notes I had something about [redacted] offering to show a video (not sure if this was of the fight at the park or what the video was). I also shared with Mr. Pacey the other details reported of concern.
3. May 4, 2017: Talked with Mr. Pacey at 3:00pm about what was being shared with me by other teachers. Teachers had asked questions about Mr. Pacey visiting their classrooms and were almost wondering if he was doing informals. They also talked about how it was creating disruptions in the lesson.

2017-2018 School Year

1. August 22, 2017: Incident at the junior high cross country meet where [redacted] had a breathing related issue and an ambulance was called. Parents would like to do a meeting on August 28, 2017. We did have a doctor note. I did check in with Coach Pacey for the JH and [redacted] for the HS. [redacted] had shared his practice ended and the athlete got in the car for air conditioning with the heat. [redacted] gave her to Coach Pacey. There were junior high students around and [redacted] was unaware of who had called the ambulance. From talking to both coaches it sounds like the grandmother was there right away. Met with the parents on August 28th. I had Mr. Pacey and [redacted] complete documentation and called the parent back on August 29th and emailed them the information.
2. September 28, 2017: [redacted] had reported to [redacted] during 7th period, an incident took place with a male student [redacted]. On September 29, 2017 I followed up with [redacted] about what she reported to [redacted] the day before. The student shared that during 1st period on September 28th Mr. Pacey had walked out for chromebooks and that [redacted] was walking around the room and asking for answers to the work. [redacted] said she told the student to shut up and sit down. [redacted] shared that [redacted] said go back to your country and that she told him to shut up boy and don't come to me like with your potato head. There were some other comments back and forth. Mr. Pacey came back to the room and he told [redacted] to sit down. [redacted] said that Mr. Pacey had trouble with the cart and slammed the door. I followed up with Mr. Pacey to let him know about the situation in the classroom when he stepped out to get needed materials. In the future he should ask for another staff member to come to his classroom and supervise his students.
3. December 19, 2017: [redacted] came to see me to tell me that two student talked to her about Mr. Pacey cursing and slamming doors. She also shared that some girls were saying the same thing. I met with Mr. Pacey on December 19th and shared what was being reported. He admitted to using the word "damn." Mr. Pacey was reminded to stay professional and to not use that kind of language with students.
4. January 19, 2018: [redacted] came to see me near the end of the day. He shared on that on January 18, 2018 Mr. Pacey was cursing saying "damn." The student shared that Mr. Pacey has said things like "you need to do your damn job" and "stop being jackasses." He continued to share that Mr. Pacey talks about how he makes the drivers ed list and puts students to the bottom of the list. When asked how many times things like this have happened this year the student shared probably 25 times. On January 22, 2018 I met with Mr. Pacey to share the report and my concern. Mr. Pacey was told that this was the second time we have discussed this issue this year of unprofessional language and behavior with students.
5. February 15, 2018: A parent came in to meet with me about a phone issue with her son at school. She then told me her son [redacted] had shared he was in class and Mr. Pacey was rubbing a girls foot or feet in the class. She said this had happened like maybe 2-3 weeks ago.

Following my meeting with the parent I also talked to her son. He said he heard about Mr. Pacey taking off shoe and rubbing her feet. The student shared that he heard about this at lunch time. He said it was like a week or two ago. Says he heard it was in his 8th grade room. said he said something to and she said it never happened. The student never saw this in a class and he had heard about it.

- February 20, 2018: I followed up and met with (student who this allegedly happened to) to share what was reported to me that on February 15, 2018 that there might have been an issue where the student's feet were touched by Mr. Pacey. The first question asked was has anything happened in class or at school lately that has made you feel uncomfortable and her answer was no. If her answer had been yes I would have followed up with what happened and have you talked to anyone about it. The next question asked was has any other student said anything to you about anything that has happened in class and her answer was no. Overall, let the student know that if she ever needed to talk or report anything to me that I was here.

6. February 15, 2018: Our library media aide had emailed me that she wanted to talk about something a student said yesterday and to stop by when I had time. I emailed her later telling her sorry I had missed her and that I knew she was off the following day, but that I could call her tomorrow on February 16th. She then let me know she would be in on February 16th. On February 16th I emailed back and let her know that I would have time to check in with her on February 16th, but that I would come by on Tuesday to talk in person. I also let know that she could let me know the information over email if needed since we missed each other. She emailed me back before dismissal that a student said he heard that Mr. Pacey likes to look down girl's shirts. The teacher told the student if he had any concerns at all he should talk with me right away and didn't have anything beyond he had heard that. She shared that the student didn't want to talk to me and that she never heard anything else, but she wanted to make me aware because that is a bit of gossip. I thanked her for letting me know and with our return to school on February 20th I met with her. In the meeting was discussed the item she emailed me about concerns with Mr. Pacey. She overheard some type of comment from a student about Mr. Pacey. I followed up with to get the student's name and direct comment. shared that the comment was on February 14, 2018 during 9th period and the student was. The direct comment hear was "I heard he looks down girls shirts" referring to Mr. Pacey. Mrs. Bird shared that the student is a helper in the library. The teacher also shared that the student has no filter and how he called his own mother a whore.

7. March 22, 2018: We received an anonymous BRIM anti-bullying report for February 8, 2018. The incident description was as follows: Reports of Coach Pacey having inappropriate physical contact with his female students have been given to many staff members but it is unknown if something has been done. He has been grabbing female students either by the waist or on the backside and has been seen having very close/intimate looking conversations with female students. All of these were witnessed at the junior high. There is no specific date as all of these

incidents were overheard during a weekend outing of friends with their parents. The final investigation was as follows: The principal talked to both of the junior high track coaches to see if they had any concerns with Coach Pacey. In talking with _____ on 3/26 at 8:30am he shared that there was nothing specific that had been seen, but that he could understand some of the perception items with Coach Pacey. _____ shared that at times Mr. Pacey is just socially awkward. _____ was asked for any specific examples of the social awkwardness. He shared that the mixing of track into his classroom could be a perception item and how a student or something occurred where an athlete was using a foam roller in the room. He also shared how he has seen students gathering outside of the technology office to use track rehabilitation items. Lastly, he shared how he has seen Mr. Pacey come into the Commons area and approach female track athletes. With this comment he was talking about how Mr. Pacey is the female track coach, but how this could create a perception issue. The principal also talked with _____ 3/26 at 12:15pm. She shared that she had not witnessed anything a track coach should not be doing with Mr. Pacey. She continued to share that Mr. Pacey has even worked with her daughter on high jump and that there were no concerns. Lastly, the coach shared that she has overheard students or athletes calling him "Pedophile Pacey." The principal met with Mr. Pacey on 3/26 at 2:45pm to share with him the BRIM report made. After sharing the BRIM report the principal made the teacher/coach aware that he needed to be careful with perception items and that how this report was not specific enough with names, dates, and specific students. The coach was not made aware that there were discussions with the other track coaches. The principal did share some of the specific items of possible perception items (i.e. having track items in the classroom, going into the Commons, and the nickname the principal had heard with "Pedophile Pacey", etc.). Overall, Mr. Pacey was made aware of everything so he could be proactive in his perception and what people or someone was saying about him.

8. April 9, 2018: A student _____ got sent to the main office by Mr. Pacey from the bathroom. The student shared how Mr. Pacey came into the bathroom and caught him jumping on the sink to a papewad off of the ceiling sprinkler.
9. April 25, 2018: A parent contacted me about her son _____ getting kicked out of track practice. The parent shared that another student _____ had put his bare butt on her son's leg and her son kicked him and as a result got kicked out by Coach Pacey. I followed up with Coach Pacey and had him contact the parent.
10. April 25, 2018: A parent _____ had emailed me about an issue with his son _____ and _____ in the locker room after track practice on April 24, 2018 where his son _____ was shoved from behind into the locker by _____ and grabbed his son's head and smacked it into a locker. I let Coach Pacey and _____ know about the incident.

2018-2019 School Year

NA

2019-2020 School Year

1. October 21, 2019: A grandparent/guardian had called about cross country. He had shared something about Coach Pacey giving his granddaughter ibuprofen at practice on October 18th. He also shared something where Coach Pacey is telling his granddaughter to grow up and stay at home and let her family go to the party in Indiana. The grandparent also shared how Coach Pacey came to the house at 8:00am on October 19th and how his granddaughter and him and just feeling pressured. On October 22, 2019 I met with Coach Pacey and he admitted to giving the female cross country athlete ibuprofen and shared that he has it in his medical kit to give to students. Followed up with Coach Pacey again on October 25, 2019 and also talked to the athletic director on October 24, 2019 so she was aware. In meeting with Coach Pacey I made sure he knew no more ibuprofen unless a student has the medication form completed. I also let him know the specifics with the family being gone and out of town for birthday in Indiana.

2020-2021 School Year

NA

2021-2022 School Year

1. September 13, 2021: We received a BRIM anti-bullying Report about Mr. Pacey and his role in being the cross country coach. See file for full investigation notes and determination.

2022-2023 School Year

1. April 3, 2023: Reported on April 3, 2023 by that Mr. Pacey was in our lunch room. I called Rob on April 4, 2023 so he knew he did not need to come to our junior high. With no kids for coaching or classes he does not need to come over to the junior high. On April 12, 2023 I met with Rob Pacey and at Clara Peterson. In the meeting I asked him if he had a master key for the junior high and high school. I let him know that if needed to come over to the junior high or high school that he would use the unit office and his fob key. I informed him that if and when he needed something from that he would email him and copy and I on the email. The basic overview is has the junior high and high school and that Rob Pacey has the grade school for technology items. There are some technology items that Mr. Pacey won't have answers to and he could email as needed for the work items.

On Thursday, December 1, 2011, 1st hour Algebra class has a discussion reminding students about appropriate personal space when speaking to others. (There are students in this class who need to be reminded to stay an arms length away from another when talking to them.) During this discussion, _____ made a comment to the class that Mr. Pacey invades her personal space during class. I told the class that no one should have to feel uncomfortable and if one felt that another person was too close to them, they should ask/tell the person back up, no matter if it was an adult or peer. The conversation ended, and we continued with the math lesson.

I spoke one-on-one to _____, at the beginning of class on Friday, December 02, 2011, and reiterated what I told the class on Thursday.

On Friday afternoon, after the 7th grade team meeting (8th period), I returned to my classroom, and found a note on the board, that read

"Come and get me and _____ We need major help! In many ways.

I found _____ in the hall way during passing period between 8th and 9th period. She said she and _____ needed help with math, and that they wanted to talk. _____ came to my classroom during 9th period, and I helped her with her math. I asked her what else she needed to talk about, and she sat with me at my desk, and explained that Mr. Pacey sometimes made her feel uncomfortable. She indicated that when he helped her with her math, he got very close to her (and showed me how close – her face was 9-12" from my face). She also told me of another incident when Jessi felt uncomfortable. She was in the computer lab, and had asked Mr. Pacey for help. He put his hand on her hand to maneuver the computer mouse. I thanked her for talking with me and apologized that she had to feel uncomfortable. I reminded her that it was ok to tell him that she was uncomfortable with him being so close.


12-2-11



Paxton-Buckley-Loda Unit #10 Schools

P.O. Box 50
Paxton, Illinois 60957-0050
(217) 379-3314

TO: ROBERT PACEY

FROM: JOSHUA DIDIER, PBL Junior High Principal 

RE: WRITTEN REPRIMAND

DATE: MAY 6, 2013

This memo serves as a formal reprimand for the unprofessional remarks and behavior you displayed on Thursday, May 2, 2013 in your 6th grade Current Events class. It was brought to my attention by a parent on Friday, May 3, 2013 that you told students to "shut-up" several times and also slammed your door because a student had left it open. Additional parents have also contacted me concerning this incident by phone or e-mail.

On Friday, May 3, 2013, we discussed this incident on the phone around 9:00 p.m. when you contacted me. During that conversation, you admitted to the remarks and actions listed above. You also commented on feeling tired and overwhelmed from coaching and teaching this school year. On Monday, May 6, 2013, we again met to resume our conversation from Friday night. In our conversation, I let you know that I recognize you are very busy with teaching and coaching, but it was still inexcusable to talk and act unprofessional in front of students.

During the course of this school year, we have had several meetings in my office where I have addressed unprofessional conduct in regards to communicating and supervising students. In those meetings, I have provided you with guidance, direction, and encouragement to make better educational decisions. I have also warned you that further unprofessional remarks or actions could lead to a letter of written reprimand.

Understand that a teacher is to treat all students in an appropriate manner and to create a caring, inclusive, engaging, and challenging classroom. The actions displayed in this incident are a direct contrast to these expectations. To tell students to "shut-up" and slam a door because a student left it open is unprofessional and disappointing. Further unprofessional remarks or behavior may result in additional disciplinary action.

cc: Personnel File

10-7-13

To whom it may concern.

My daughter
has brought a situation of
concern to my attention.
telling me 3 or 4 times
of the uncomfortable
feeling she has when around
MR. Pacey. Last Friday, she
came home & told me
of an encounter w/ MR. Pacey
saying "I'm not as scary
as I seem and lightly
brushing up against her while
on a computer." has
told me of it in confidence
that I would remedy
the problem. Please let
all possible switch
from classes w/
MR. Pacey. Thank you sincerely

11/25/13 6th Hour SS

It was brought to my attention from another staff member that [redacted] felt uncomfortable during SS class because Mr. Pacey touched her on the side inappropriately. I brought the student into my office and asked her to show me what happened. She stated Mr. Pacey touched her on the side when she was at his desk by another student. She demonstrated to me that he touched her with one hand on her right side hip area.

I then asked her if there were other times that she felt uncomfortable. She stated at times he will make a comment that will cause people to laugh. He will get on the other students for laughing but never her. This singles her out and makes her feel like she is a favorite and makes her feel uncomfortable.

I asked her if there were any other times and she stated that he often times is looking at her chest area which makes her uncomfortable. She stated that another student has also mentioned the same thing to her and another student feels he is always staring at her butt.

She also stated that when he walks over to her lunch table that the girls all cover up because they feel he is looking at their chest area.

I informed Mr. Didier of this conversation and he informed me to type up this statement.

11/25/13 9:30 AM

[redacted] came to me informing me that JM another 6th grade student was saying that Mr. Pacey was looking down girls shirts. [redacted] told [redacted] that that wasn't true and not nice to say because Mr. Pacey was a nice and good teacher. I informed [redacted] that if this conversation continued to let me know and that I would talk with [redacted] about her comments about Mr. Pacey.

RECEIVED
DEC 09 2013
PBL Unit Office

TO: ROBERT PACEY

FROM: JOSHUA DIDIER, PBL Junior High Principal

RE: SUMMARY OF MEETING

DATE: December 3, 2013

This memo serves to memorialize the meeting we had in my office on the morning of Monday, December 2, 2013. It was brought to my attention at the end of the day on Monday, November 25, 2013 that you had placed your hand on the side of a female student and that the student felt uncomfortable around you. I investigated this incident further with this female student on Tuesday, November 26, 2013 and met with her parents on Wednesday, November 27, 2013. She described the following situation and feelings:

- That during class on November 25, 2013 Mr. Pacey touched her on the hip and slid his hand across her lower back. I had the student demonstrate for me what took place. She was standing in front of Mr. Pacey in the computer lab and he came up from behind and mentioned something about getting some materials as he touched her hip and his hand slid across her lower back. When she returned to her seat one of her classmates asked her, "Did he just do that to you?" The student told me that at first she thought it was another student and once she realized who it was that she shut-down and remained fairly quite for the remainder of class. The student was asked if she has ever been touched by Mr. Pacey prior to this incident in any way. She replied no.
- The student talked about feeling uncomfortable around Mr. Pacey and that she has felt like that since the beginning of the year. I asked her to describe what it was that made her feel uncomfortable around Mr. Pacey. She talked about how he makes comments that cause students to laugh. The students will laugh and he will get on them for laughing, but never her. She also talked about how she thinks he is looking at her chest.

During our December 2, 2013 meeting you informed me that you couldn't remember touching the female student on the hip. You also stated that you have no idea why students feel uncomfortable around you. Last, you denied the allegations that you stared at the female student's chest. It should be noted that the student above did not change classes and even complimented you on being a good teacher. I directed you to not discuss the incident with the student mentioned above and to not touch her for any reason unless it was a school emergency.

In our meeting on December 2, 2013, I also shared information with you from an activity I did with 6th grade students on Tuesday, November 19, 2013. I met with students in the Commons Area to get their opinion on the following questions anonymously:

- What is your favorite class at PBL Junior High and why? What is your least favorite class at PBL Junior High and why? How much time do you spend on homework on a given night? If we could offer a new enrichment course for next year what suggestions would you have? What can we do to make our school a safer place? As a school if there was something we could do or change to make your experience better what would it be?

This same activity was completed with 7th grade students and is scheduled with 8th grade students. In reading through the questionnaires over the weekend I came across four samples where students had written in their response to a question that you make them feel uncomfortable.

In our meeting on December 2, 2013, I also revisited an incident from October 2013. It was brought to my attention by a parent that on Friday, October 4th that you had made the comment to his daughter, "I'm not as scary as I seem." The parent said that you also "lightly brushed up against her." The parent talked about how there was three or four times during the year where his daughter had felt uncomfortable around you and was coming home and talking about it. Last, the parent asked for a class change. The parent was asked to put the situation in writing and the request to change classes. I also met with this parent in person. I met with you on October 7th about the incident and shared a copy of the parent's letter with you about the incident and the request to change classes. You admitted to the comment, but denied touching the student. I directed you to not use sarcastic humor with students and to cease any contact with this student.

At this time I am directing you to not physically touch any students for any reason outside of an emergency. I am also directing you to eliminate sarcastic humor while fulfilling your duties as a classroom teacher. To address the allegations of you making students feel uncomfortable I would urge you to be mindful of using eye contact with students at all times. To ignore the perception that students are feeling uncomfortable around you would be unwise.

At the conclusion of my meeting with you on December 2, 2013 I asked you about previous evaluations and asked you if these concerns have ever come up before with prior administrators. You told me you couldn't remember. I did a review of your personnel file in the unit office and found several evaluations that noted unsatisfactory or needs improvement marks in the areas of classroom management and personal and professional competencies from different administrators. Here is a list of those concerns from previous evaluations:

- On September 10, 2008 under _____ you were marked unsatisfactory for the following indicators: E37: Maintains a high level of time-on-task for all students and redirects students who are off task. G68: Establishes positive contact and rapport with the parents/guardians of each pupil (teacher marked himself unsatisfactory-not the principal).

- On February 4, 2009 under _____ you were marked unsatisfactory for the following indicators: E42: Interacts with students in a mutually respectful and friendly manner, and encourages student cooperation. G63: Establishes positive contact and rapport with colleagues and other adult members of the faculty and staff. G68: Establishes positive contact and rapport with the parents/guardians of each pupil.
- On January 11, 2012 under _____ you were marked unsatisfactory for the following indicator: E38: Continuously monitors student behavior, encourages appropriate student behavior, and promptly stops inappropriate behavior consistently.
- On January 29, 2013 under Mr. Didier you were marked needs improvement for the following indicators: E37: Maintains a high level of time-on-task for all students and redirects students who are off task. E38: Continuously monitors student behavior, encourage appropriate student behavior, and promptly stops inappropriate behavior consistently.
- On October 3, 2013 under Mr. Didier you were marked needs improvement for the following indicator: G62: Accepts and profits from constructive criticism.

During the course of this school year and last school year I have provided you with guidance, direction, and encouragement to make better educational decisions. I have urged you to pay close attention to any and all actions with students in your care. I further explained to you the urgency to correct this situation and the perceptions you have created amongst students. If you would like further guidance and direction, I am always available to reflect and discuss these issues for your continual growth and development. In conclusion, I have included the PBL Board of Education policies on sexual harassment for general personnel and students for you to review.

cc: Personnel File

RECEIVED

DEC 10 2013

PBL Unit Office

Josh,

I have several issues with the use of a "list of concerns from previous evaluations" in the letter of understanding to be placed in my file.

Attempting to interpret or use as evidence the evaluations of other administrators - in some instances more than 5 years after the fact - is an unfair representation of the current issues.

Let the record show that I was given just one unsatisfactory category rating during a period of three school years (2009-2010, 2010-2011, 2011-2012). This is a total of six evaluations, or one out of thirty possible categories under evaluation.

In more than half a dozen instances, I marked myself unsatisfactory in a category for which an administrator marked me as satisfactory. These examples of critical self-reflection are evidence of a continuous effort to incorporate numerous educational best practices (assessments, question stems, technology integration, etc.) and improve my teaching performance in the social studies classroom at PBL Junior High School.

If these other evaluations remain under consideration, I would like to submit the following comments in response to the various areas/competencies that you cited:

September 10, 2008 -

E37

September 10, 2008 was the 15th day of my teaching career, in a position for which I was hired two days before the school year started. Maintaining a high level of time-on-task would be a concern for any beginning teacher and his or her administrator under those circumstances.

G68

I marked myself unsatisfactory in this category because I had not yet created a class website or a parent email list, two tasks which I felt needed to be accomplished as soon as possible.

February 4, 2009 -

E42

Positive Comments section

"He is aware, conscious, and critical of his own analysis of creating a positive mutual respect and rapport with his students."

G63

Refers to an incident in which I was running with my brother, who was then a junior in high school. The high school athletic director sent an email to the junior high principal about a possible IHSA rules violation. I discussed these allegations and no action was taken.

January 11, 2012

E38

From the comments/recommendations relative to prescribed indicators section:

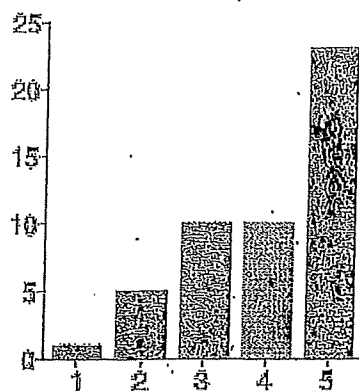
"I recognize that Mr. Pacey encouraged appropriate student behavior."

The student behavior that was being evaluated refers to students blurting out answers in class or having off-task conversations. I don't understand how this is relevant to our current discussions.

Student Survey

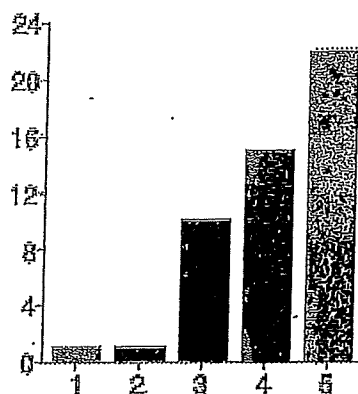
See the attached copy of an online anonymous survey given to students in world history class after the conclusion of the first quarter during the 2013-2014 school year.

I have included it to dispute evidence collected in the anonymous survey cited previously.



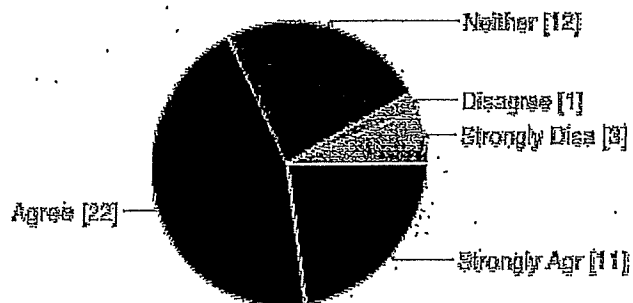
1	1	2%
2	5	10%
3	10	20%
4	10	20%
5	23	47%

I understand the directions and expectations on assignments.



1	1	2%
2	1	2%
3	10	20%
4	15	31%
5	22	45%

I like using PowerPoint slides to learn material and take notes.

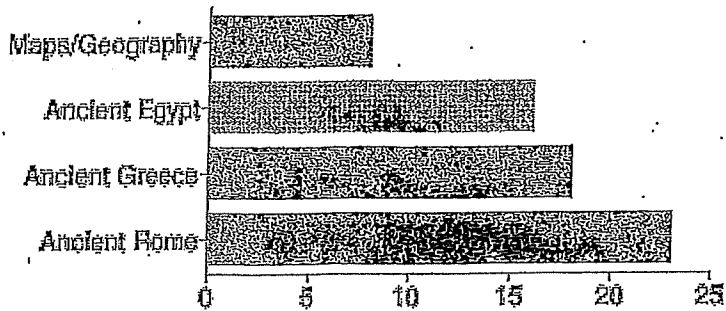


Strongly Agree	11	22%
Agree	22	45%
Neither	12	24%
Disagree	1	2%
Strongly Disagree	3	6%

I feel that I learn more when I work with a group.

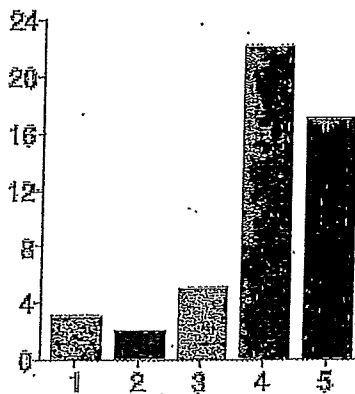
Bird's Eye View Map	5	8%
Egyptian Business Card	10	15%
Greek Gods Wanted Poster	17	26%
Mythical Monsters Project	33	51%

My favorite unit/chapter in class so far was



Maps/Geography	8	12%
Ancient Egypt	16	25%
Ancient Greece	18	28%
Ancient Rome	23	35%

What is your overall rating of this world history class?



1	3	6%
2	2	4%
3	5	10%
4	22	45%
5	17	35%

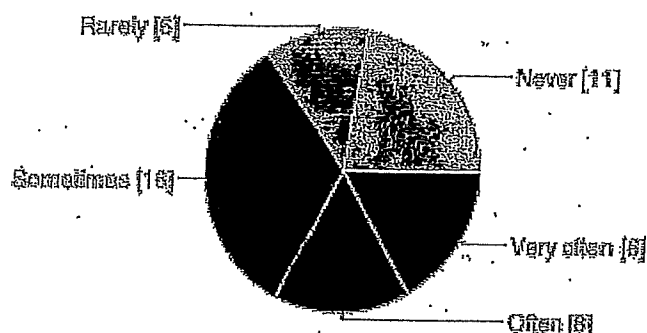
Number of daily responses

49 responses

[View all responses](#)

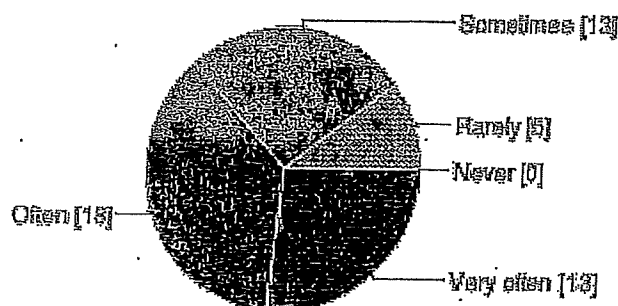
Summary

I check my world history grade on Skyward.



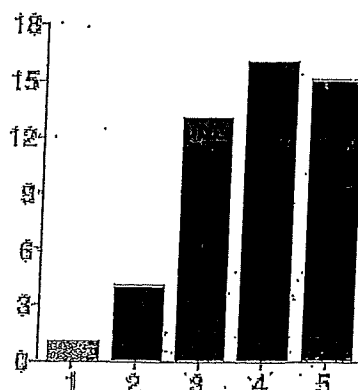
Very often	8	16%
Often	8	16%
Sometimes	16	33%
Rarely	6	12%
Never	11	22%

I use my textbook when working on homework.



Very often	13	27%
Often	18	37%
Sometimes	13	27%
Rarely	5	10%
Never	0	0%

My teacher's comments on assignments are helpful to me.

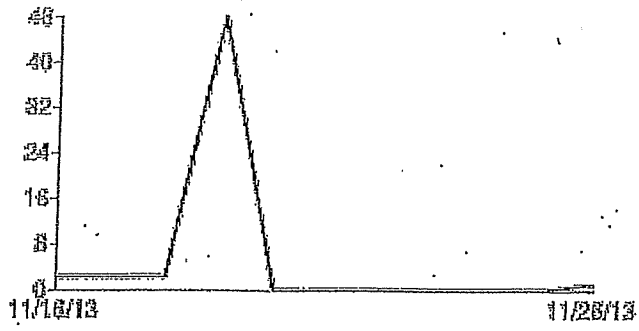


1	1	2%
2	4	8%
3	13	27%
4	16	33%
5	15	31%

I feel comfortable asking the teacher questions.

12/10/13

Second Quarter Midterm Survey- Google Drive



1. What is your favorite class at PBL Junior High? Why?

Math and ELA Because the teachers are really nice.

2. What is your least favorite class at PBL Junior High? Why?

None.

3. How much time do you spend on homework on a given night?

~~30~~ min. But it depends on how much.
50

4. If we could offer a new enrichment course for next year what suggestions would you have?

If we could speak a different language and learn different language.

5. What can we do to make our school a safer place?

~~Mr. Pacey~~ makes me feel uncomfortable.
Mr. Pacey.

6. As a school if there was something we could do or change to make your experience better what would it be? Indoor pool for P.E.

1. What is your favorite class at PBL Junior High? Why?

ELA and art because they are both fun and I get to do hands on things.

2. What is your least favorite class at PBL Junior High? Why?

~~S.S. Science, Math~~

3. How much time do you spend on homework on a given night?

S.S. because my teacher makes me uncomfortable.
30 min to a 1 hr and 1/2.

4. If we could offer a new enrichment course for next year what suggestions would you have?

~~none~~ none

5. What can we do to make our school a safer place?

~~none~~ put up signs.

6. As a school if there was something we could do or change to make your experience better what would it be?

have more bigger space in lockers, because they are so small

1. What is your favorite class at PBL Junior High? Why?

Math with _____ because she makes it fun and I feel successful with her.

2. What is your least favorite class at PBL Junior High? Why?

Social Studies because it has too many confusing things.

3. How much time do you spend on homework on a given night?

45 - 60 min.

4. If we could offer a new enrichment course for next year what suggestions would you have?

DIFFERENT LANGUAGE

5. What can we do to make our school a safer place?

Mr. Pacey makes me feel uncomfortable.

6. As a school if there was something we could do or change to make your experience better what would it be?

I think that we should get a pool for P.E.

1. What is your favorite class at PBL Junior High? Why?

Math because I understand it and it's fun.

2. What is your least favorite class at PBL Junior High? Why?

3. How much time do you spend on homework on a given night?

~~1 hr~~ 1 hr

4. If we could offer a new enrichment course for next year what suggestions would you have?

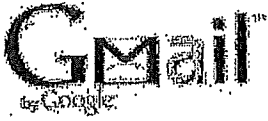
plays like speech

5. What can we do to make our school a safer place?

add video camra's

6. As a school if there was something we could do or change to make your experience better what would it be?

~~Mr. Pacey~~ Mr. Pacey makes me feel uncomfortable



Didier, Josh <jdidier@pblpanthers.org>

Re: need to talk to you for about two minutes2 messages

Fri, Feb 16, 2018 at 2:33 PM

To: "Didier, Josh" <jdidier@pblpanthers.org>

A student said he heard that Mr. Pacey likes to look down girl's shirts. I told him if he had any concerns at all he should talk with you right away and didn't have anything beyond he had heard that. The student didn't want to talk to you, and I've never heard anything else, but I thought you should be aware that is a bit of gossip.

On Fri, Feb 16, 2018 at 2:16 PM, Didier, Josh <jdidier@pblpanthers.org> wrote:

I won't have time to check in with you today, but I will come by on Tuesday to talk in person.

You can also feel free to let me know the information over e-mail if needed.

Joshua M. Didier, Principal
PBL Junior High School
700 W. Orleans St.
Paxton, IL 60957
Phone: 217-379-9202
Fax: 217-379-9169

On Thu, Feb 15, 2018 at 10:13 PM,

I will be there tomorrow

On Feb 15, 2018 9:22 PM, "Josh Didier" <jdidier@pblpanthers.org> wrote:

Mrs. Bird:

Sorry I missed you. I know you are off tomorrow, but maybe I could call you if you would like tomorrow.

Thanks for letting me know and sorry I missed you-

Josh Didier

Sent from my iPhone

On Feb 15, 2018, at 8:04 AM,

I need to talk to you for about two minutes about something a student said yesterday, if you could stop by when you have time. I am free from 8:30 to 9:10 and then from 10 to 10:40 this morning.

Josh Didier <jdidier@pblpanthers.org>

Sat, Feb 17, 2018 at 10:19 AM

2/18/2018

PBL CUSD #10 Mail - Re: need to talk to you for about two minutes

Thank you for letting me know this information .

Josh Didier-

Sent from my iPhone
[Quoted text hidden]



E-5205

CLOSED

Reported By

Anonymous on Thu Mar 22 2018 09:48:58 GMT-0500 (Central Daylight Time)

(Parent/Guardian)

Requested Follow-up?

No

Date of Incident: Feb 8, 18

Confirmation Code: JDXRXG

Incident Description:

Reports of Coach Pacey having inappropriate physical contact with his female students have been given to many staff members but it is unknown if something has been done. He has been grabbing female students either by the waist or on the backside and has been seen having very close/intimate looking conversations with female students. All of these were witnessed at the junior high. There is no specific date as all of these incidents were overheard during a weekend outing of friends with their parents.

Location:

Other

Severity:

Not provided

Grade:

Not provided

Bullying duration:

Months

Alleged bullies:

Not provided

Motivation:

Not provided

Witnesses:

Not provided

Behavior:

Interfered with the victim's educational opportunity, Caused emotional distress to the victim, Created a hostile educational environment, Created an imbalance of power between the victim and the perpetrator

Staff notified?:

No



Internal Comments

Add comments and notes to keep good records and share with your internal staff. Please note that these comments are private and internal and will not be viewable by anyone without a BRIM account.

Add new comment...

Add Comment

Delete Incident (/incident/delincident?id=5205)

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E-5205

CLOSED

Step	Due	Completed	Status
Staff Conversation	Mar 26, 18	Mar 26, 18	Completed

[Add Intervention \(/incident/addstep?id=5205\)](/incident/addstep?id=5205)

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E-5205

CLOSEDTags

Recommended Investigation Steps

- Collect witness statements in writing
- Review bus Incident report (if applicable)
- Examine physical evidence
- Upload written (scanned) documents and photos to Files section

Investigation Status: Action Not Required

Reviewed By: Josh Didier

Date Reviewed: Apr 2, 18

Review Comments: The principal talked to both of the junior high track coaches to see if they had any concerns with Coach Pacey. In talking with _____ on 3/26 at 8:30am he shared that there was nothing specific that had been seen, but that he could understand some of the perception items with Coach Pacey. _____ shared that at times Mr. Pacey is just socially awkward. _____ was asked for any specific examples of the social awkwardness. He shared that the mixing of track into his classroom could be a perception item and how a student or something occurred where an athlete was using a foam roller in the room. He also shared how he has seen students gathering outside of the technology office to use track rehabilitation items. Lastly, he shared how he has seen Mr. Pacey come into the Commons area and approach female track athletes. With this comment he was talking about how Mr. Pacey is the female track coach, but how this could create a perception issue. The principal also talked with _____ on 3/26 at 12:15pm. She shared that she had not witnessed anything a track coach should not be doing with Mr. Pacey. She continued to share that Mr. Pacey has even worked with her daughter on high jump and that there were no concerns. Lastly, the coach shared that she has overheard students or athletes calling him "Pedophile Pacey." The principal met with Mr. Pacey on 3/26 at 2:45pm to share with him the BRIM report made. After sharing the BRIM report the principal made the teacher/coach aware that he needed to be careful with perception items and that how this report was not specific enough with names, dates, and specific students. The coach was not made aware that there were discussions with the other track coaches. The principal did share some of the specific items of possible perception items (i.e. having track items in the classroom, going into the Commons, and the nickname the principal had heard with "Pedophile Pacey", etc.). Overall, Mr. Pacey was made aware of everything so he could be proactive in his perception and what people or someone was saying about him.



Add Investigation Result (/incident/investigation?id=5205)



Internal Comments

Add comments and notes to keep good records and share with your internal staff. Please note that these comments are private and internal and will not be viewable by anyone without a BRIM account.

Add new comment...

Add Comment

[Delete Incident \(/incident/delincident?id=5205\)](/incident/delincident?id=5205)

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Mr. Pacey Incident

Monday, November 4, 2019 at 10:18:52 PM Central Standard Time

Today my daughter, _____, came home with a story that, while minor, bothers me both as a parent and a teacher. Like many people in the area right now, _____ has been fighting a bit of a cough and carries a few cough drops. She says she has permission from _____ and _____ to have them on her desk. On Monday, during either tech or STEM time (she said she was working on her robot with _____), Mr. Pacey walked by and asked if he could have her cough drop. _____ said "no" because it was her last one and she'd probably be needing it later in the day. At some point, Mr. Pacey sent _____ and _____ out to the common space with their robot and when they returned, the cough drop was gone. _____ asked him if he'd eaten it and he replied that he had. Later in the day, her cough acted up and she could have used the cough drop.

Like I said, minor, but _____ was bothered enough by the incident that she told us about it and was a little upset. It raises some concerns with me:

Why is a member of your staff taking a 5th grader's cough drops?

Why is the staff member... stealing from a 5th grader after she told him "no"?

We don't send _____ to school with candy; we don't send her cough drops for no reason (she has a history of getting coughs and keeping them for awhile), so again... why?

Thinking of my own experience, if we were talking about M&Ms or Starburst or something like that, then I could *maybe* understand playfully taking it, but a student's cough drops after they said I couldn't have it?

So that is the story as told to me along with my comments and concerns. Thank you for your time.



Duley, Travis <tduley@pblpanthers.org>

Fwd: Mr. Pacey

1 message

Mon, Apr 14, 2025 at 9:59 AM

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

Date: Thu, Jan 16, 2020 at 8:39 AM
Subject: Mr. Pacey

I talked with Mr. Pacey at 8:30 a.m. on January 16, 2020 regarding the use of inappropriate language on January 15, 2020 during tech time with homeroom class. Three students told me that Mr. Pacey said the word "bastard" while discussing the appropriate use of chromebooks during class. This language was not directed at a student or students.

Mr. Pacey did admit to saying the word "bastard" and said that he was discussing the use of chromebooks with students as they move on the junior high and high school. I asked why the word "bastard" needed to be said and Mr. Pacey responded by saying "It doesn't"

I advised Mr. Pacey that this is the second and last time I would be discussing inappropriate language with him and that future incidents would result in documentation that would be placed in his personnel file.

We received a BRIM report on Tuesday, September 14, 2021.

BRIM Report: My child is part of the Jr High Cross Country team. In the last 2 weeks she has told me some concerning things. Yesterday she came home and said that her coach hit one of his athletes on the head. While discussing this with my child she told me that at her last meet he had also hit her on the head. She also stated that he "told me if I wasn't quiet he was going to tape my mouth shut."

Mr. Didier checked in with the athletic director, _____ make her aware of the reported incident. In talking to _____ she had not heard anything about these issues. On Tuesday, September 14, 2021, Mr. Didier met with Rob Pacey, Head JH Cross Country Coach, to share this BRIM report and hear what he had to say.

Mr. Pacey denied ever making the comment "told me if I wasn't quiet he was going to tape my mouth shut." Mr. Pacey also denied ever hitting someone on the head. Mr. Pacey did state that he has tapped runners on the head, but has never hit them on the head. He did make a motion of tapping someone on the head also. His demonstration of the tapping did not resemble someone being hit in the head. He was asked about why he would tap someone on the head and he gave an example where if a runner was talking he might tap them on the head and tell them to get quiet or stop talking. Mr. Pacey went on to share that in general the last two weeks has been tough on him and his runners. He talked about all his runners getting used to full school, trying to do two sports and other activities, and some other junior high navigation items that his kids were getting used to. We also talked about how he and our athletic director came together with the whole team for some player-to-player issues previously. This conversation with the team took place in the gym and was to address the team because of concerns with how student runners were potentially talking to one another and treating one another. In the end Mr. Pacey was told to stop tapping athletes on the head. _____ told Mr. Pacey that it was important that he knew what a parent or student is saying about him and alleging that he has done.

On Wednesday, September 15, 2021, Mr. Didier met with _____ to let him know about the information we had received about Rob Pacey. _____ is our technology director, our high school boys cross country head coach and a parent of a 7th grade daughter that is on the junior high cross country team. I let him know about my conversation with Rob and how he denied making the comment, but did admit to tapping runners on the head. I did let _____ know that Rob was directed to not tap anyone on the head and in general to not touch anyone. _____ shared that for the last month he has felt like the coach has targeted his daughter. _____ was asked more about the targeting of his daughter and why he thought his daughter could be getting targeted. He shared how Rob did not get the high school girls cross country head coaching position at the start of the school year and that may be why. _____ shared his overall vision for cross country in that it needs to be fun, inclusive, and be a program that kids want to come out for and run for. _____ also said that the comment that the coach denied saying is the same comment that he has said to his 7th grade daughter, _____ I let _____ know that we would be talking to some cross country athletes to get a snapshot of how the program is

going and what kids are saying. I had also made mention of how
with his daughter.

or I could check in

On Wednesday, September 15, 2021 and completed 6 interviews with girl cross country athletes to check on how things were going from their perspective. We asked them all the same three questions: #1. How is cross country going? #2. What is your favorite part of cross country? #3. What is your least favorite part of cross country? Here is the information from the interviews:

#1. How is cross country going? It is my favorite sport and it makes me feel good. Sometimes irritate me like how the 7th grade leads stretching and sometimes the 6th graders don't listen. I don't mind leading the stretches because my friends and I talk also. If we are talking during stretches Coach Pacey can get upset. There was a follow up question here with what does your coach getting upset look like? shared that on Monday, September 13th Coach Pacey was passing out stopwatches and there was some talking (my friend told me a joke). He hit me on the head and told me to shut up. This was the first time he had ever done this to me. He like bobbed me, he didn't hit me. The whole team was there and then we had basketball afterwards. She shared I just don't want to be touched and my instinct was to slap his hand away. At the end of this question she did let me know that she had told her parents. #2. What is your favorite part of cross country? Being with my friends and running. I get to talk to my friends because I don't see them during the day. I like to stay in shape and it helps with basketball. #3. What is your least favorite part of cross country? Being tired. I don't want to be rude, but Pacey will get on my nerves. Like doing a big run to Pells Park before a big meet. Sometimes the 6th graders can be annoying.

How is cross country going? Pretty good and I really like it. We get to run long distances and I really like that. #2. What is your favorite part of cross country? I like the people. I like the coaches with Mrs. Pacey and I also get to see my brother and some cross country friends. Our coaches are encouraging and sometimes push us to do better. #3. What is your least favorite part of cross country? I don't know. I like it all.

#1: How is cross country going? Really good. It is fun with my friends. I also get to stay healthy and in shape. #2. What is your favorite part of cross country? Not the meets because they are hard. After school or before school practices. The morning practices are neat because the air is cool and also with early practice I am never late. #3. What is your least favorite part of cross country? Practice days on the hills and the meets can sometimes be nerve-wrecking.

#1 How is cross country going? A = Going good. #2 What is your favorite part of cross country? A = Like hanging out with my friends. I enjoy encouraging others when we run. #3 What is your least favorite part of cross country? A= I don't like being rushed at the beginning of practice. We have to be warming up at 3:15pm when the schedule says 3:30pm. noticed paused before she spoke and asked her if that was all. She replied with the following information: 2 days ago Coach Pacey hit on the head at the end of practice in front of the whole team. He has done this before. About a few weeks ago, he hit me on the head so hard that it gave me a headache for the rest of the evening. Coach Pacey was frustrated with about being late to practice and not being in the correct part of the warm-up. She mentioned that this was done in front of the team as well. She explained that she was hit with an open palm on the top of the head. Lastly, said her friend, shared she was hit on the head, but no one witnessed this happening. Another situation that upset was Coach Pacey pulling her from warm-up drills for talking. Coach Pacey said, "I really want to tape your mouth shut." replied, "I can go get the tape for you." Coach Pacey ended the conversation with, "No not really, but that would be nice." feels like her and her friends aren't being treated like other members of the team. She feels like Coach Pacey takes out problems on them even if it has to do with other kids. Her example was, "most of the time 6th graders are messing around and he blames it on us." She mentioned that when he gets mad, he can tell the team to shut up. She said at the beginning of practice 2 days ago he said, "You guys need to shut up. You are wasting my time."

#1 How is cross country going? A = Cross is going well. I wasn't going to go out, but my friends convinced me to join. #2 What is your favorite part of cross country? A = Being a part of the team. I like being a leader to the younger girls. #3 What is your least favorite part of cross country? A = I dislike running long distance.

#1 How is cross country going? A = Cross country is going good. #2 What is your favorite part of cross country? I like running in the meets. They are fun. #3 What is your least favorite part of cross country? Long runs and practice. I don't like either.

On Wednesday, September 15, 2021, [redacted] had emailed me with concerns about Mr. Pacey. The following is the email she sent me:

I decided to reach out to you about the [redacted] & Rob Pacey incident. I'm sure you heard, there was an issue during Monday's practice where [redacted] was not listening while Pacey was talking & he bopped her on the top of the head & told her to shut-up. She admitted her disrespect toward him, & that she's often disrespectful toward him but felt his response inappropriate. We are working on [redacted] disrespectful issues at home & she should be punished at school if needed as well. The incident was witnessed by her other teammates. I'm not looking for him (Pacey) to be punished because of this, just thought administration should know in case there are ongoing issues with his behavior & he's requiring coaching. Lol. I'm off the rest of the week & available. Sorry for this inconvenience.

I called [redacted] on Wednesday, September 15, 2021, and left a message. I was able to talk to her on September 16, 2021. In talking with [redacted] she shared that Coach Pacey has issues with correcting kids and kids being mean to him and disrespectful. Heidi told me she had her daughter mimic the hit that Coach Pacey did and she was like that was hard and hurt. [redacted] didn't want to see him get in trouble, but that this needs to be addressed in case it is happening to others. I am trying to avoid [redacted] from talking to Rob. [redacted] feels like she wants an apology from Coach Pacey. In talking to [redacted] I did let her know about my conversation with Rob on Tuesday, September 14, 2021. [redacted] was told that Rob was instructed to not tap, hit or touch anyone moving forward.

On Wednesday, September 15, 2021 [redacted] had sent me a text message at night asking if he could speak to me first thing in the morning. Something about [redacted] and Rob Pacey meeting with his daughter. I let [redacted] know I was unaware of that and that [redacted] had met with his daughter about the questions we were asking cross country athletes.

Prior to meeting with [redacted] on Thursday, September 16, 2021, I checked and found out that Rob Pacey had gone to [redacted] PE class during 5th hour (11:48-12:30) to meet with about some issues with the cross country google classroom page. Sounded like she was sending repeating messages or something like that and Rob had muted her. When Rob went to talk to [redacted] she had walked away from him like she wouldn't meet with him and Rob got [redacted] so he could talk to her about the Google Classroom page and their repeated comments or questions with [redacted] present.

On Thursday, September 16, 2021, I met with [redacted] shared that moving forward Rob Pacey is to no longer talk to his daughter one-to-one and that he would like [redacted] or himself present when he talks with [redacted] and his wife instructed their daughter on Monday, September 13th to longer talk to Mr. Pacey one-to-one, this is why [redacted] was walking away from him on Wednesday, September 16, 2021, when Rob came to the PE class. [redacted] went on to share that when his daughter came home from school on Monday, September 13, 2021, that she had shared the story of [redacted] getting hit on the head and told to shut up. This is what made [redacted] and his wife instruct their daughter to not meet

with Mr. Pacey one-to-one. [redacted] was upset and again made mentions of Rob targeting his daughter and talked about how Rob came back yesterday and went directly to PE to talk to [redacted]. She refused to talk to Rob and [redacted] brought her back to Rob to talk about what happened on the cross country google classroom page where she got muted for comments.

Following my meeting with [redacted] I did check in with [redacted] about the conversation yesterday with [redacted] about the cross country google classroom and [redacted] verified the details above from what I knew and what [redacted] shared. I provided [redacted] an update from what I knew and that if she was to hear any more about cross country to notify me and get me included right away.

On Thursday, September 16, 2021, I arranged a meeting with Rob Pacey in my office for 3pm. Prior to the meeting starting I let Rob know that he could have a union rep present for the meeting due to there being potential discipline. Rob wanted some context and he was told that based on the investigation there were some follow up questions and information to be shared. Rob wanted to have [redacted] present, but she was out. [redacted] was the next rep for the junior high and she came down.

The BRIM report was shared and what Rob shared in response to the report. Rob was told that just because he admits to part of something and denies something, it doesn't mean the investigation and due diligence stops.

Rob was told of all the information in this report from talking to two different parents and from talking to six different cross country athletes. The only time a name was used was when he was told about meeting with [redacted] and the parent giving us the direct order that Rob Pacey is not to meet with his daughter, [redacted] unless [redacted] or a parent is present.

When I finished giving Rob all the details so he had a full understanding he asked for a chance to speak. He began with talking about wanting to apologize to the athletes and their parents. Rob then transitioned into a discussion about several other items with his job as tech department member. The issues he presented included: how in the summer he was going to file a grievance for work related issue with what days he was to work and not work, coaching concerns over the summer including the fact that some of his junior high cross country kids ran with the high school, and the fact that he considered another position at a neighboring school at Unity. He also brought up the girls head coaching position at the high school and, to paraphrase, the idea that from a program standpoint he should be involved in the overall vision but not necessarily the position itself. Rob also shared some of his experience with coaching girls for the past 14 years.

After listening to Rob I did let him know that it seems like there is a lot of tension related to his job, his coaching, and who he works with. I also let him know that I did not think he was in a place or prepared to apologize due to this tension. I explained to him that my viewpoint on apologizing was an act where it is palms up and expecting nothing in return. Given the tension,

I did not think he was prepared to do something like that and meet in person. Overall, I completely can understand him being upset and not happy given he has to undergo this investigation and possible discipline, but it does seem that he has previous past issues that have developed a tension or rift in his job, coaching, and who he works with.

Rob does admit to the part of this report where he tapped _____ on the head on Monday, September 13th. He does not admit to this taking place with _____. There still is some discrepancy with how hard that tap or hit was. I explained that this is just a bad position to be in where he is trying to tell someone how hard he did or did not hit them. In explaining this to Rob he was told that he really loses all his power when an act like this is done. Rob was told that his behavior was being viewed as unprofessional conduct and that I did not think anyone was in immediate danger. I let Rob know that I really do respect his hard work and commitment to our cross country and track programs at the junior high.

At the conclusion of the meeting Rob was reminded that there would be a follow up meeting and there was the potential for discipline. When Rob left the meeting he did ask if I trusted him and I let him know I did and he also said at the next meeting he would like _____ and _____ there.

Additional Note: It could be that Rob is upset about not getting the high school cross country job and since that time it has not been the same. Also at the conclusion of this meeting I did report back to our superintendent to share Rob having a conflict with his working relationship with _____

Following the meeting I texted Rob to be sure he knew I wanted him to wait before apologizing to athletes or students and that we needed to talk more first. I let him know that I would check back in with him on Friday, September 17, 2021 or Monday, September 20, 2021.

On Friday, September 17, 2021, I met with _____ again to ask her more specific questions about what she has witnessed and what she has observed at cross country. Given that this interview would be more specific to the BRIM report received I did contact her mother ahead of time to get her permission to meet with her daughter. When I met with _____ she was asked if she had ever seen Mr. Pacey hit or tap one of the cross country runners on the head. She was also asked if she had ever heard Mr. Pacey say to a cross country runner if they were not quiet that he would tape their mouth shut. Here was her response:

On Monday, September 13, 2021, Mr. Pacey has just got done talking to us and I said something to _____ that made her laugh and he told her to shut up and he hit her on top of the head with an open hand. She was asked about the location of this and she shared that it happened outside the north entrance. She shared that _____ had said something about her head hurting, but she didn't know if that was for sympathy or what. She continued to share that her or _____ were not interrupting anything and were just laughing. I asked _____ to clarify how hard the hit was on _____ head. She was asked if it was a tap or a hit. _____ stated that it wasn't a tap, but it also was not a hit. She shared in general that the hit or tap

wasn't just nothing and that he did hit her kind of hard. She also shared that Mr. Pacey wasn't trying to hurt _____ continued to share that she thinks Mr. Pacey just has bad days and that she had never seen anything like this before. When asked about Mr. Pacey telling someone that if they were not quiet that he would tape their mouth shut. _____ shared that _____ didn't hear that, but that she heard him tell _____ to shut up. _____ was asked if she ever heard Mr. Pacey tell any other cross country runners to shut up. She shared that _____ might have heard it before, but couldn't remember exactly.

Additional Note: Any and all taps demonstrated by students were not physically hard, however it is still professionally inappropriate.

On Friday, September 17, 2021, I met with _____ as one of the coaches for cross country. I shared the BRIM report with _____ and she did share that Mr. Pacey had bopped _____ on the head. She shared that it was a tap and that it was not a hit. She continued to share that he wasn't trying to be disrespectful or hurt anyone. She mentioned that the disruptions and constant talking when giving directions is frustrating. She shared with the cross country runners that it is more disrespectful because they don't change or listen. When asked about the location she shared that it took place outside of the north entrance. When asked about if she had ever heard Mr. Pacey tell a cross country runner if they were not quiet he was going to tape their mouth shut _____ said she has heard Mr. Pacey say things like shut up or I'll tape your mouth shut. She shared that it is more trying to be funny or sarcastic. _____ was asked if she had ever heard Mr. Pacey tell cross country runners to shut up; she did say she has heard that, but that it was not common or daily. It has taken place when kids are not being quiet. As _____ continued she did share that she had been upset with _____ on Monday. She shared that _____ was arguing back and forth about if the coaches are putting things on the cross country Google Classroom then why did they have to tell all the runners. _____ stated that she pulled _____ aside to talk to her about this.

On Friday, September 17, 2021, I met with _____ to ask her the same questions we did of the other six girl cross country athletes we met with. #1. How is cross country going? Good and seems fine. #2. What is your favorite part of cross country? Being with your friends and being on a team. #3. What is your least favorite part of cross country? Losing races and having ankle issues this year. _____ was asked if there was anything else she would like to share. She made a comment about Mr. Pacey being in a mood. She shared that he has hit _____ and _____ on the head and that it gave them a headache. Maddison shared that _____ got hit on the head at the Herscher Meet and that _____ got hit on the head this week on Monday or Tuesday. She continued to share that Mr. Pacey did it to her also at the Herscher Meet and that it was harder than a tap, but not as hard as what she saw with _____ at the meet and with _____ on Monday or Tuesday. _____ shared that at the Herscher Meet her and _____ had to use the bathroom and when they were late Mr. Pacey did this hitting on their head. She mentioned that Mr. Pacey said something to them along the lines of they were on his time and he was very direct, then he did this hit on the head to both of us.

did share that she told her mom at home and her mother told her that maybe Mr. Pacey was just having a bad day.

Additional Note: The cross country meet that this student is referring to is the Thursday, September 2, 2021, Cross Country Meet at Herscher Junior High. This date was located and found on the 8to18 site for junior high schedules with cross country.

On Friday, September 17, 2021, I did have _____ provide me with a written statement for what she saw and heard when Mr. Pacey came back to school on Wednesday, September 15, 2021, to talk to _____ during 5th period PE about him muting her on cross country Google Classroom page. See attachment for written statement provided by _____
On Wednesday, September 22, 2021, I talked on the phone with _____ to share my conversation that I had with her daughter, _____, on Friday, September 17, 2021. To start our conversation I did share with her the details of what her daughter told me when we met that are in this investigation report. The parent did confirm that her daughter had told her the same information at home when they talked. Her daughter did report that she and _____ were tapped, bobbed, or hit on the head at the Herscher Meet by Mr. Pacey. The parent talked about how it is not appropriate, but that it also wasn't that serious. She did share that her daughter had told her that Mr. Pacey has told Maddison to "shush it" also. She continued to share that she didn't think her daughter was the one causing "drama" on the team. Since the parent did report Mr. Pacey tapped, bobbed or hit her daughter on the head I did let her know that I had met with Mr. Pacey previously on Tuesday, September 13, 2021, to address the issue and told him he shouldn't touch any of his cross country athletes. The parent did share that on Tuesday, September 13, 2021, that her daughter was unable to practice and run due to blisters on her feet from her soccer cleats. Mr. Pacey did tell _____ she couldn't run at the next meet which was on Wednesday, September 14, 2021. The parent talked about how Mr. Pacey contacted her about this and she appreciated that. In closing the parent did have a few things to share that were positive about how Mr. Pacey pushes _____ to be her best and she respects that. The parent also shared how Mr. Pacey takes on these kids like they are his own.

On Thursday, September 23, 2021, Rob Pacey sent an email about a Snapchat concern he had. When the email was received I scheduled a meeting with Coach Pacey and for the morning on Friday, September 24, 2021. His email was as follows:

Several team members have approached myself or _____ this week asking about a team Snapchat account (see attached photo).

I do not have a Snapchat account. All team communication is done through Google Classroom and Remind, as these are social media platforms that have been approved by our district and are safe for our students. I reminded the team of this at yesterday's practice.

Multiple team members have told me that the account was created by

I do not know how long the account has been active, the content that has been shared, or the motivation behind it. It's very concerning to me, both personally and professionally, that a student would attempt to impersonate me on social media.

Given the current situation on the team, I wanted to make you aware.

I have not discussed this item with the athlete, nor have I reported the account to Snapchat (yet). For now, I'll leave those decisions to the administration's discretion.

I met with Coach Pacey and _____ on Friday, September 24, 2021, in the morning prior to school starting. In meeting with the coaches they shared that on Monday, September 20, 2021, some of the boys on the cross country team were asking Coach Pacey if he had a Snapchat account. The boys had mentioned that they had some type of invite to a Snapchat account with his name. The team had a meet on Tuesday, September 21, 2021 and on Wednesday and Thursday the coaches addressed the team so they knew that there was no Snapchat account and that all JH cross country information is shared on the cross country google classroom page, Skyward or Remind. The coaches shared that multiple cross country athletes had invites to this Snapchat page. Coach Pacey shared that on Thursday, September 23, 2021, he had talked to _____ to ask about this invite. The student shared with Coach Pacey that it was something with his name "Robert Pacey" and something about how she should join track. Between the boy and girl cross country runners they had openly named _____ as the creator of this Snapchat page using Rob Pacey's name.

The coaches shared that practice will start and _____ will interrupt or openly mock them. The student has also told them that she must have a phone on her at all times. They shared that the phone comes out at practice and that it should be gone. They shared that _____ will refuse to do workouts and shared that she has an ankle injury. They are not denying she might have an ankle injury, but no one has informed them.

Rob had some general frustration with the current investigation and wanted to know when items would be wrapped up and when he could potentially meet with parents and issue an apology. Overall, I shared with Rob that as my information finding starts to come to a close more information comes out lengthening the information finding. I let him know that we would be meeting soon to make final determinations from my findings. He was made aware that my main item for the day was to find out more about this Snapchat page, get it removed, and share those findings.

Rob also shared some general frustrations with the disconnect from the JH to HS cross country programs sometime after July 4, 2021. He shared the example of how JH cross country runners were running with HS cross country runners in the summer for workouts. Rob said something about him and _____ talking in the summer and _____ telling him that _____ and _____ would be running with the HS or something like that.

In closing I let the coaches know I would be looking into the Snapchat account and getting back to them before the close of the day. With them being gone at a meet early I did this through text message once I found what was taking place. I let Rob know the Snapchat account had been deleted and that we had met with the parent. I also let Rob know he could check back in with me on Monday, September 27, 2021, for more specifics with what we found.

Additional Note: Why did Rob not notify me about the potential Snapchat account until September 23, 2021, when from talking to him and his assistant coach they knew something was going on September 20, 2021? Given the circumstances of where this investigation was I would think Rob would have shared any and all concerns immediately and not several days later.

On Friday, September 24, 2021, I met with [redacted] to provide him an update from the meeting Rob had with [redacted] on Wednesday, September 15, 2021, where he had come back to meet with [redacted] during P.E about Google Classroom concerns. [redacted] wanted to know what was said in that Google Classroom page and what the conversation was about. I shared with what I had from the cross country Google Classroom page and I also shared with him what our athletic director [redacted] had overheard and observed with the conversation. There was also part of the conversation where he was asking about when we would have decisions made from all this investigating. I let him know that the information finding was still going on and I also let him know that whatever the decision was it had to do with personnel and that would be handled confidentially. It should also be noted during our conversation that he made a comment about how with this guy's background you have to think if an outside agency or group was looking at this that wouldn't be good or something along those lines.

Following this conversation I moved right into the new issue and let [redacted] know about the Snapchat information I had received and that I was going to be meeting with his daughter, [redacted] about what I had heard. I let [redacted] know that it was looking like [redacted] had created a Snapchat page using Rob Pacey's name. In closing I let [redacted] know I would contact him after I met with his daughter.

I met with [redacted] on Friday, September 24, 2021, prior to the cross country team leaving for an early meet. [redacted] admitted to making the Snapchat account using Rob Pacey's name. She created the account on Saturday, September 18, 2021. She showed me the main page and two message chains with students. In talking with her I let her know that students do have certain freedoms with student speech, but that to create a social media page using a staff member's name would not be tolerated. [redacted] was asked why she did it and she shared the reasoning that she was trying to get more students out for track. The student willingly shared the main page with Rob Pacey's name and two student messages. [redacted] was asked if she would be willing to delete the Snapchat page and the student did so. In closing the student was asked if her parents knew what she was doing and she said no. The student was also asked if her parents would be happy with her decision to create a Snapchat page using Coach Pacey's name and she said they wouldn't be happy about that. Once the student had the account deleted and we had some images of what took place she was released back to class.

I followed up with _____ again to share what _____ admitted to. _____ shared that he would be talking with daughter and taking away her phone for some time.

On Friday, October 1st we held a meeting with Rob Pacey in the unit office at 7:40am (get notes from _____)

On Friday, October 1st we held a meeting with _____ in the unit office at 9:00am (get notes from _____)

On Monday, October 4, 2021, _____ sent me a text message at night about an incident at cross country practice that day. He shared something about how Rob had excluded his daughter from practice cause an exercise hurt from an injury at PE that day. _____ stated that Rob made her go through the warmup routine by herself outside. He also shared that the incident was probably on camera, if he could be there when I questioned Rob, and that he has little to no confidence that this is resolved. I let him know we could potentially meet, but that I first wanted to more information based on what he was sharing and what the coaches are saying took place.

I got a hold of _____ to contact Rob Pacey and find out more about what took place at practice on Monday, October 4, 2021.

Here is what Rob Pacey sent to _____

I sent her outside because she wasn't following the warmup that _____ and I were leading and she had her phone out. I asked her to step outside and finish the warmup, then put her phone away. After finishing the warmup, all team members went for the warmup jog. _____ went to both _____ who _____ reports still had her phone out after being asked by both of us to put it away. _____ both complained of knee pain and had an awkward running gait, and were stopped after one lap of warmups. Both of them were given ice for their knees and sat out of the workout. Warming up on her own had nothing to do with being injured, it was because she had her phone out and did not follow directions. The team continued the warmup and she was given the opportunity to correct the behavior. _____ warming up on her own in this case is me taking _____ advice to walk away from a frustrating situation and to coach the kids that want to be there. I let _____ know at the end of our practice that _____ did not run the workout because she had complained of knee pain.

She was outside the front doors in full view of myself, _____ and the team. She was not unsupervised.

On Tuesday, October 5, 2021, I called a meeting with _____ to specifically address what Rob Pacey shared from practice. In summary we shared the information from what Rob provided _____ and let _____ know that his daughter's cell phone seems to be causing issues at track practice. _____ had asked if the video was checked yet to see what all took place. I shared with _____ that it had not and we could do that. There were

some general items shared like since the summer till now it really seems like his daughter and Rob Pacey had some real frustrations in their coaching to athlete relationship. [redacted] also shared with [redacted] that she had talked to Rob and that if [redacted] wanted to just have his daughter train with him for the remainder of the season and run the meet she could do that. Again, I stressed to [redacted] that his daughter's cell phone was causing issues at practice and that I would check the video and get back to him. After the meeting [redacted] did follow up with me to share he checked in with [redacted] and she said she didn't have her phone on her at practice during warmups and that he was interested in hearing what I find.

During the day on Tuesday, October 5, 2021, I did review video camera recordings on JRCAM 19 and JR CAM 18 from dismissal at 3:02pm until about 3:53pm. In general what I was looking for was the cell phone being out since Rob shared that was one of the major items for why the student was sent outside to perform the warmups on her own. I also came back to the video after meeting with [redacted] at the end of the day on Wednesday, October 6, 2021, to watch more after [redacted] was outside because [redacted] had reported his daughter told him that Rob would not let her back inside

- One area of concern noted not related to this incident is that the cross country runners are basically unsupervised in the north foyer from 3:02pm-3:20pm or so.
- 3:18pm Rob came into the north foyer
- 3:21pm [redacted] came out of the gym and into the north foyer with her phone and food.
- 3:23pm [redacted] and the student next to her actually give their phones to a student to put in the gym or locker room. Rob addressed the team to start shortly afterward.
- 3:24pm Workout cards or sheets are being handed out. [redacted] is eating something and just looks like everyone is preparing for the workout.
- 3:30pm [redacted] finishes eating the food and then her hand goes up for a question. Her hand is up and the person sitting next to her also raises her hand. No audio, but Rob addresses questions. [redacted] did have her hand up for some time before getting called on.
- 3:34pm The team breaks out in the north foyer to move to different areas there.
- 3:36pm The warm-up in the north foyer universally starts. [redacted] does some of the warmup in the beginning but does not fully participate.
- 3:38pm Rob hands [redacted] a workout card or warmup card.
- 3:39pm [redacted] is seen going outside to do the warmup. For the outside camera you can only see her legs, but with her holding the card she is using the bench to lean on as needed.
- 3:41pm [redacted] can be outside standing off to the side at the bench doing warmup.
- 3:43pm [redacted] is seen on camera still doing warmup and during this time Rob is checking on her through the doors visually.
- 3:44pm As the team continues to do warmups inside, [redacted] is outside. She is in full view of everyone. She comes up to the door to knock and come in. One of the runners goes to the door and opens it up. Rob also turned to the door and gestured with his hand to wait one minute.
- 3:45pm At this time the whole team inside is done with the warmup inside and everyone heads outside to complete other warmup parts.

- 3:52pm Rob comes back inside with [redacted] comes in the door and sits on the ground holding her knee. [redacted] are coming in for some kind of treatment for pain or an injury.
- 3:53pm Rob is back on camera and is addressing both athletes for their treatment. [redacted] has a bag of ice and [redacted] was also doing some treatment as well.

On Tuesday, October 5, 2021, after I completed watching the video I checked in with [redacted] and also contacted Rob Pacey to meet as soon as possible to cover the incident at practice on Monday, October 4, 2021.

I met with Rob and [redacted] at 1:50pm on Tuesday, October 5, 2021. I let Rob know the process of what I heard last night from [redacted] and how I had [redacted] check in with him. I then let him know that we took his information and met with [redacted] in the morning at 8:05am to address the cell phone issue at practice. We covered the details you shared and the main point was the cell phone was an issue and out at practice and that is why the student was removed to do her warmup by herself. I let Rob know that from checking the video if she has the phone on her, it was never out when she was removed from the warmup. I told Rob that here we sit 24 hours later in business days after meeting on Friday, October 1, 2021, at 7:40am with another issue with him and his treatment of [redacted]

Here were main points of emphasis I shared with Rob:

- I told him that we are only as good as the information we have. I wanted to know why he was telling us that her phone was out when she was warming up? When she got sent out to complete the warmup on her own when she was not on her phone. Her phone was potentially on her, but it was not out. Rob was also offered to see the video and he declined. [redacted] had only partly participated in the warmup, but the phone was not out. It was in her pocket or maybe not at all.
- The whole purpose of the meeting held on Friday, October 1, 2021, was to bring closure to cross country items and move forward with a parent meeting with the [redacted] to discuss cross country. Yet, on Monday, October 4, 2021, we have another issue questioning Rob's treatment of [redacted]
- I let Rob know I thought the situation could have been handled differently. He shares that he has done this with other athletes [redacted] moved to a hallway one day or [redacted] also sent out to do warmups on their own). I let him know, given the investigation since Tuesday, September 13, 2021, that [redacted] is not these athletes and that he should have just let the other coach deal with [redacted] or told her to just step aside and ice or something like that. I explained to him that I just did not understand how we share the latitude with the parent like you can coach your own child and just have her run in the final meet, but we can't do this latitude at a practice. For a parent claiming he is targeting his daughter and for a parent that has issued an order where he cannot talk to his daughter one-to-one unless administration or the parent there is just bad decision making and judgment for this given situation.
- Lastly, I let Rob and [redacted] know that I was going to call a meeting at 7:40am for Wednesday, October 6, 2021, at 7:40am with us and the [redacted] I was clear that I [redacted]

was not going to let any more time pass because it seems just something else continues to occur.

On Wednesday, October 7, 2021 I met at 7:40am in the junior high conference room with Rob Pacey and We met a little after 8:40am as a group.

To start I provided an overview of why we were meeting. We were there to discuss the Monday, October 4, 2021, incident at cross country and just the universal concerns that has shared since Tuesday, October 13, 2021, about cross country and the specific treatment of his daughter. We were also there for Rob Pacey to share his side of the story with and cross country.

Rob was given a chance to share what took place with at practice on Monday, October 4, 2021. Rob shared that she was sent outside for not participating in the warm. He also shared how the rest of practice went. He did share concerns with the cell phone in general that other athletes put them away during practice.

When Rob was done was allowed to speak and address Rob. was direct with Rob and stated something like you need to back the fuck off my daughter, you need to quit this shit or knock this shit off, and that you know what this is really all about. expressed how hard it was to be at the meeting that morning and more. He was not yelling or becoming aggressive, he was just very direct and Rob seemed to acknowledge that.

I did share with the group what was found on video and that got sent outside for not fully participating in the warmup inside, not because of her cell phone being out. During the warmup the cell phone was not out and not in view of the video. If she had it on her it was out of sight, in her pocket, or not there at all.

In this exchange Rob was allowed to speak some more on the issue and stated that he wants to see the video and tell him it is not targeting. He continued to share that he wanted to see the video and watch it all together. I let know that I could check on him and/or us viewing the video, but I also let him know that in the past these requests have been denied because school video is often considered a student record because other students are on the video. I let him know I would check and get back to him.

Rob had made some comments in talking about how he could not understand how he was getting punished and with her stuff was not for the cell phone and Snapchat. Just overall Rob explained some frustrations and concerns with the investigation, the incidents taking place, and more. Even part of me or the district thinking he was abusive.

I interjected and explained to Rob that his behavior was never deemed as an immediate danger, but it was unprofessional conduct. The other part in addressing Rob's comments about his punishment or his abuse was me bringing it back to the main items where Rob's conduct has been unprofessional. He has been told to not touch anyone for any reason and to not use

language like "shut-up" or other sarcastic remarks like "taping your mouth shut." I told Rob and the group that I stand by my decision of the discipline issued for the cell phone Snapchat incident with . Overall, I asked what is discipline and from there shared that meeting with a parent, meeting with a student, getting all the information and account deleted and also entering it as a technology violation in Skyward as a temporary discipline record is discipline. I also stated that I stood by my decision because there was no way I was going to use more consequences when I wasn't even done with the unprofessional conduct of the employee, Rob Pacey.

Rob was allowed to talk just more about his concerns with and his viewpoints in the season with her being difficult to coach, comments she has made questioning workouts, her cell phone and the Snapchat account and more. With sharing his points earlier as a parent and father I allowed Rob to respond to about what he had to say to the treatment concerns and targeting he is sharing.

Rob did go into a longer statement. Rob talked about how He did acknowledge to the extent that this is mostly his fault and that he was sorry about that. Rob did make some comments about needing to reflect and take some time to think about things. He talked about the high school track job and just feeling like he wanted to know in May that he would not be part of that conversation. Rob also talked about interviewing at Unity and almost leaving. Through this longer statement by Rob it just appeared that he has tension with his coaching role, his teaching role, and who he works with.

At the end of our meeting I let know I would get back to him about the viewing of the video and if that was possible. I also let go since she had class at 8:40am. I did have Rob stay to talk more with me.

In concluding with Rob I let him know he did a good job sharing his need to reflect and that he was taking ownership of what happened. I also let him know that moving forward he needed to be mindful of dealing and interacting with in the remaining days of cross country. I did explain to Rob that if a parent could watch the video he needed to be thinking of what that perception could be if a parent saw the video.

On Wednesday, October 6, 2021, I did follow up with around 2:20pm in my office. I let him know that I thought he did a good job at the meeting that morning and that Rob hearing from him made an impact in my opinion. I told that seeing the video was denied because it is considered a student record and from past practice we have never allowed it. I did tell him I appreciated his trust and I wanted him to know I would be dealing with Mr. Pacey, but that I couldn't speak specifically to employee discipline items. did tell me that he would be submitting a letter to the board of education about Rob Pacey and the targeting he feels his daughter has undergone during cross country. did mention that I needed to watch more of the video because he checked in and she shared that she was at the door knocking and Rob Pacey wouldn't let her in (this was checked more after school and this is not what took place - look at the video narrative).

On Friday, October 29, 2021, I met with Rob Pacey, _____ in the junior high main office conference room. The main purpose of this meeting was to bring final closure from the ongoing cross country investigation and share the final determination.

On Friday, October 1, 2021, a meeting was held in the unit office with Rob Pacey _____ Josh Didier, and _____ to bring closure to the incidents discovered from September 14th - October 1st. At this meeting, we shared that Rob's conduct was unprofessional and that we would move forward with a professional growth plan. It was also very clearly stated that if there was another incident with cross country moving forward where Rob demonstrated unprofessional behavior that there was the potential of him being released from his coaching duties.

On Monday, October 4, 2021, another cross country incident involving Rob Pacey and potential unprofessional conduct occurred. The following is a summary of what was reported and investigated:

The following are the main points of summary from the cross country investigation and the final determination:

- The tapping, hitting, bopping with cross country athletes took place with more than just one athlete. This behavior took place with three different cross country athletes. This behavior was judged to be unprofessional and not an immediate danger. Upon review of all the information it is my assessment that Rob has demonstrated inappropriate professional behavior and I do not believe a child was abused, neglected or in immediate danger. Overall, I never felt that a call to DCFS was needed or warranted.
- Inappropriate language and sarcasm has taken place at cross country. Items like telling runners to shut up or items like I will tape your mouth shut have taken place.
- There are parts of this investigation that display and show how the athlete to coach relationship between Rob and _____ has been growing with tension and frustration since probably this summer. In this same part I want everyone to know that it was me that made _____ aware of his daughter's alleged or actual misbehavior. My reflection from completing this investigation is that there have been multiple chances for communication from Rob and others, but it just really never took place and from September 13, 2021, and on everything changed regarding that chance or opportunity to talk.
- It was very clearly stated at our Friday, October 1, 2021, meeting that if there was another incident with cross country moving forward where Rob demonstrated unprofessional behavior it could come with the potential of him being released from his coaching duties. With the issue at cross country practice on Monday, October 4, 2021 Rob displayed unprofessional conduct and also provided information that was false, untrue and not accurate.
- The final determination is Rob can either resign from his cross country and track coaching positions by Wednesday, November 10, 2021 OR I will move forward with recommending to the board of education that we terminate and/or release Rob from his

cross country and track coaching positions. It should also be noted that this is not a permanent ban from applying for future cross country, track, or other coaching positions.

Additional Note: A summary finding or reflection in this whole investigation can almost be broken into two different parts. In the beginning it was unprofessional behavior. By the end there seems to be some shift in that Rob is potentially targeting or bullying this student because he is upset with her.

Website Message: You have a message from Heidi McCoy

no-reply@apptegy.com Thrillshare

Wednesday, September 15, 2021 at 8:45:27 AM Central Daylight Time

To: no-reply@apptegy.com

To: jdidler@pblpanthers.org

Sender:

Sender IP Address: 173.21.33.169

To reply to this message, 'use reply email'

Hi Josh,

I decided to reach out to you about the Rob Pacey incident. I'm sure you heard, there was an issue during Monday's practice where [redacted] was not listening while Pacey was talking & he bopped her on the top of the head & told her to shut-up. She admitted her disrespect toward him, & that she's often disrespectful toward him but felt his response inappropriate. We are working on [redacted] disrespectful issues at home & she should be punished at school if needed as well. The incident was witnessed by her other teammates. I'm not looking for him (Pacey) to be punished because of this, just thought administration should know in case there are ongoing issues with his behavior & he's requiring coaching. Lol. I'm off the rest of the week & available. Sorry for this inconvenience.

Thank you,

This message was sent from the messaging service on your website via Thrillshare on 09/15/21 08:45 AM CDT

MEETING

DATE: Friday, October 1, 2021 @ 7:45 a.m.

PLACE: PBL Administrative Office
Superintendent's Office

PRESENT: J.L. Superintendent
EA President
PBL Junior High Principal
BL Junior High Athletic Director
Rob Pacey, Union Member

Mr. Didier explained that everyone is at this meeting due to a BRIM report that was received by the district on Tuesday, September 14, 2021 from a parent. He stated that he discussed the BRIM report with Mr. Pacey, and after talking with Mr. Pacey, he did his due diligence and began his investigation into the BRIM report to continue his investigation as to what occurred. He stated that he gained many perspectives into this report from parents and athletic students. [redacted] advised that on Monday, September 13, 2021 [redacted] reported to [redacted] that Mr. Pacey hit her on the head during practice. He stated that [redacted] also reported to [redacted] that at the last meet that Mr. Pacey hit another child on the head. [redacted] stated that this is two (2) different occurrences. He also stated that Kyle reported to [redacted] that if she was not quiet that Mr. Pacey was going to tape her mouth shut. [redacted] explained that he discussed this matter with Mr. Pacey and wanted to hear his side of this situation. He stated that Mr. Pacey denied some of the language used by [redacted] such as "shut up". [redacted] stressed to Mr. Pacey at that time that he was not to touch any student at any time since there was an upcoming meet.

[redacted] stated that he continued on with his investigation and held a follow-up meeting with Mr. Pacey and [redacted] on Thursday, September 16, 2021. He stated that more information had developed by that time, and he had spoke to three (3) different parents about this incident all of which alleged that their children all had been hit on the head by Mr. Pacey during practice. He stated that the first parent came from the BRIM report, and as he was conducting his investigation and talking with students and parents about this incident at least one of these were confirmed.

[redacted] stated that Mr. Pacey denied that he told someone to shut up, but a parent stated that it was said. He advised that there are three (3) different parents involved in this incident. [redacted] wanted to be clear that he realizes that the alleged taps or hits on the head were not meant to hurt.

[redacted] asked Mr. Pacey if he told someone to shut up or tap someone on the head? Mr. Pacey replied yes, but he asked the student to be quiet.

[redacted] interrupted the questioning and wanted to understand the full realm of the investigation. She wanted to make sure that the administration's investigation was not turning into a "witch hunt". A brief discussion was held regarding [redacted] investigation process. Mr. Pacey stated that he was upfront and honest about the situation with [redacted] He explained that the team was getting ready for the workout, and [redacted] was being loud and disrespectful. [redacted] stated that the same parent that filled out the BRIM report wished it was handled in a different way and that they wanted him to continue to coach and no discipline.

stated that he has a concern with Mr. Pacey's professional behavior. He stated that in 2013, the district handled a situation with Mr. Pacey regarding touching children. stressed that he does not touch children and that Mr. Pacey should not be touching children or anyone unless it is in case of an emergency. also informed Mr. Pacey that he should not be sarcastic to students ever. He stated that if students are disrespectful to address it in a respectful manner or ask them to leave. In any case, stressed that you do not have to ever touch the student. He also stressed that Mr. Pacey should not be sarcastic with students. He stated that if Mr. Pacey stated for the student to be quiet, then that is fine. stressed that Mr. Pacey has been told this before and that there is a source of frustration out of that this has been addressed several times with Mr. Pacey. He stated that the investigation has not been a "witch hunt" and that administration is doing our due diligence. also stated that in fairness to Mr. Pacey stated that he feels like he is being targeted. stressed to Mr. Pacey that if he feels like he is being targeted then do not do things that are going to find you in the superintendent's office. He stated that the administration did not start this situation or ask for this investigation, but we have to do something about it.

stated that he realizes the timeliness of the investigation has not been quick, but he stated that there are several layers to this situation. He stated when he initially met with Mr. Pacey and then the other incident with regard to the SnapChat matter which was on September 23, 2021 that he was about to wrap the investigation up with regard to the BRIM report. He stated that he then realized that the SnapChat incident was tied to the BRIM report too. stated that he would like for Mr. Pacey to be checking in with administration if Mr. Pacey believes that there is something going on. He stated that when he talked with Mr. Pacey on September 20, 2021 regarding the SnapChat incident that he would have liked some type of heads up on this situation from Mr. Pacey, especially given the discussed that was held on September 14, 2021. stressed that this was a point where any discrepancies with cross country should have been divulged so we could have stayed on top of the situation. He stated that given the circumstances there was an opportunity for Mr. Pacey to reach out to him to inform him of the situation.

stated that we all agree there are a lot of layers to this situation and that we all agree what Mr. Pacey did was not good. However, stated that we all believe that Mr. Pacey is not a danger to students. He stated that we also believe that some of Mr. Pacey's actions were unprofessional, but we are willing to move forward with Mr. Pacey as the junior high cross country coach. informed Mr. Pacey that the district will always support you if you are right unless it is some type of criminal action. He informed Mr. Pacey that beginning today Mr. Pacey will need to take some progressive actions to change. stated that this may be somewhat difficult if Mr. Pacey believes that he did not do anything wrong. He stressed that Mr. Pacey's communication with administration with regard to this situation was not good. also informed Mr. Pacey that he should be handling coaching situations during the workday and that he should not be pulling students from class to talk with them about coaching situations.

Mr. Pacey stated that he did talk with administration about this situation. He stated that he talked with about and back in March and that it has been ongoing. He also stated that he has talked with about this situation, and we had a conversation in August because both of these students were training on their own because they did not want to listen to him because they felt someone else should be coaching them. Mr. Pacey stated that this puts him in a difficult situation, but we have had these conversations. asked Mr. Pacey if he ever discussed this matter with Mr. Pacey stated that is his supervisor and his daughter is one of the problems he is having in cross country and felt he was in a no win situation to inform that his daughter is part of the problem.

informed Mr. Pacey that he is not to touch students or anyone, to not be sarcastic with students, and to not use abusive language to students ever. He also informed Mr. Pacey that he is not to pull students out of class and that before he emails parents regarding track issues that he needs to discuss these issues with administration and the junior high athletic director first. stated that Mr. Pacey's communication with parents is very good and wanted clarification on the type of communication he is referencing. stated that if there is an issue brewing with students and/or parents that Mr. Pacey needs to inform the junior high athletic director and the administration in order for Mr. Pacey to receive proper support for the situation. He stressed that Mr. Pacey needs to make good decisions.

stated that the reason Mr. Pacey is here today is because believe in your coaching. He stressed that he does not want this type of situation to occur again. He stressed to Mr. Pacey that there are no more warnings for him, and there is no more talking about it. He stressed if you do this type of thing again you will lose your coaching job. stated that she agrees this situation has many layers and feels part of the issue lies with the parents of She stated that she feels this situation is very sensitive professionally and personally and for Mr. Pacey to discipline puts him in a very sticky and precarious situation. stated that moving forward needs to be involved as everyone is feeling like they are getting targeted. He stated the end result is that both sides to this situation need to do better. tated that she has a big concern with the fact that a student created a SnapChat account under a teacher's name and reached out to other students as this teacher. She added that whether or not the context of the Snaps were innocent she still feels this is very serious and warrants discipline. assured that this matter will be handled by the administration. He also assured everyone that this matter is confidential. asked if there is not a consequence or discipline for this student is it because of who father is in the district? replied that SB100 involves a lot of things and a lot of penalties which he will not discuss right now. ated again that she has very strong issues with regard to this situation.

recapped the meeting that the district is reprimanding Mr. Pacey for his touching of students, unprofessional language, and professional communication skills. stated that the letter of reprimand will contain information that the district wants to keep Mr. Pacey as the junior high cross country coach with some professional development. He stated that he wants to provide Mr. Pacey with some avenues of support so when he feels tension between coaching and work that he can check in with or so we can bring matters to a proper closure. stressed that he has always been very supportive of Mr. Pacey in providing him with guidance and listening to his concerns as the goal is to make things better. He stated that the decisions that were made today were very difficult and that none of this has been easy on any side. stated that if and when there is another disciplinary issue with Mr. Pacey and he has to investigate it to this length and it resembles some type of truth, he stated that he will be done. He stressed that the professional development side for Mr. Pacey is to ensure that these and other issues will not happen again.

clarified that when says "prevent other issues" that he is referring to and and that Ms. Vaughn will step in to assist or Mr. Pacey will report any problems at practice so that he has some backing. She also stated that she has personally witnessed and during practice, and it is not good. Mr. Pacey stated that he has been coaching the same as he has the last fourteen years, and the teams is doing workouts and team meetings. He stated that when is at practice with another sport is easier to manage. confirmed that it is better when the two girls are not together. Mr. Pacey stated that it is much better. He stated that when the girls are together they are disrespectful, do Chinese flip-offs, and have their cell phones out during practice. Mr. Pacey stated that and are stating that their parents want their phones with them at all

times. A discussion was held regarding keeping their cell phones with them at all times and why students are running off of campus. stated that is famous for being disrespectful by putting her phone away and then getting it back out. Mr. Pacey stated that when the two girls are together during practice they continuously undermine him by making statements about why we are doing certain workouts and disrespectful about his coaching abilities. stated that he would not even address this. Mr. Pacey replied that when the girls did not finish the workout he had two different approaches to this. He stated that he made them both sit out on a meet to which some parents supported this and some parents did not. stated that the communication needs to get better and that is a tough student so it will be different in how you handle her.

stressed that right now you are not doing anything about it because she is a pain in your rear. Mr. Pacey replied that he does not want this to sound as if he and hate each other, but when we spend as much time together as we do, it is going to get messy addressing his daughter's behavior. He stated that when says "it's Mr. Pacey's fault that we didn't get to do something" he knows this is not coming from and that it is coming from stated that you are proving his point. He stressed that the lack of communication between two adults who are both very passionate about track has made this situation into a big deal. He stated that everyone now is wishing that this matter was handled differently, but no one is saying what they are "wishing" for. Ms. Vaughn stated that she feels that Mr. Pacey should be able to discipline without the fear of punishing him. tried to assure Mr. Pacey that the district is supporting him. He stated that he plans on discussing this situation with as well and that the district does not find him to be a danger to students. He stated that he will make it clear to that you are the coach of the junior high cross country program and not him and that needs to respect the discipline decided by the coach. Mr. Pacey stated that he feels that he is helping the high school track program and wants to continue to do so. stated that right now there needs to be a degree of separation between Mr. Pacey and Mr. Pacey replied that he feels that feels that he is going to fill a certain role indefinitely or because he was looked at by another school district or he has a vision that is different than his, he does not know. He added that told him in May that they were going to sit down as a staff and have a discussion about this, but this never happened. Mr. Pacey stated that he feels like he is fishing in the dark with regard to what wants him to do with the high school track program. He also stated that he wishing in May when the track position opened up at the high school that would have just told him "no" or that he was not the candidate they were looking for to fill the position. Mr. Pacey stated that he feels this was just not fair.

informed everyone that a meeting needs to occur between Mr. Pacey and with present. He stated that respect and honest communication back and forth between Mr. Pacey and needs to occur. stated that right now the two of them are avoiding each other and that this will be a difficult meeting. Mr. Pacey stated that he feels the meeting should not occur until next season. stated that as a parent is a difficult child so this will be hard to hear. She added that is continuously disrespectful across the board, and she does not think that sees this. stressed that this is definitely a unique situation, but Mr. Pacey needs to gain control over practice and make comply with the workouts. He stated that if has something to say, then he needs to say it directly to Mr. Pacey and not through He stated that he wants no more undermining and to put the problem regarding back on to to address.

tated that Mr. Pacey needs to be supportive of the decision, and Mr. Pacey stated that he will be supportive. added that he is not looking for the final chance with Mr. Pacey. He stated that he wants Mr. Pacey to be at PBL and that he should coach the students that want to be

coached. Ms. Johnson stated that she agrees that Mr. Pacey needs to reach out to _____ for support so that he feels backed by the district.

_____ left the meeting at 8:55 a.m.

_____ informed Mr. Pacey that beginning today he will be at Clara Peterson Elementary 100% of the time and that he will no longer be under _____ supervision. He stated that _____ will be the technology coordinator, and the district will figure out your schedule at Clara Peterson Elementary. _____ advised Mr. Pacey that he and _____ will be his direct supervisors and that he will set his summer schedule. He stated that Mr. Pacey will report to Clara Peterson Elementary each day and that he will have no responsibilities at the junior high unless _____ or he informs Mr. Pacey of this. Mr. Pacey stated that he appreciates this as it clarifies things for him. He added that from the technology side of things that he feels that every administrator wants a piece of him and that he should be treated like any other ten-month contract employee. A discussion was held regarding how _____ would not allow certain days for Mr. Pacey to be off during the summertime and how his summer schedule was very difficult to define through _____ and that his vacation time was denied. Mr. Pacey stated that he could have grieved the district on this matter. _____ stated that Mr. Pacey will have some input on his summer schedule but that he will be treated like all other ten-month employees in that you will serve the extra days either before school starts or after school ends, and then he is free to enjoy the rest of his summer.

_____ stated that the big thing is that the SnapChat matter and discipline regarding this needs to be addressed. She stated that she wants to make sure that Mr. Pacey's name is not drug through the mud. She also stated that she realizes this situation has many layers and that Mr. Pacey needs to keep involved in any issues he is having during practices.

Meeting ended at 9:00 a.m.

MEETING

DATE: Friday, October 1, 2021 @ 9:15 a.m.

PLACE: PBL Administrative Office
Superintendent's Office

PRESENT: PBL Superintendent
PBL Junior High Principal
, Curriculum Coordinator

informed key that closure was brought today with regard to the BRIM report that was received by the district. He stated that he will not comment or discuss any staff discipline with regard to this matter with asked if had any remaining concerns about this situation, and stated that he is looking forward the next couple of years when will be involved with the high school track program. He also stated that he believes his wife will not be happy with the outcome however.

informed that Mr. Pacey will be reassigned to Clara Peterson Elementary 100% of the time and will be supervised by himself and . He stated that will develop Mr. Pacey's schedule during the day and that he will work with Mr. Pacey to figure the extra contractual days that Mr. Pacey is to work during the summer months. stated that s no longer the supervisor to Mr. Pacey.

informed that he met with Mr. Pacey, and Mr. Pacey feels that he is not supported by him with regard to how Mr. Pacey is coaching the junior high cross country team. He stated that is being disrespectful during practices and is not following team rules with regard to cell phones. stated that he wants to have her cell phone on her when the junior high cross country team runs off campus. stated that a meeting needs to occur between and Mr. Pacey with , and present. He stated that respect and honest communication back and forth between and Mr. Pacey needs to occur instead of avoidance. advised the meeting will be difficult.

stated that a parent conference was held regarding the SnapChat issue with . He stated that the posts were shared with him. stated that he feels there should be some discipline to beyond a parent meeting but will support what discipline feels is appropriate. stated that if he had a girl create a fake account using my name that he would immediately begin feeling uneasy. He stated that what posted in the SnapChat posts were good about Mr. Pacey, but he does not agree with the process.

informed that the junior high students should not be running with high school students during the summer and fall months. stated that he feels this could be done during the summer. stated that if there is a junior high running club during the summer that the junior high students should be participating in this and not the high school. replied that did not miss any junior high running clubs to run with the high school

summer clubs. [redacted] stressed that he does not want any violations regarding this and that this needs to be better communicated with parents and Mr. Pacey. He stated that this brought on ill will.

[redacted] reiterated that he wants two meetings to occur between [redacted] and Mr. Pacey with [redacted] present. He stated that he wants the best and wants [redacted] to feel comfortable. [redacted] stated that if he and Mr. Pacey meet he would like an administrator present since Mr. Pacey's father is on the board of education. He also stated that he wants to make sure that it is not his word against Mr. Pacey's word. [redacted] assured [redacted] that he and [redacted] will be present during these meetings. [redacted] stated that he will meet with Mr. Pacey as a coach and [redacted] as a parent, and then another meeting will occur regarding the roles of the junior high coach and high school coach regarding the district track and cross country teams. [redacted] informed [redacted] that when the parent meeting occurs with Mr. Pacey that his wife is welcome to attend. [redacted] stated that a discussion needs to occur regarding what the roles will be for the junior high cross country coach for the high school track program, if any. He stressed that these are conversations that will not be shared with anyone else and that the district is working on the plan moving forward.

[redacted] stated that he is working on an appropriate discipline for [redacted] with regard to the SnapChat incident and realizes that this is a difficult situation. He stated that if [redacted] feels the need to discuss this matter further that it can be done at a later time. [redacted] stated that there are details about this situation that involves several layers.

[redacted] stated that the cell phone issue with [redacted] during cross country practice seems to be a source of conflict between her and Mr. Pacey. Mr. Franckey stated that if she is running off campus that she needs to have her cell phone on her. He also stated that [redacted] has probably overheard a conversation held with this wife regarding the junior high cross country team. A discussion was held as to whether or not student athletes should be running off campus. [redacted] stressed that it would be appreciated if [redacted] could offer some help and support of the junior high cross country program. He stated that he wants [redacted] and Mr. Pacey to learn to co-exist and place the student athletes first. [redacted] also stressed that [redacted] should no longer bad mouth the junior high cross country program and to report any issues that may occur to administration.

The meeting ended at 9:45 a.m.



Didier, Josh <jdidier@pblpanthers.org>

Junior High Cross Country Incident

1 message

Wed, Oct 27, 2021 at 1:18 PM

Paxton-Buckley-Loda Community Unit School District 10 Administration;

My daughter is a 7th-grade student at the junior high school and has been involved in the Junior High Cross Country program for the last two years. On September 14, 2021, I filed a bullying report about the abusive actions of Rob Pacey toward my daughter. On September 2, 2021, she was struck on the head by Rob Pacey when he became frustrated that she was late to a team huddle. She was late because she had been using the restroom.

Under no circumstance, is it acceptable for a coach to hit a child. After talking with her about the incident, I learned that she was not the only child that he had hit. She has witnessed him hit children on at least two other occasions. She also explained that Coach Pacey has been extremely mad at practices and made comments, such as "If you don't shut up, I am going to tape your mouth shut." The day after he said the above statement he apologized and made a comment about her not telling her dad. Her dad, [redacted] is an employee of Paxton-Buckley-Loda Community Unit School District 10, and Coach Pacey's actions clearly indicate that he was concerned that his actions would get him in trouble.

[redacted] felt so strongly about the situation that she took it upon herself to confide in [redacted] the Junior High Athletic Director and report what had happened. The next day, Coach Pacey attempted to pull [redacted] out of P.E. to talk to her about an incident in Google classroom. [redacted] refused to go because her father and I told her that under no circumstance is she to be alone with this man. Coach Pacey then went to [redacted] the very person that my daughter had confided in, to facilitate this meeting. In this meeting, Coach Pacey told [redacted] that she was out of line for what she had posted on Google classroom, that the conversation between the two of them was to remain private, and that she had been "blowing up" the classroom with inappropriate messages.

I have several issues with this meeting. After investigating the situation, it was found that [redacted] sent a total of two messages that evening. One stating that her and her friend would not be running in the meet the next day. The second message simply corrected the spelling of her friend's name. She was not talking inappropriately, nor was she "blowing up the classroom." Coach Pacey attempted to manipulate both [redacted] and the situation by pulling the very person that she had confided in into the meeting while he lied and accused her of things she did not do. He quite literally made up this narrative and pulled in an authority figure to back him.

I hope that you understand my anger and frustration that a grown man was allowed to play mind games with my 12 year old child. It is inappropriate for an adult representative of the school district to tell a child that certain conversations are to remain private. The fact that this was done under the supervision of the Jr High Athletic director puts full liability of this situation on the district. The very people that we as parents entrust to care for our children, did not, on this day, protect my child.

During the course of the investigation, it was found that gross misconduct had happened, but that there was no immediate threat or danger. Coach Pacey was allowed to continue to serve as the cross country coach without suspension, dismissal, or any repercussions that we are aware of. I do not understand how a man who abused his power, struck three children, and told my daughter he was going to tape her mouth shut, was untruthful during the

investigation and is seen as a non-threat. As a direct result of this decision by PBL faculty, my daughter has continued to be targeted by Coach Pacey. I would like to know why he was not suspended from coaching the instant his actions were reported. Taking almost two months to conclude an investigation that involves the physical and verbal assault of children is unacceptable. I do not understand why this district is choosing to protect this man instead of children.

Due to the longevity of this investigation, along with the continued targeting by Coach Pacey, I feel that it would be best for someone outside the district to evaluate the situation. Coach Pacey has been allowed to play the victim for long enough and it is time for someone to step up and do something about this.

Going forward, I would like it noted that this man is not to have any contact with any of my children. Any activity in which he is involved in, my children will not be participating. If he so much as serves as a substitute teacher in a P.E. class, my children are to be excused from class. This ongoing matter has caused my family constant stress. I am deeply disappointed in the school district's handling of this matter.

Please keep a copy of this letter and all documents pertaining to this investigation in the event of future litigation.

Sincerely,



JuniorHighXCincident2021.pdf
36K

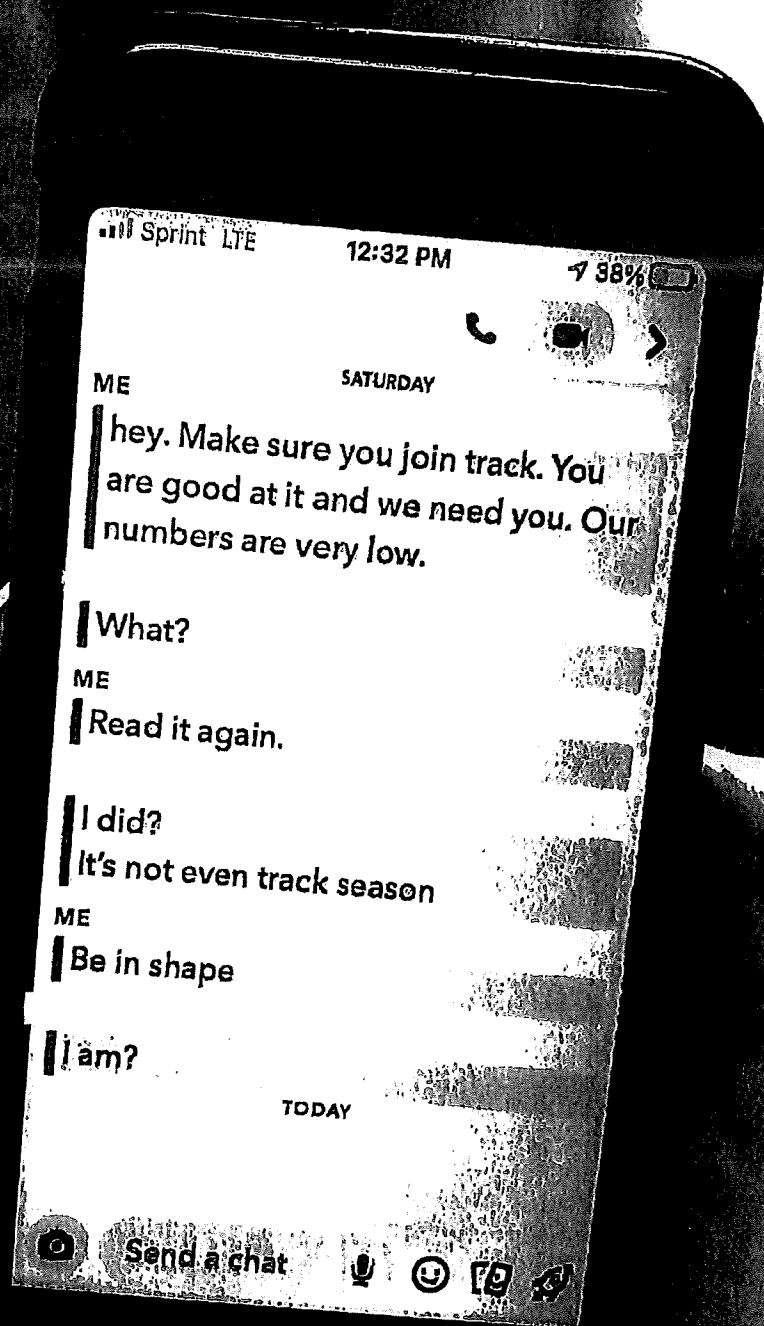
Wednesday, September 15, 2021

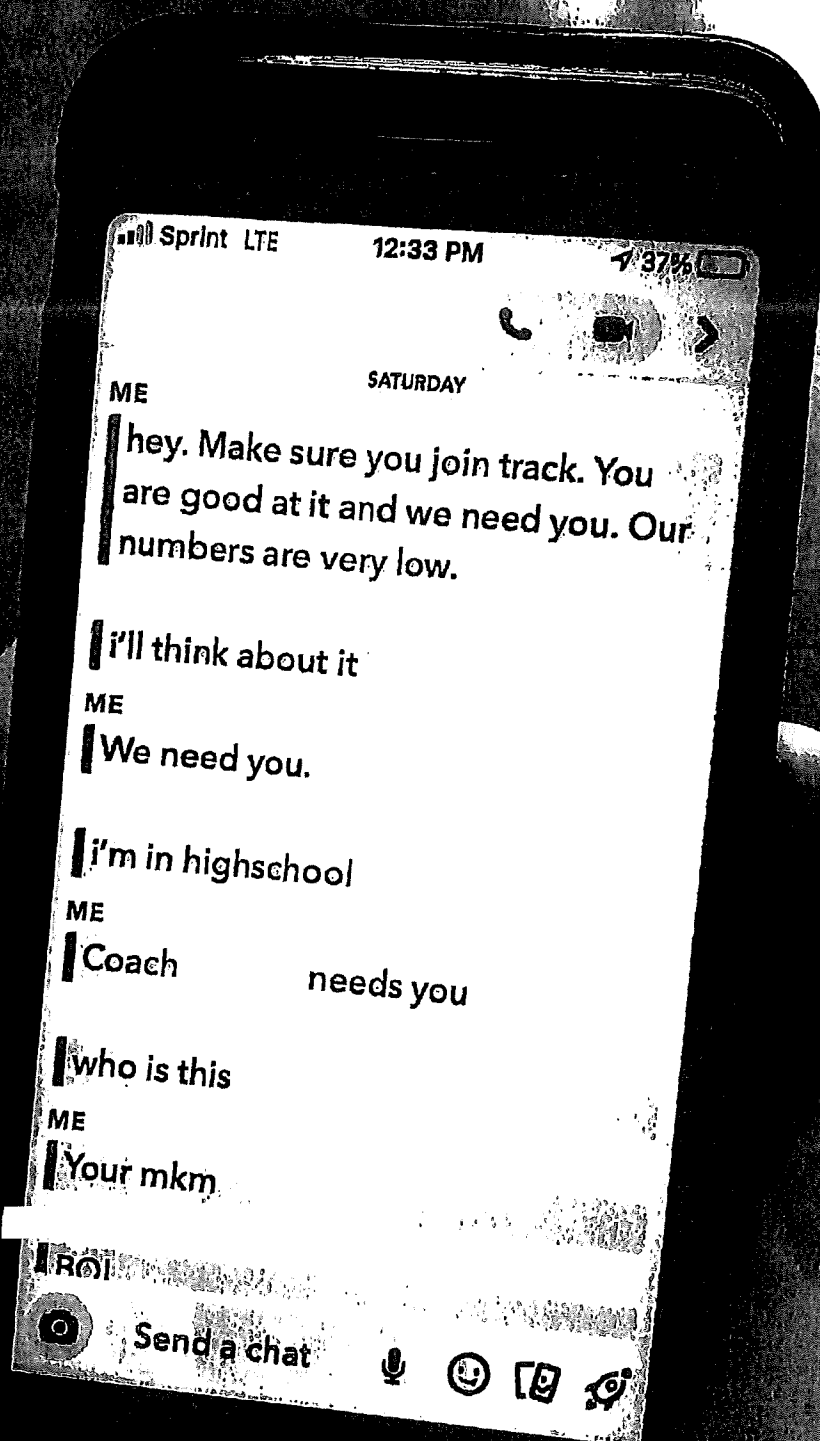
During my 5th hour PE class, I observed Coach Pacey walk into the gym and proceed to approach _____ as if he wanted to speak to her. I noticed that she did not really stop to speak to him and continued to participate in class. He then walked up to me and asked if I could step into the hall to listen to the conversation that he needed to have with her.

We stepped out into the hallway, and I stood to listen. He explained to her that he wanted her to know why he had "muted" her from the Cross Country Google classroom. Apparently she had shared information with the group concerning why she was not running in the meet on Tuesday. He wanted her to know that information on injuries did not need to be shared with the group, but also explained that there were times that she was adding comments to the group that did not need to be added.

_____ rarely made eye contact with him during the conversation, and actually turned away from him during part of the conversation. Coach Pacey's approach to the conversation was to the point, and was respectful.







Title IX Formal Complaint

This form should be completed by any Title IX Complainant who seeks to have the Paxton-Buckley-Loda CUSD 10 ("District") process a complaint of "Title IX Sexual Harassment," as that term is defined in District Policy 2:265, *Title IX Grievance Procedure*.

Although the District cannot commit to keeping a Formal Complaint of Title IX Sexual Harassment confidential because of the District's obligation to investigate the Formal Complaint, the District will not share information concerning the Formal Complaint beyond those who have a right or need to know.

Please contact Tara Chandler at tchandler@pblpanthers.org if you have any questions regarding the process for filing or investigating complaints of Title IX Sexual Harassment.

Complainant(s) Name:	Address(es):
Telephone(s):	Email Address(es):
Respondent(s) Name(s): Robert Pacey	Respondent(s) Relationship(s) to the Complainant(s): Coach, Technology Teacher

1. What is your role with the District?

☐ Student

☐ Faculty

☐ Staff

☒ Other (describe):

and are Parents to s the Technology
Coordinator for the school district.

2. Is/are the Respondent(s) enrolled or employed by the District and, if so, what is/are the Respondent(s) role(s) with the District (check all that apply)?

☐ Student

☒ Faculty

☐ Staff

☒ Other (describe):

Robert Pacey was the Junior High Cross Country Coach and is currently the Stem teacher at the Clara Peterson Elementary school.

☐ Not enrolled or employed by the District

3. Where did the alleged sexual misconduct occur?

See attachment. (Timeline document of multiple incidents against

4. Check the box(es) below that best describe(s) the alleged incident (Note: may include online misconduct)

- ☐ Sexual harassment that is so severe, pervasive, and objectively offensive that it effectively denied you equal access to the school's education program or activity (hostile environment sexual harassment)
- ☐ Stalking
- ☒ Sexual Assault
- ☐ Domestic Violence
- ☐ Dating Violence
- ☐ An employee of the District conditioned an aid, service, or benefit on your participation in unwelcome sexual conduct (quid pro quo sexual harassment)
- ☒ Other (describe):

- Other, Sexual Misconduct by an authority figure.
- Grooming minor under the age of 13

Date(s) of Incident(s) (or time frame during which behavior persisted):

See attachment for timeline

Describe the alleged incident(s) with as much detail as possible including the place it occurred, date, time, and individuals involved:

See attachement

Confidentiality

The District will keep confidential the identity of any individual who has made a report or complaint of Title IX Sexual Harassment, including any individual who has made a report or filed a Formal Complaint of Title IX Sexual Harassment, any Title IX Complainant, any individual who has been reported to be the perpetrator of sex discrimination, any Respondent, and any witness, except as may be permitted by State law or the FERPA statute, 20 U.S.C. 1232g, or FERPA regulations, 34 CFR part 99, or as required by law, or to carry out the purposes of 34 CFR part 106, including the conduct of any investigation, hearing, or judicial proceeding arising thereunder.

Retaliation

Neither the District nor any other person may intimidate, threaten, coerce, or discriminate against any individual for the purpose of interfering with any right or privilege secured by Title IX or the District's Title IX policies or procedures, or because the individual has made a report or Complaint, testified, assisted, or participated or refused to participate in any manner in an investigation, proceeding, or hearing under this part. Intimidation, threats, coercion, or discrimination, including charges against an individual for code of conduct violations that do not involve sex discrimination or Sexual Harassment, but arise out of the same facts or circumstances as a report or complaint of sex discrimination, or a report or Formal Complaint of Sexual Harassment, for the purpose of interfering with any right or privilege secured by Title IX or the District's Title IX policies or procedures, constitutes retaliation. Complaints alleging retaliation may be filed according to Policy 2:265.

Informal Resolution Option

The District offers a Title IX Informal Resolution process to resolve allegations of Title IX Sexual Harassment other than those involving an allegation of harassment of a student by an employee. This process does not include a full investigation and hearing, but instead involves facilitation or mediation between the parties. You will be contacted about the option to participate in Informal Resolution if you wish to do so.

By signing this document, I assert that the information listed above is true to the best of my knowledge and that I am requesting the District to investigate the Formal Complaint of Title IX Sexual Harassment.

Name: _____

Signature: _____

Date: 3/10/2025

9/2/2021- (12-year-old female) was struck over the head at a cross-country meet by her coach, Robert Pacey. She was told that if she didn't shut up he was going to tape her mouth shut. At some point following this, Robert Pacey told that she was not to tell her dad it had happened.

9/13/2021- Informed her parents of the above incident.

9/14/2021 (A.M.)- Sent an online report to the district regarding Robert Pacey hitting on the head as well as telling her that if she didn't shut up he was going to tape her mouth shut.

9/14/2021 (P.M.)- reported to her parents that R. Pacey had removed her from Google Classroom for JHXC. reported to her parents that she had made 2 comments in the classroom and was unsure of why she was removed. (See 1st picture below)

9/15/2021 R. Pacey attempted to pull out of class to discuss a Google classroom incident. refused to go with him because she was not comfortable being around him alone. R. Pacey came back with (junior high athletic director). reported to us that in this meeting he told her that she was "blowing up the classroom" and saying inappropriate things. This was proven false when the Google Timestamp was downloaded as requested by (Jr High Principal). had made a total of 2 comments. (see attachment)

10/4/2021 During practice R. Pacey sent outside to warm up while the rest of the team stayed inside. A meeting took place on either 10/5 or 10/6/2021 between (father), and R. Pacey. The incident from the day before was discussed. R. Pacey stated that was sent outside because she was on her phone. After this meeting, pulled down video footage that showed that had given her phone to a teammate before practice and did not have her phone at this time. The video showed she was not being disruptive at all.

10/27/2021 (mother) sent an email to (superintendent) and about an ongoing issue. (see the second attachment below)

1/22/2025 received a call from DCFS. She was informed that therapist had reported sexual misconduct had occurred back in 2021 and an investigation was going to be opened up by DCFS. would need to be interviewed. This was the first time her parents had heard of this. Later that night asked about the incident. stated that she showed up to practice wearing baggy shorts. R. Pacey told her that she had to wear spandex to practice because that was what she would be racing in. He then took her into the locker room, found a pair of spandex for her, and had her change her shorts in front of him. stated that he also had her do squats and physically placed his hands on her, touching her bottom. stated she thought she had told her parents. She assumed that was the reason he was no longer coaching. She was unsure of the exact day. But she believes it happened sometime during the week of sectionals. She stated there were not many kids at practice that day. IESA Cross Country

sectionals took place on 10/9/2021. The alleged incident would have taken place the week that he had excluded her from practice.

1/27/2025- were discussing the investigation. was demonstrating how Pacey had previously made girls feel uncomfortable by not respecting personal space. walked into the kitchen and said "Why are you touching her like Mr. Pacey touches us?" After talking with she stated that it has always made her feel uncomfortable, she didn't know that she should say something.

10/27/2021 Email to Superintendent and Junior High Principal

Paxton-Buckley-Loda Community Unit School District 10 Administration;

My daughter, _____, is a 7th grade student at the junior high school and has been involved in the Junior High Cross Country program for the last two years. On September 14, 2021 I filed a bullying report about the abusive actions of Rob Pacey toward my daughter. On September 2, 2021, _____ was struck on the head by Rob Pacey when he became frustrated that she was late to a team huddle. She was late because she had been using the restroom.

Under no circumstance, is it acceptable for a coach to hit a child. After talking with her about the incident, I learned that she was not the only child that he had hit. She has witnessed him hit children on at least two other occasions. She also explained that Coach Pacey has been extremely mad at practices and made comments, such as "If you don't shut up, I am going to tape your mouth shut." The day after he said the above statement he apologized and made a comment about her not telling her dad. _____ dad, Dustin Franckey, is an employee of Paxton-Buckley-Loda Community Unit School District 10, and Coach Pacey's actions clearly indicate that he was concerned that his actions would get him in trouble.

_____ felt so strongly about the situation that she took it upon herself to confide in _____ the Junior High Athletic Director and report what had happened. The next day, Coach Pacey attempted to pull _____ out of P.E. to talk to her about an incident in Google classroom. _____ refused to go because her father and I told her that under no circumstance is she to be alone with this man. Coach Pacey then went to _____ the very person that my daughter had confided in, to facilitate this meeting. In this meeting, Coach Pacey told _____ that she was out of line for what she had posted on Google classroom, that the conversation between the two of them was to remain private, and that she had been "blowing up" the class room with inappropriate messages.

I have several issues with this meeting. After investigating the situation, it was found that _____ sent a total of two messages that evening. One stating that her and her friend would not be running in the meet the next day. The second message simply corrected the spelling of her friend's name. She was not talking inappropriately, nor was she "blowing up the classroom." Coach Pacey attempted to manipulate both _____ and the situation by pulling the very person that she had confided in into the meeting while he lied and accused her of things she did not do. He quite literally made up this narrative and pulled in an authority figure to back him.

I hope that you understand my anger and frustration that a grown man was allowed to play mind games with my 12 year old child. It is inappropriate for an adult representative of the school

district to tell a child that certain conversations are to remain private. The fact that this was done under the supervision of the Jr. High Athletic director puts full liability of this situation on the district. The very people that we as parents entrust to care for our children, did not, on this day, protect my child.

During the course of the investigation, it was found that gross misconduct had happened, but that there was no immediate threat or danger. Coach Pacey was allowed to continue to serve as the cross country coach without suspension, dismissal or any repercussions that we are aware of. I do not understand how a man who abused his power, struck three children and told my daughter he was going to tape her mouth shut, was untruthful during the investigation and is seen as a non-threat. As a direct result of this decision by PBL faculty, my daughter has continued to be targeted by Coach Pacey. I would like to know why he was not suspended from coaching the instant his actions were reported. Taking almost two months to conclude an investigation that involves the physical and verbal assault of children is unacceptable. I do not understand why this district is choosing to protect this man instead of children.

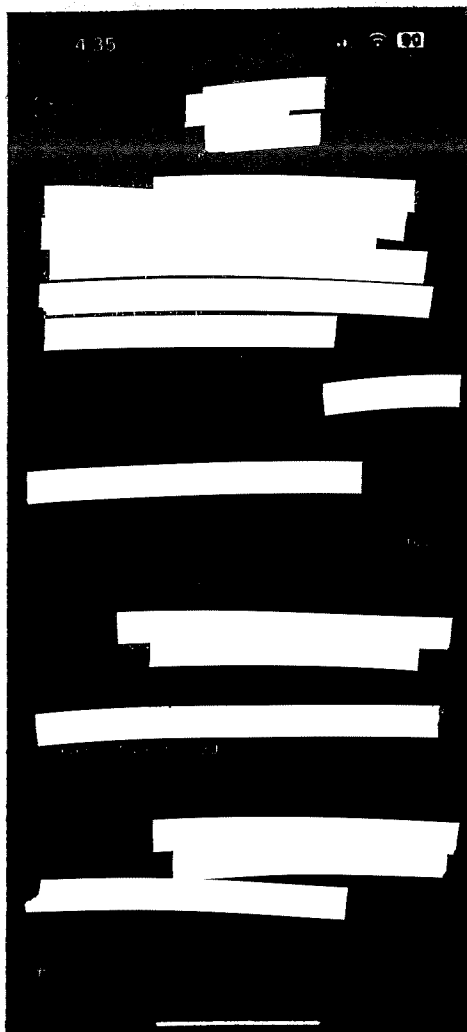
Due to the longevity of this investigation, along with the continued targeting by Coach Pacey, I feel that it would be best for someone outside the district to evaluate the situation. Coach Pacey has been allowed to play the victim for long enough and it is time for someone to step up and do something about this.

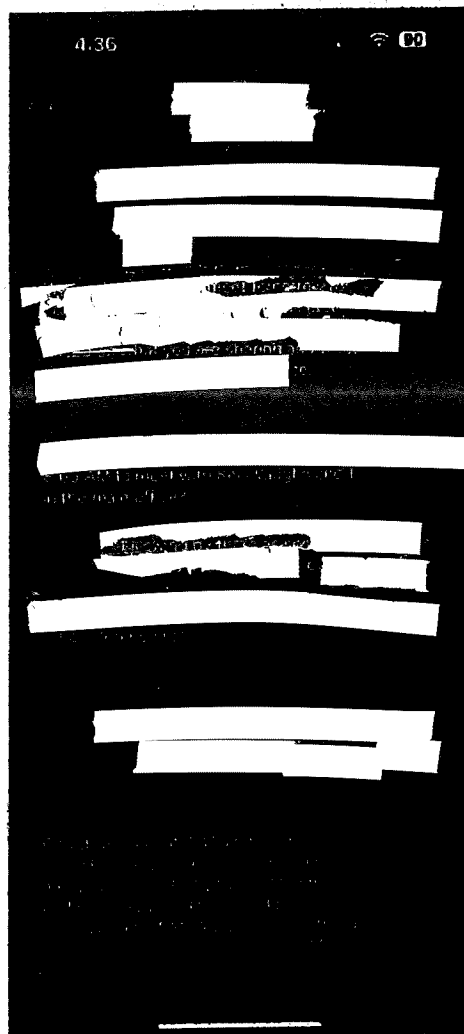
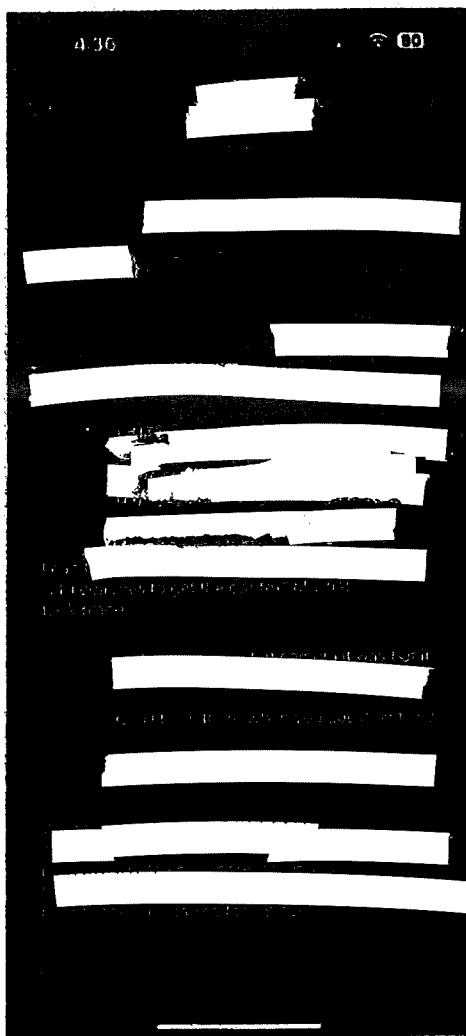
Going forward, I would like it noted that this man is not to have any contact with any of my children. Any activity in which he is involved in, my children will not be participating. If he so much as serves as a substitute teacher in a P.E. class, my children are to be excused from class. This on-going matter has caused my family constant stress. I am deeply disappointed in the school district's handling of this matter.

Please keep a copy of this letter and all documents pertaining to this investigation in the event of future litigation.

Sincerely,

Text messages sent to and from Junior High Principal around the events above.





3/21/25, 2:46 PM

Gmail - Junior High Cross Country Incident



Falith Franckey <fffranckey@gmail.com>

Junior High Cross Country Incident

Thu, Oct 28, 2021 at 9:51 AM

Good Morning

Thank you for your email. It will be retained.

Cliff

Superintendent of Paxton Buckley Loda CUSD #10
The Panther Way

[Quoted text hidden]



Duley, Travis <tduley@pblpanthers.org>

Teacher Misconduct_My Child

3 messages

Tue, Apr 8, 2025 at 11:13 AM

I am reaching out to you today as a concerned parent of my daughter has attended PBL schools for her entire life and had run ins with this individual back in 2019 and 2020. Back then he was touching her inappropriately along with a group of her friends that I have spoken with individually and they tell the same story. Many reported it over the years including a PBL teacher and nothing was ever done!

I know your office is packed today so I don't want to add to that, I have called and been told you were unavailable, so I have decided to send you an email. I expect a response from you today or I will come down to the office and wait until you have time.

What is going on over there?

How have other teachers brought the concerns about him up to the district and the board and it went unanswered?

Why was this guy allowed to continue to interact with students, especially of such a young age?

What is being done by the district to ensure this never happens again/goes overlooked?

Why was none of the parents notified, nor was he put on suspension, until the district was called out over Facebook over the weekend all the while there was already an active investigation being performed by ISP and the school?

I attended PBL and I loved it, I looked forward to sending my daughter to the same school one day, but it's been a nightmare to say the least and the district has continuously neglected to address issues. I have been in each principal's office over there even more than when I attended school there to address their lack of care or attention to students. Even last year when my daughter's arm was broken deliberately by another student 15' from a teacher that was supposed to be supervising the kids leaving for the day, completely unacceptable and now here we are again. I never had you as a teacher, but I remember seeing you around and always had the impression you were one of the good ones, all my friends that had you seemed to love you. I trust you are doing all that you can looking into this matter, but I want to be CLEAR, I would like to be added to whatever communication is coming out moving forward. When I attended PBL it was the best place to be, but these days PBL has lost a lot of respect from the community and previous attendees. Let's see PBL become great again, the place everyone wants to send their children. Mine's been begging to transfer to Rantoul since 5th grade and now is a freshman, that's not a good look. I DO NOT receive any communication from the school district at all! I have brought this up at every school and just about every school year, I've been assured more times than I can count that I would be communicated with moving forward, yet I have never received one thread of communication from this district.

To find out this was allowed to continue for so many years without any acts from the district is disgusting and not surprising due to all our previous dealings since Shyann began to attend PBL. I appreciate your time and your attention to this matter sir. If you would like to chat rather than reply feel free to call my cell below or if you would like to have an in-person meeting, I will make myself available at anytime day or night to address this.

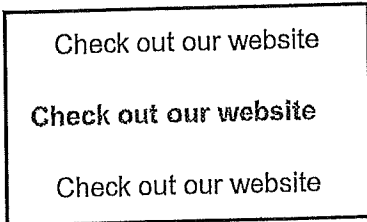
Thank you,



VP of Operations
Accurate ProBuild Solutions



IMPORTANT: The contents of this email and any attachments are confidential. They are intended for the named recipient(s) only. If you have received this email by mistake, please notify the sender immediately and do not disclose the contents to anyone or make copies thereof.



Tue, Apr 8, 2025 at 1:20 PM

It was good to speak with you earlier this afternoon. The contact information for the ISP investigator is below.

Paxton-Buckley-Loda CUSD #10
700 W. Orleans
Paxton, IL 60957
Phone: (217) 379-3314



Duley, Travis <tduley@pblpanthers.org>

This is regarding pacy, and a separate ablest teacher

2 messages

Fri, Apr 11, 2025 at 3:42 PM

Hi, i am _____ and _____ mom. Over 30 days ago i had a 504 meeting to get my daughter _____ a 504 plan. The plan was written and signed that day. Fast forward 30 days and its still not in the system and her teacher mrs. _____ and i have had several disagreements. She insinuated my disabled child was using her disabilities, specifically her Hashimoto's disease, as an excuse and i found that incredibly ableist and appalling to say about anyone let alone a 7 year old child. I had called a 504 meeting on Wednesday april 9th which was when i discovered her 504 was never even put into the system. That along with _____ and _____ refusing to have my daughters teacher in the meeting with us ended in me getting both of my kids and _____ leaving the school. Prior to enrolling my kids at pbl i homeschooled them their entire lives. I asked _____ on the way home if she wanted to stay in school, she replied "no". I asked her if she liked school she replied "sometimes" i asked her what she doesnt like about school and she said "mr pacy makes me uncomfortable and stresses me out" i immediately asked if she was talking about the mr. Pacy who was fired and she said "yes" and i asked her why he made her uncomfortable and she said "bc he always rubbed my shoulders even if i grabbed his hand and told him to stop or said im autistic i dont like being touched" now as you can imagine im more than pissed off. Ive called everyone had meetings with everyone, i plan to attend the school board meeting and speak. This is my FIRST interaction with public school and this is beyond unacceptable. Ablest teachers, bullying and now a pedophile teacher trying to rub my disabled, autistic, 7 year old daughters shoulders? Im furious and contemplating pulling my kids all together. For that guy to have been put on administrative leave instead of fired, and then the principal and admin allowing her teacher to avoid accountability for her own words that she messaged TO ME by refusing to have her at the meeting, leads me to believe you put the staffs wellbeing above the students. This is something that i am just not okay with at all. My phone number is _____ i would appreciate some insight as to what kind of school you are running here exactly. Id rather not have to have a lawyer just to get my daughter an iep or to make you guys hear my concerns.

Mon, Apr 14, 2025 at 9:38 AM

Please contact this parent. Thanks!

Paxton-Buckley-Loda CUSD #10
700 W. Orleans
Paxton, IL 60957
Phone: (217) 379-3314

This email and any attachments are from a sender at Paxton-Buckley-Loda CUSD #10, Paxton, Illinois. They are intended for the named recipients and may contain information that is confidential or privileged under Illinois and federal law. Any error in addressing or sending this email is not a waiver of confidentiality and does not consent to copying or distribution of this email or attachments. If you received this email in error, please notify the sender of the error by replying to the original email and then delete this email and its attachments. If there is a need to speak to the sender, please call (217)379-3314.

[Quoted text hidden]

- Tuesday, April 8th
 - received an email from a parent stating, "my daughter has attended PBL schools for her entire life and had run ins with this individual back in 2019 and 2020. Back then he was touching her inappropriately along with a group of her friends"
 - called the parent
 - Shared Special Agent Hoffmeir's contact information (with permission)
 - called from DCFS to share information
 - She advised I call the DCFS hotline, which I did
 - called the DCFS Hotline which said the information was not enough, but with the name of the alleged perpetrator and/or a minimal disclosure, they could add to the current allegation (Intake #4555070). Spoke with at DCFS
 - called the parent again. Discussed options. He stated he would call the DCFS hotline to provide more details. Provided him with the hotline number and intake number.
 - spoke with in the evening, who made him aware of a parent whose child stated that she didn't like school because Mr. Pacey touches/rubs her shoulder
 - instructed to call the DCFS hotline
- Wednesday, April 9th and contacted om Franczek about the DCFS reports made by school personnel on Tuesday

Parent Meeting Notes (April, 2025)

Meeting 1

Date: April 14, 2025

Time: 1:45 pm

Location: Clara Peterson

Attendees

-
-

Topic Discussed

- Complaint from student/parent regarding inappropriate touching by teacher Rob Pacey

Summary of discussion

_____ received an email from parent _____ regarding an allegation of Mr. Pacey inappropriately touching his daughter _____. I met with _____ mother and guardian _____ to discuss the incident and offer supportive measures.

_____ indicated that this was reported to the Illinois State Police and that she would visit the Child Advocacy Center to issue a statement. That interview was scheduled for Tuesday, April 15, 2025. _____ summarized that _____ had disclosed to her father that she had been inappropriately touched by teacher Rob Pacey and her friends as well. When I asked if _____ had indicated where she had been touched _____ said, yes, on her shoulders, and arms and then said and also in this area at which point she ran her hands across her neck and higher chest area. She said this had happened in her junior high class. When asked if it was sexual touching in nature _____ said "yes." _____ did not tell anyone that she had been inappropriately touched at the time it occurred.

_____ also stated that _____ said Mr. Pacey has always "creeped her out." I asked _____ if there was anything the school could do to support _____ and _____ said that her lawyer told her not to say much. She did ask if the

school had brought in outside counselors to work with all the students who had been impacted. I let her know that we would be able to provide counseling if needed but she denied saying that they would handle that. asked about attending the board meeting and I advised her that the public is always welcome and there is always a time for public comment.

talked extensively about other problems she alleges she has with the school district, but which were unrelated to the above incident. The meeting concluded around 2:30pm

Meeting 2

Date: April 15, 2025

Time: 10:15 am

Location: Clara Peterson

Attendees

Topic Discussed

- Inappropriate touching by Mr. Pacey

Summary of discussion

I met with on, mother of 1st grader shared the following; has homeschooled her children in the past and was considering doing so again. When driving the children home she asked what she liked and disliked about school. stated that her homeroom teacher "stressed her out" and that she didn't like Mr. Pacey. When she asked if that was the teacher that was fired she said yes. asked why she didn't like him and said that he would touch and rub her shoulders and she didn't like it and when she would say she didn't like it he would continue to do it and tell her it was ok. said she didn't believe the actions of Mr. Pacey were "malicious" but that it was upsetting that he was touching her and that he did not stop when asked.

I discussed supportive measures and . said her main concern was that her daughter understand that it's ok to say no if something doesn't feel right and to always tell an adult. She also said if Mr. Pacey were to come back to the school she would not feel comfortable for her daughter to be in his class. asked about the board meeting and I informed her that public comment was welcome. The meeting ended a little around 10:40am.

From:
Subject: Meeting follow up
Date: April 16, 2025 at 3:14 PM
To:
Bcc:

Good afternoon

I wanted to take a moment to follow up with you regarding our conversation on Monday, April 14. We met to discuss the report your daughter made to her father regarding Mr. Pacey inappropriately touching her at some point when she was in junior high. During the conversation I asked you if the touching was sexual in nature to which you replied "yes." You indicated [redacted] reported being touched on the shoulders, arms and then "in this area" to which you gestured with your hands to your neck and collarbone area. Given this information I would like to make you aware that you have the option to file a formal complaint under Federal Title IX policies. Please complete the complaint form, attached below, if you would like the district to initiate a Title IX investigation. At the conclusion of our meeting we did discuss supportive measures, at which point you told me your lawyer had advised you not to say too much. You did inquire about outside counselors coming to the school. I did offer for [redacted] to meet with school counselors or a social worker should she need to. You did decline this offer stating that you were pursuing your own counseling. Please contact me if you have questions about this process.
Thank you,

Form Formal Complaint K12.pdf



Assistant Superintendent
Paxton-Buckley-Loda #10
217.379.3314



From:
Subject: Meeting follow up
Date: April 16, 2025 at 2:45 PM
To:
Bcc:

Good afternoon

I wanted to take a moment to follow up with you regarding our meeting yesterday, Tuesday, April 15. Thank you for taking the time to meet and discuss your concerns.

Please be assured that we take very seriously your concern that your 1st grade daughter, reported feeling uncomfortable being touched on the shoulders by Mr. Pacey even after she told him she did not want to be touched.

As the meeting concluded we did discuss supportive measures at which time you requested that should Mr. Pacey return to his teaching assignment you would prefer not be placed in a class with him. The district is able to meet this request, should Mr. Pacey return.

Please contact me if you have further questions or concerns.

Thank you,

Assistant Superintendent
Paxton-Buckley-Loda #10
217.379.3314

