

2022-01-09T19:18:47-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2022-01-07T16:51:07-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2022-01-07T16:45:31-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2022-01-05T21:44:34-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2022-01-04T22:16:12-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
2021-12-31T19:27:17-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2021-12-31T14:01:57-05:00	william.boxler@weschools.org	Logout	William Boxler logged out	71.74.252.129
2021-12-31T12:43:23-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
2021-12-29T15:33:33-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2021-12-28T11:38:35-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2021-12-27T09:54:49-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2021-12-26T10:43:53-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2021-12-25T13:38:38-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2021-12-25T13:38:14-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
2021-12-17T10:27:46-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129

[REDACTED]

2021-12-06T18:39:11-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
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[REDACTED]

2021-12-01T19:02:15-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2021-11-30T16:42:08-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129

[REDACTED]

2021-11-28T17:51:22-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
2021-11-16T16:09:24-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2021-11-15T15:33:23-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

██████████	██████████	██████████	██████████	██████████
2021-11-12T11:37:10-05:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2021-11-06T10:07:04-04:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2021-11-04T13:53:48-04:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2021-11-04T12:17:22-04:00	william.boxler@weschools.org	Login success	William Boxler logged in	71.74.252.129
2021-11-04T12:17:22-04:00	william.boxler@weschools.org	Account password	William Boxler has changed Account	71.74.252.129



EXHIBIT J

Spivack, Emily R.

From: Catharine Beal <catharine.beal@weschools.org>
Sent: Wednesday, July 27, 2022 6:04 PM
To: Spivack, Emily R.
Subject: [EXT]
Attachments: Beal, C login history.xlsx; W-E Login Data - Boxler Residence.csv; 2022-07-22 Summary C Beal Interview - Beal Edits.DOCX

Hello Emily,

I have reviewed the document and highlighted the changes that I would suggest. I felt it is important for those reading this document to be aware of the additional facts I had included. These important facts were omitted in the report. I have also corrected a couple of errors but left everything intact.

As requested, I am attaching a sample screenshot of Mr. Boxler's comments made about Dr. Thompson and my husband, when he served on the board. I have also included 2 documents that I do not believe you have. One is a report run by PowerSchool to show my login history and the IP addresses from each login. This shows the number of pages visited and time in the site as well. The second data sheet was run by the district. It confirms that the login IP addresses all originate from the Boxler household.

I understand that your job is to, "conduct a neutral investigation into the possibility that certain District data, and possibly some of your personal data, was improperly accessed recently" but based on the facts of the IP addresses used and Mr. Boxler's own admission I do not think access can be refuted. This statement is based on the police report stating the following about Mr. Boxler:

"He said he was distraught and in disbelief he used Catherine's saved password to log into District's Administrative Account for PowerSchool, which was successful. I asked William why he would log into the account instead of just notifying the appropriate party of his concerns and he replied out of curiosity. William said he did not think that the password would actually work. William acknowledged that he is not authorized to have access to the district's administrative account for PowerSchool.

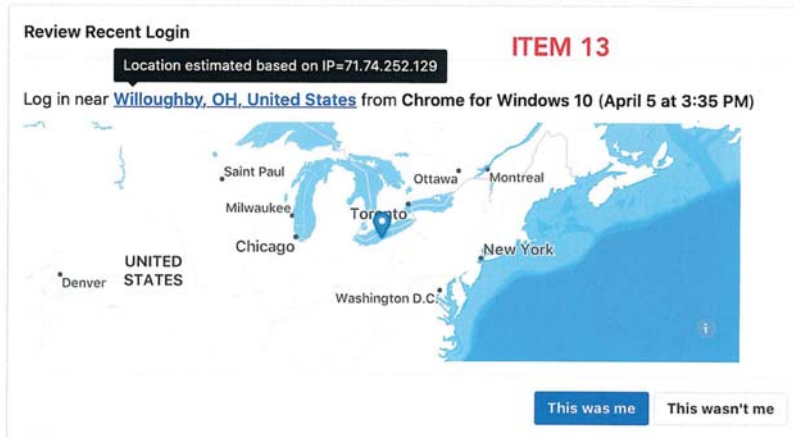
William denied accessing any other pages other than the opening page which he admittedly states look significantly different than a [REDACTED] account. William stated that immediately after successfully logging in to the PowerSchool account he contacted Dr. Thompson to advise him of the saved passwords. William advised that he recited Dr. Thompson's password to him during this call."

It is my hope, that at the end of the investigation, you can assist the members of the Board of Education to understand the importance of transparency and the critical fact that it is the duty of the Board and Willoughby-Eastlake City Schools to inform parents that their personal information and

that of their children may have been compromised. This is not only a legal obligation, according to ORC, FERPA and Board Policies, but also a moral one. According to Board Policy, actions such as this are grounds for dismissal of a district employee.

Please let me know if you need any further documentation and or clarification.

Sincerely,
Catharine



Willoughby Eastlake Schools - Parents P... Send Message Like

post content.

- Page created - May 29, 2015
- Page manager location: United States

Related Pages

- North Rangers Football**
Tina Starr Rummel likes this School Sports Team Like
- Grant Elementary Scho...**
Elementary School Like
- Mentor Public Schools**
Public School Like

Add Your Business to Facebook
Showcase your work, create ads and connect with customers or supporters.
Create Page

Privacy · Terms · Advertising · Ad Choices · Cookies · More · Facebook © 2021

Comments:

- Kelly Borthwick**
Aimee Gibney two up for re-election but a third seat open for a new candidate. Just clarifying, I wasn't sure what you meant. 2
- Aimee Gibney**
Kelly Borthwick I know. 1d
- Bill Boxler**
Nicole Marie Beck I've stated this on my Facebook page and I will stated here I would not vote to have Steve Thompson's contract renewed. 6
- Joe Vanek**
Bill Boxler I want his ass out as well as the others that are up. 4
- Nicole Marie Beck**
Bill Boxler glad to hear that . I don't care for Steve Thompson . He needs to go. 2

Reply to Aimee Gibney... Press Enter to post.

Reply to Joe Vanek...

Photos See all

Pages Liked by This Page

- Grant Elementary School in Willoug...
- The Fine Arts Association
- Denise Zarrella
- Edutopia
- Longfellow Elementary School

Page transparency See all

Facebook is showing information to help you better understand the purpose of a Page. See actions taken by the people who manage and post content.

Page created - May 29, 2015

Comments:

- Teresa Ladich Melaragno**
That writer captured the essence of WE Board perfectly! Kudos!! Yep, that's the kind of behavior that got them in trouble 40 years ago. 5
- Kelly Borthwick**
The board has no intention of hearing the voice of the public as demonstrated by not adding an end date on the upcoming levy!! They know it's a big problem for many voters that would otherwise vote for the levy Don't get it!! 4
- Kristin Elmore Smith**
I believe the Iron Maiden will be gone as of November. Hopefully some new people on the board will help with communication. 2y
- Bill Boxler**
Do some research on this. There are two open positions and only two people running. Why? Because nobody wants to put up with the BS that and aggressive behavior of some people in the community. In addition, when the new board is convened in January 2020 you are going to have Two board members who do not even own homes in the district. They have no kids in the system. One board member who is married to a direct report of the Superintendent and another who is friends with them. 4
- Kelly Borthwick**
Bill Boxler this is why voting is so important. If you don't agree with a politician most people don't run out and become a politician. Same with the board, my vote is my voice. 3
- Kristin Elmore Smith**
Bill Boxler That is unfortunate. 2y

--
 Catharine Beal
 Public Relations Coordinator
 Willoughby-Eastlake City Schools
 (440) 478-9242
 #WEstrong

[Facebook](#)

[Twitter](#)

[Youtube](#)

Improve Student Achievement

“Never lose sight of the fact that the most important yardstick of your success will be how you treat other people - your family, friends, and coworkers, and even strangers you meet along the way.” **Barbara Bush**

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EXHIBIT K

Spivack, Emily R.

From: Andrea Tredent <andrea.tredent@weschools.org>
Sent: Monday, August 8, 2022 10:01 AM
To: Spivack, Emily R.
Subject: [EXT] Re: Re: W-E Investigation Interview - Tredent

FilingDate: 8/10/2022 8:59:42 AM

Emily,
Here is the requested follow up information. Powerschool times out after 40 minutes of being idle.

[Start Page](#) > [System Administrator](#) > [System Settings](#) > [Security Settings](#)

Security Settings

Option	Value
Maximum number of concurrent user sessions Blank for default (500). Changes take effect on next restart.	999
Maximum number of concurrent student sessions Blank for no maximum.	
Maximum number of concurrent parent sessions Blank for no maximum.	
Allow users to restore sessions that have been timed out due to inactivity	<input checked="" type="checkbox"/> On
Sign-off Administrative Users After This Many Minutes of Inactivity	40
Sign-off Teacher Users After This Many Minutes of Inactivity	40
Sign-off Parent/Student Users After This Many Minutes of Inactivity	30
Unless Specified Otherwise for an Individual Screen, Groups Have This Level Of Access	11

These are the items that we can run a report to see change history and there were no changes related to any accounts in question for the timeframe in question.

- Category
- Transportation ▾
- Contact Log
- Contacts
- Demographics
- Incidents
- Lunch
- Medication
- School Enrollments
- Staff Permissions
- Stored Grades
- Student Contacts
- Transportation

Let me know if you have any additional questions.

On Mon, Aug 8, 2022 at 8:32 AM Spivack, Emily R. <emily.spivack@squirepb.com> wrote:

No problem!

From: Andrea Tredent <andrea.tredent@weschools.org>
Sent: Monday, August 8, 2022 8:31 AM
To: Spivack, Emily R. <emily.spivack@squirepb.com>
Subject: [EXT] Re: W-E Investigation Interview - Tredent

Emily,

I am running a few minutes late.

On Mon, Aug 8, 2022 at 8:09 AM Spivack, Emily R. <emily.spivack@squirepb.com> wrote:

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Or join by entering a meeting ID

Meeting ID: 339 456 496 769

Passcode: Dyygc9

Or call in (audio only)

[+1 213-282-4184,,120003083#](#) United States, Los Angeles

[\(833\) 231-3338,,120003083#](#) United States (Toll-free)

Phone Conference ID: 120 003 083#

[Find a local number](#) | [Reset PIN](#)

[Learn More](#) | [Meeting options](#) | [Legal](#)

45 Offices in 20 Countries

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#US

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Andrea Tredent

Director of Technology

Willoughby-Eastlake City Schools

(440)975-3793

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Andrea Tredent

Director of Technology

Willoughby-Eastlake City Schools

(440)975-3793

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EXHIBIT L

Spivack, Emily R.

From: William Boxler <william.boxler@weschools.org>
Sent: Thursday, August 18, 2022 10:25 AM
To: Spivack, Emily R.
Subject: [EXT] Re: Interview summary [I-AMS.FID5128078]
Attachments: 2022-08-15 Summary B Boxler Interview.docx; WE Schools Investigation.docx

Hi Emily,

SORry it took m e so long to respond. It's been a pretty busy week. I added a few comments to the document for clarification. I've also attached some other documentation to this email for you. Let me know if you don't understand any of it. You can find information about the Facebook grey account that I reference in my document here: <https://www.marketscreener.com/quote/stock/META-PLATFORMS-INC-10547141/news/Meta-Platforms-Preparing-for-the-Removal-of-Gray-Accounts-39750560/>

Mrs. Beal stated in our meeting that she did not have a Facebook account of her own, so the only thing I can think is she was managing the district and the levy committee Facebook accounts through the grey account.

Please let me know if I can clarify anything else for you.

Thanks
Bill

On Mon, Aug 15, 2022 at 4:42 PM Spivack, Emily R. <emily.spivack@squirepb.com> wrote:

Good afternoon, Bill,

Attached is a draft summary of our discussion last week. Please review and let me know if you see anything inaccurate or if there's anything you'd like me to change. Feel free to make edits in track changes or to email me with thoughts, whichever is easiest for you.

Thanks,

Emily

 **Emily R. Spivack**
Senior Associate

Squire Patton Boggs (US) LLP

1000 Key Tower

127 Public Square

Cleveland, Ohio 44114

T +1 216 479 8001

O +1 216 479 8500

F +1 216 479 8780

M +1 216 544 9701

emily.spivack@squirepb.com | squirepattonboggs.com

45 Offices in 20 Countries

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#US

--
William Boxler
Member
Willoughby Eastlake Board of Education

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EXHIBIT M

Since I was not sure exactly what all you may have been looking for, I went back through my notes and other information about the levy committee to pull together a timeline.

One detail I came across which may clear up some of the confusion is that whomever set up the Willoughby Eastlake School District Facebook account seems to have intermixed it with the levy committee information. As you can see from the screenshot below of the Willoughby Eastlake District Facebook page, they are using the e-mail address of info@supportweschools.org. The Levy Committee Website is supportweschools.org. They seem to be intermixed.

The screenshot displays the Facebook profile for Willoughby Eastlake Schools. The 'About' section includes the address 35353 Curtis Blvd Eastlake, OH 44095, a map, and a welcome message. Contact options listed are 'Send message', 'info@supportweschools.org', and 'Always open'. A red circle highlights the 'Send message' and email address options. The main post is a raffle announcement for a 2022 Chevy Malibu LT, sponsored by Willoughby Eastlake Schools and Mr. Serpentine. The post includes ticket prices, a list of car features, and a comment from Jennifer Smrdel-Boger asking about the drawing deadline.

Willoughby Eastlake Schools

About See all

35353 Curtis Blvd Eastlake, OH 44095

Welcome to the Willoughby-Eastlake School District. Our school district is the largest school district in Lake County Ohio with approximately 8,500 students.

3,018 people like this including 38 of your friends

3,555 people follow this

13 people checked in here

<http://weschools.org/>

Send message

info@supportweschools.org

Always open

Education

Thanks to Mr. Serpentine and The Chevy Network, Willoughby-Eastlake students are going to be the big winners!

A 2022 Chevy Malibu has been donated and will now be raffled off. For every ticket that is purchased, at checkout, the buyer will be able to select the student org... See more

Willoughby Eastlake Schools AND SERPENTINI OF HICKORY HILLS

2022 Chevy Malibu LT

TICKETS:

- 2 chances for \$25.00
- 3 chances for \$43.00
- 6 chances for \$60.00
- 12 chances for \$100.00

2022 Malibu LT

- Bluetooth
- Apple CarPlay
- 19" Wheels
- 8-way Power Seat
- Remote Start
- 8" Color Touch Screen
- Push Button Start
- Android Auto
- Backup Camera

For ticket information visit: GO.RALLYUP.COM

Win a 2022 Chevy Malibu LT & Benefit the Student Group of Your Choice

28 4 Comments 54 Shares

Like Comment Share

Most relevant

Write a comment...

Jennifer Smrdel-Boger
When will the drawing be? What is the deadline to get entered?

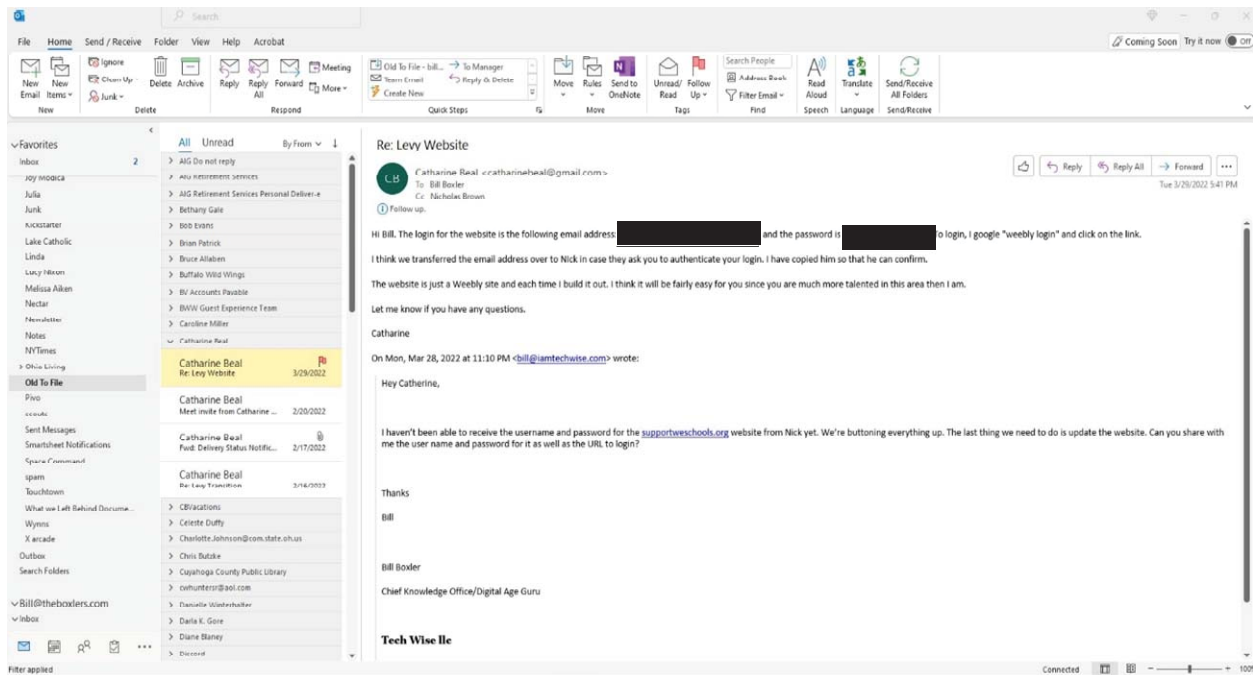
Like Reply 6w

2 Replies

Most Relevant is selected, so some comments may have been filtered out.

March 29th

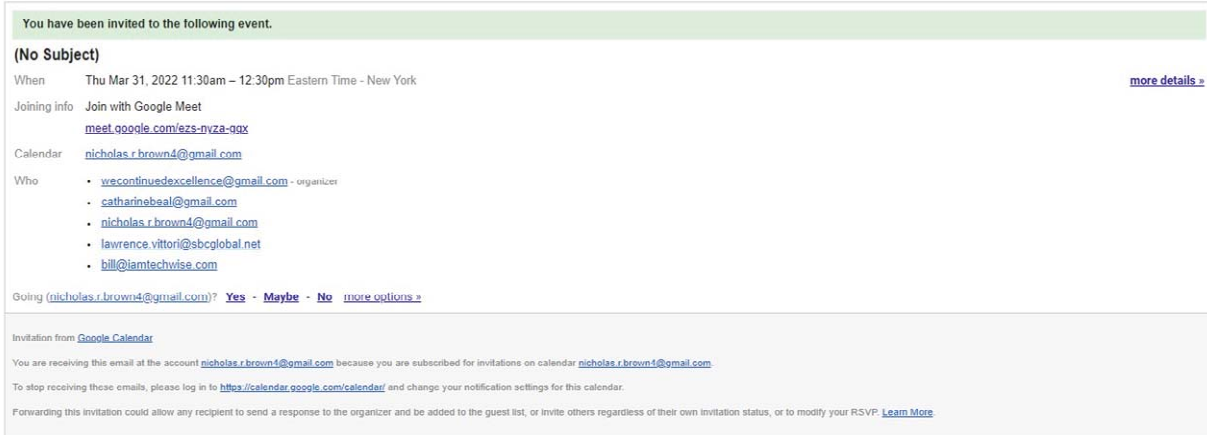
Catherine Beal sent me back the following information about how to log onto the website.



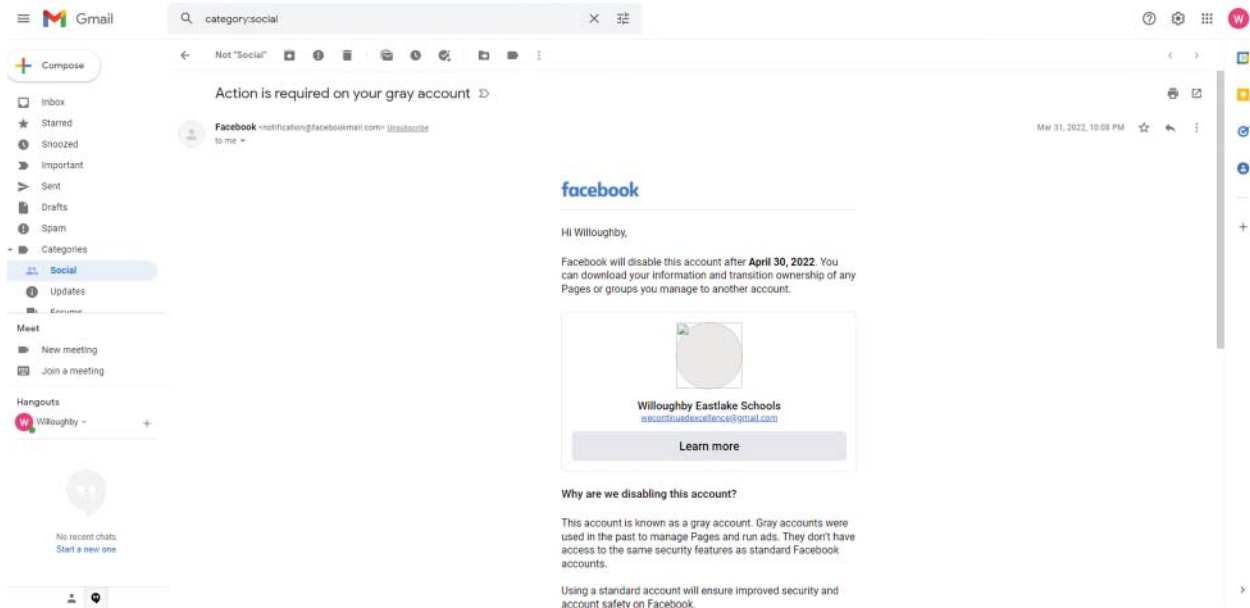
I logged onto the site and made the changes to the password that she had requested.

March 31st

We had scheduled a call to discuss what was needed to move the WE Levy campaign forward. On the call was Catherine Beal, Nicolas Brown, Lawrence Vittori and me. One of the topics we discussed was that the Levy Campaign had a Facebook page that I had wanted to log into so I could access the followers to try to build momentum for the campaign. In that call Catherine Beal stated that she didn't have the password for the Facebook account and didn't know who had it. She said that she didn't know a whole lot about social media and didn't even have an account of her own. She said she would try to find out who might have access and would get back with us.



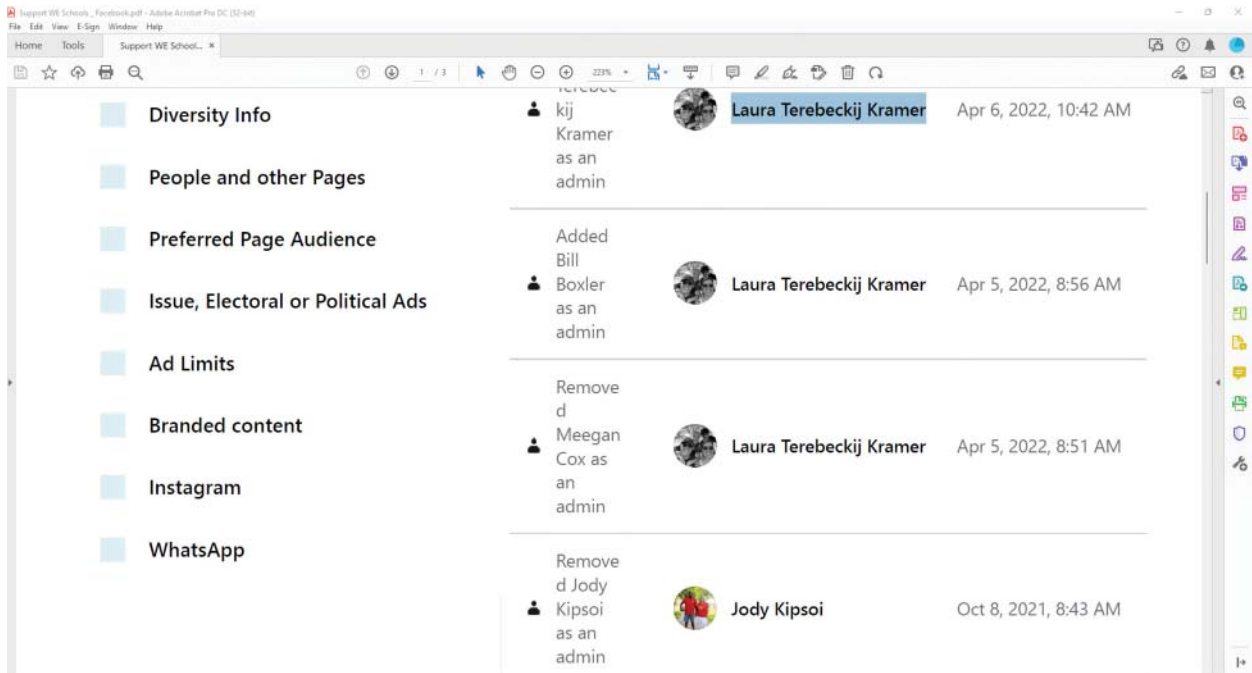
The Levy email address received an email from Facebook at 10:08 PM saying that there was action that needed to be taken on our account.



Since I didn't have access to the account, I wasn't sure what to do but made a note to look into it.

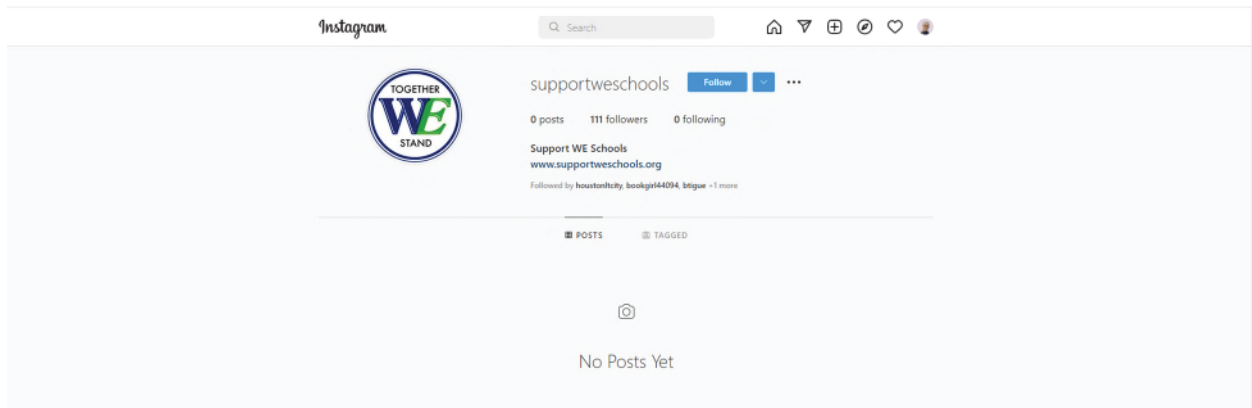
April 5th

I began working on the Levy Website and had not heard anything back from Catherine Beal up to that point about the Facebook login. I was logged onto Chrome under another account and I checked on my Facebook account and noticed that Laura Terebeckij Kramer, a former admin on the page, had given me access to the page and removed a Meegan Cox who was also an admin.



April 6th

I continued to work on the website and was creating social media content that I had planned to post to Facebook as well as what I thought was a connected Instagram page.





























I set up a Chrome account under the Levy Email address of supportweschools@gmail.com and went to the main Facebook page. When I did it populated a Facebook e-mail address and a password that was hidden. This was the first time that I had logged onto Facebook under that Chrome profile and I had not seen it before. I clicked on the sign in button to see if it would log me into the levy committee Facebook account, which I was an admin on now, and it said that the password was incorrect. It occurred to me that I was also logged in under a different email address. I opened the other Chrome account and logged out of my Facebook account there. I went back to the Levy Committee Chrome account and attempted to log in again. It said that the password was incorrect again. I then tried to reset the password and it was wanting to text

At this point I was confused as to why I was not able to access the account and I decided to look at the settings and password area of the Chrome account. When I did it revealed several other accounts including a PowerSchool account for Catherine Beal and Steve Thompson I was a little shocked to see it and thought to myself that they would not have put access to their school account on the Levy committee chrome login.

I called the board president Krista Bair to discuss what I had seen. While on the phone with Krista Bair I clicked on the link for PowerSchool and it populated the information for Catherine Beal. I then clicked on the login button and it accessed her main page. Once I had accessed it I knew that this was a security problem as anyone with the login for the Google account had access to these passwords. Krista advised me to call Superintendent Steve Thompson and report it to him so the appropriate measure could be taken.

Wednesday, April 6, 2022

- 8:41 PM  Social (8) - wecontinuedexcellence@gmail.com - Gmail mail.google.com
- |
- 8:02 PM  Updates (4) - wecontinuedexcellence@gmail.com - Gmail mail.google.com
- 8:01 PM  Security alert - wecontinuedexcellence@gmail.com - Gmail mail.google.com
- 8:01 PM  Inbox (5) - wecontinuedexcellence@gmail.com - Gmail mail.google.com
- |
- 7:27 PM  Google Account myaccount.google.com
- 7:27 PM  Personal info myaccount.google.com
- 7:26 PM  Password myaccount.google.com
- 7:23 PM  Sign in - Google Accounts accounts.google.com
- 7:23 PM  Sign in - Google Accounts accounts.google.com
- 7:23 PM  Personal info myaccount.google.com
- 7:23 PM  Google Account myaccount.google.com
- 7:14 PM  Facebook www.facebook.com
- 7:14 PM  Facebook - log in or sign up www.facebook.com
- |
- 6:53 PM  Start Page pschool.weschools.org
- 6:53 PM  PowerSchool pschool.weschools.org
- 6:52 PM  Facebook www.facebook.com
- 6:48 PM  Facebook www.facebook.com
- 6:48 PM  Action is required on your gray account - wecontinuedexcellence@gmail.com - Gmail mail.google.com
- 6:48 PM  Social (10) - wecontinuedexcellence@gmail.com - Gmail mail.google.com
- 6:48 PM  willoughbyeastlake_schools, see what's been happening on Instagram - wecontinuedexcellence@gmail... mail.google.c...
- 6:48 PM  Updates - wecontinuedexcellence@gmail.com - Gmail mail.google.com
- 6:48 PM  Security alert - wecontinuedexcellence@gmail.com - Gmail mail.google.com
- 6:47 PM  Security alert - wecontinuedexcellence@gmail.com - Gmail mail.google.com
- 6:47 PM  Security alert - wecontinuedexcellence@gmail.com - Gmail mail.google.com
- 6:47 PM  LS-NONCE is your Facebook account recovery code - wecontinuedexcellence@gmail.com - Gmail mail.google.com
- 6:47 PM  Security alert - wecontinuedexcellence@gmail.com - Gmail mail.google.com

Total calls:
1336 minutes

Search phone number

Showing 4/11 records
[Download all records](#)

Date (Pacific) ▾	Number ▾	Destination ▾	Minutes ▾	Type ▾
04/06/2022 07:18 PM	[REDACTED]	Incoming	6 Min	Wi-Fi call
04/06/2022 07:01 PM	(440) 409-9568	to Cleveland/OH	4 Min	Wi-Fi call
04/06/2022 06:33 PM	[REDACTED]	Incoming	28 Min	Wi-Fi call
04/06/2022 05:06 PM	[REDACTED]	Incoming	3 Min	Wi-Fi call
04/06/2022 02:38 PM	[REDACTED]	to Columbus/OH	11 Min	--
04/06/2022 01:40 PM	[REDACTED]	to London/OH	1 Min	--
04/06/2022 11:30 AM	[REDACTED]	to Willoughby/OH	2 Min	T-Mobile to T-Mobile

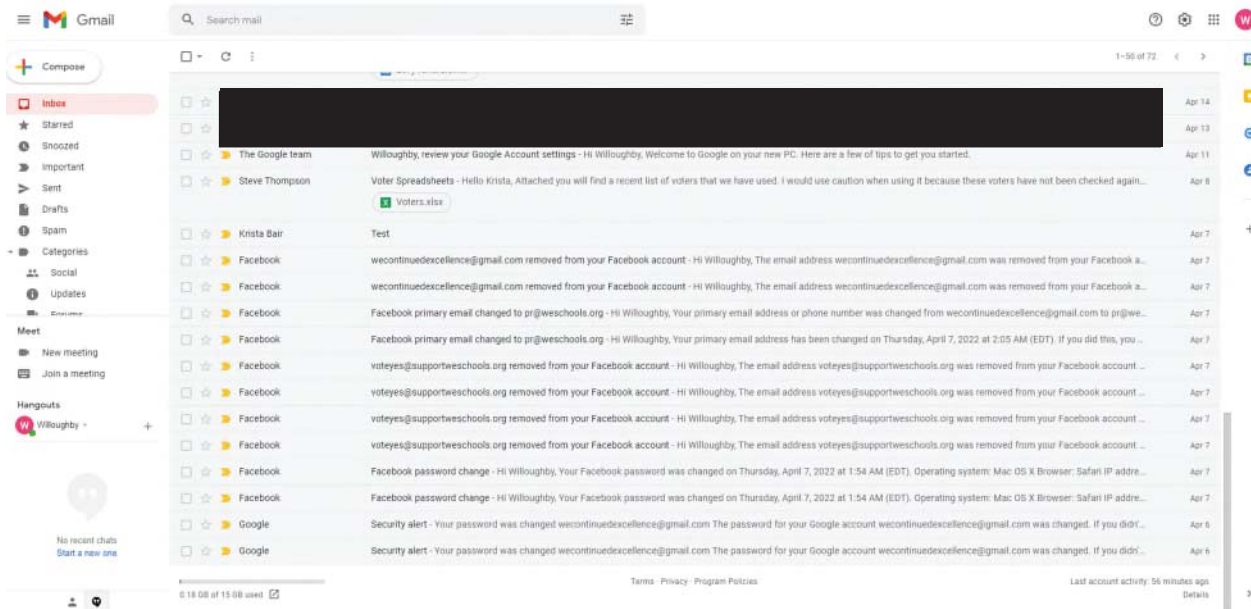
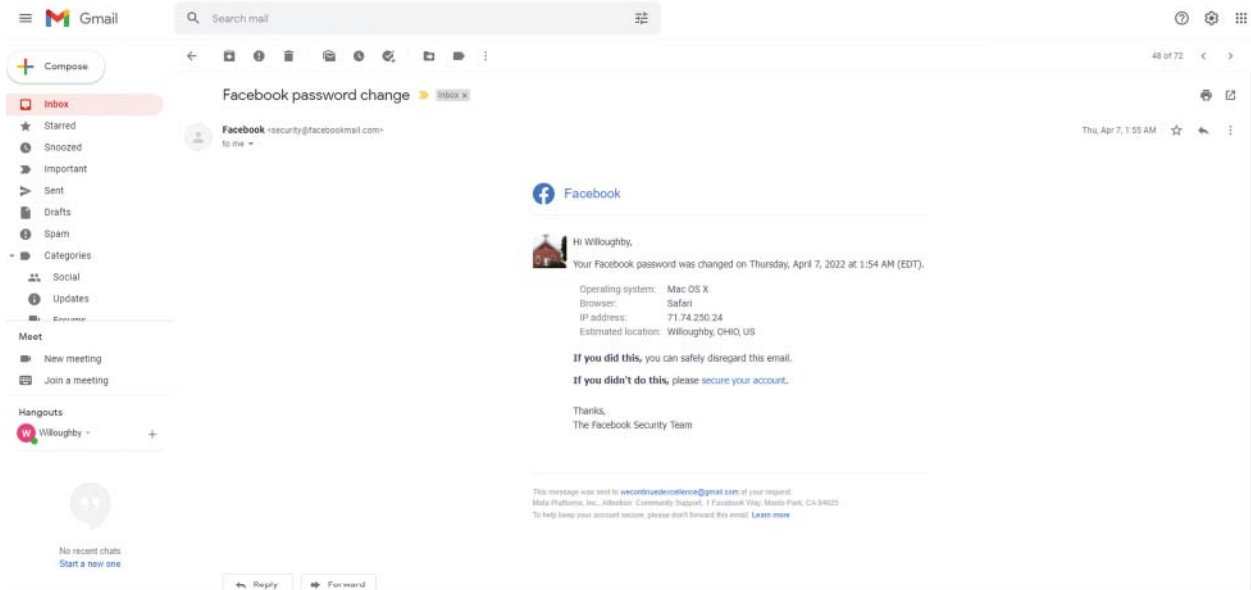
I then called Superintendent Thompson and told him that we had an issue with the Levy Committee Google account. I asked him jokingly do you recognize this password and I read off the password in Chrome that was his password. He said that he did and I explained that as I was logged into the Levy Committee Google account that Catherine Beal, the previous levy committee chairperson, had saved a series of her passwords in the profile. I told him that they needed to change their passwords as soon as possible because anyone who had access to the Google account would have had access to this information. He said he would get Andrea Tredent to call me so I could explain the situation to her as she is the director of technology for the schools. I also then looked at the Gmail account and noticed that the password for that account had not been changed since 2011.

When Andrea Tredent Called me I explained the situation to her and what had transpired. She asked that I remove the passwords from Chrome and I told her that I was already doing so. We discussed how some employees of the district do not follow safe password protocols and that she was going to be moving people to do two-factor authentication in order to protect the district. She also said that since I was a board member, I was also going to be getting an email about it.

I proceeded to change the Google e-mail address password and notified Tammy Wynn, the treasurer of the committee and Nick brown, the chairman of the committee, that I had changed the password. I then gave them access to the new password for the account.

April 7th

I noticed some strange e-mails on the Levy email account from 1-2am. It was showing that someone was attempting to log into what I thought was our Facebook account.



I thought it was quite strange that an email address of voteyes@supportweschools.org was being removed from our Facebook account and that the email address pr@weschools.org was being added. I thought that it must be connected to my trying to access the Levy Account and change the password. I also assumed that it must have been my reporting the password incident to the district.

As I also mentioned, I ran for the board of education against Dr Thomas Beal several years ago. He won the election, and I did not, At that time I spoke out about a conflict of interest as he was in a position to be the Superintendents boss and that his wife worked for the Superintendent. When I then ran during the 2021 election against Dr Beal, I was elected, and Dr Beal was not. I have had several people mention to me that Catherine Beal was not happy with me because I spoke out against her and her husband.

I hope this helps to clear up any confusion. The Levy Committee is just trying to access our accounts to publicize the upcoming May 3rd levy.

EXHIBIT N

Spivack, Emily R.

From: Sue Costello <sue.costello@weschools.org>
Sent: Tuesday, August 23, 2022 11:59 AM
To: Spivack, Emily R.
Cc: Andrea Tredent
Subject: [EXT] Re: Board investigation - PowerSchool question [I-AMS.FID5128078]

Hi Emily,

I can happily say that the answer to all three (student or parent social security numbers and/or credit card information) is No, Never.

Sue

Sue Costello
Information Systems Analyst II/EMIS Coordinator
Willoughby-Eastlake City Schools (IRN: 045104)
35353 Curtis Blvd,
Eastlake OH 44095
440-975-3792
440-946-5000 x3792
sue.costello@weschools.org

On Tue, Aug 23, 2022 at 11:18 AM Spivack, Emily R. <emily.spivack@squirepb.com> wrote:

Good morning, Sue,

My name is Emily Spivack and I've been retained by the Board to review an issue involving access to District PowerSchool accounts. I had a quick question and Andrea Tredent suggested I send it to you. Can you please tell me whether student or parent social security numbers and/or credit card information is stored in PowerSchool?

Thank you,

Emily



Emily R. Spivack

Senior Associate

Squire Patton Boggs (US) LLP

1000 Key Tower

127 Public Square

Cleveland, Ohio 44114

T +1 216 479 8001

O +1 216 479 8500

F +1 216 479 8780

M +1 216 544 9701

emily.spivack@squirepb.com | squirepattonboggs.com

45 Offices in 20 Countries

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EXHIBIT O

Spivack, Emily R.

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

From: **Krista Bair** <krista.bair@weschools.org>

Date: Fri, May 6, 2022, 9:35 AM

Subject: 5/9 meeting questions

To: Steve Thompson <steve.thompson@weschools.org>, Nick Ciarniello <nick.ciarniello@weschools.org>

Good Morning Gentlemen,

Few quick questions regarding the agenda:

The ESC Agreement:

1. What will the COVID coordinator do? We no longer report out on COVID and should not have a need for this person. Help me understand why we are still in need of this position.
2. The cost is not itemized. What is the hourly/salary expense we are agreeing to pay per position listed? It states what we pay for but not how much and it also indicates fringe benefits. What are some examples of fringe benefits?
3. Page 12 of 13 makes reference to our levy fundings ability to satisfy the cost outlined in this contract. What happens if our levy fails in November? Are we unable to reduce staffing from the esc in an effort to reduce spending?

Personnel Agenda:

1. Mr. Samber is resigning. Is he being reallocated to another position within the district?
2. What is the plan to replace him as an administrator?

Board Resolution: (please add to the agenda)

Be it resolved upon the recommendation of the Board of Education that a Strategic Planning Committee is to be approved.

Lastly, I have concerns about the five year forecast and the driving factors behind the changes to it. The ridership error, that was identified and disclosed to the Board on 4/23, should be reviewed with the community. I understand that errors are difficult to explain and can be seen as negative and have an impact on our community perception.

However, it was caught, investigated and remedied. It is not making us whole BUT we would have never had those funds, at the projected levels, had it been not been an error 2 years ago. The projected 5 year forecast drives

decision making and we have a more accurate scope at this time and can make better decisions because it was identified and remedied.

Mistakes happen in all industry. Transparency is key in addressing these events. With regard to transparency: I define this concept in terms of always having an open, honest and accessible communication with stakeholders. This approach ensures that we provide information to the public, increase participation and to hold our organization accountable.

I know Nick is working in crafting an approach to communicate this on 5/9. All I ask is for consideration of my sentiments above when crafting the information for the meeting.

Wishing you a great Friday.

Krista Bair
President
Willoughby Eastlake Board of Education
krista.bair@weschools.org
(216) 815-1412

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

From: **Steve Thompson** <steve.thompson@weschools.org>

Date: Sat, May 7, 2022, 8:49 AM

Subject: Re: Text message

To: Krista Bair <krista.bair@weschools.org>

Good morning,

Agreed. I'm going to withdraw the Illuminate item. I'll have our team research and be prepared to either put it on the June agenda and defend it, or find a replacement product.

I sincerely hope you can escape the craziness for the weekend.

Steve

Steve Thompson, Ed.D.
Superintendent
Willoughby-Eastlake Schools

On May 7, 2022, at 7:11 AM, Krista Bair <krista.bair@weschools.org> wrote:

Good Morning Steve,

Please accept my apologies for not responding or calling back yesterday. I was not ignoring. My kiddos "took" my phone away and asked me to not "work" anymore.

I agree we need a weekend off from work. Let's chat on Monday.

Wishing you a great weekend,

Krista Bair
President
Willoughby Eastlake Board of Education
Krista.Bair@weschools.org

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On Fri, May 6, 2022, 6:54 PM Steve Thompson <steve.thompson@weschools.org> wrote:

Krista,

You approved the exact copy of the message that had a typo. I have it sitting on my desk if you would like to review it once again.

Catharine sent the message and generally does all mass communications. In this case, I proofed the document as did you. We simply missed it. It was immediately caught and a correction was made.

While mistakes are regrettable, rarely has anything from our communications department had errors. We are understaffed and burning the candle at both ends. Inferring incompetence as a result of transposing a number seems harsh and unfair.

I know and understand you are also under a great deal of pressure, but I assure you I am working hard for this district and this board.

I sincerely hope you have a restful weekend and are able to enjoy your family.

Respectfully,
Steve

Steve Thompson, Ed.D.
Superintendent
Willoughby-Eastlake Schools

On May 6, 2022, at 5:46 PM, Krista Bair <krista.bair@weschools.org> wrote:

Good Evening Steve,

Thank you for ensuring the community notification is being sent out to our families. I appreciated the opportunity to approve the message when we meet earlier today. At that time the approved draft message stated 5/9.

Please see the attached message and error.

I understand that mistakes happen and that people are human. (I myself are not immune to them) At this point in time we are under a microscope and small errors like this will erode trust and demonstrates incompetence. Especially in large scale communications.

Upon review of the last year of text messages from the district I have not seen an error like this occur. I am not trying to make a mountain out of a mole hill but I think the following questions need addressed:

Who was responsible for sending this message?

Who has sent them historically?

What is our edit protocol for publications prior to distribution? (Maybe that process could be implemented with all communications to decrease the likelihood of this occurring again)

Thank you for your time and consideration,

Krista Bair
President
Willoughby Eastlake Board of Education
Krista.Bair@weschools.org

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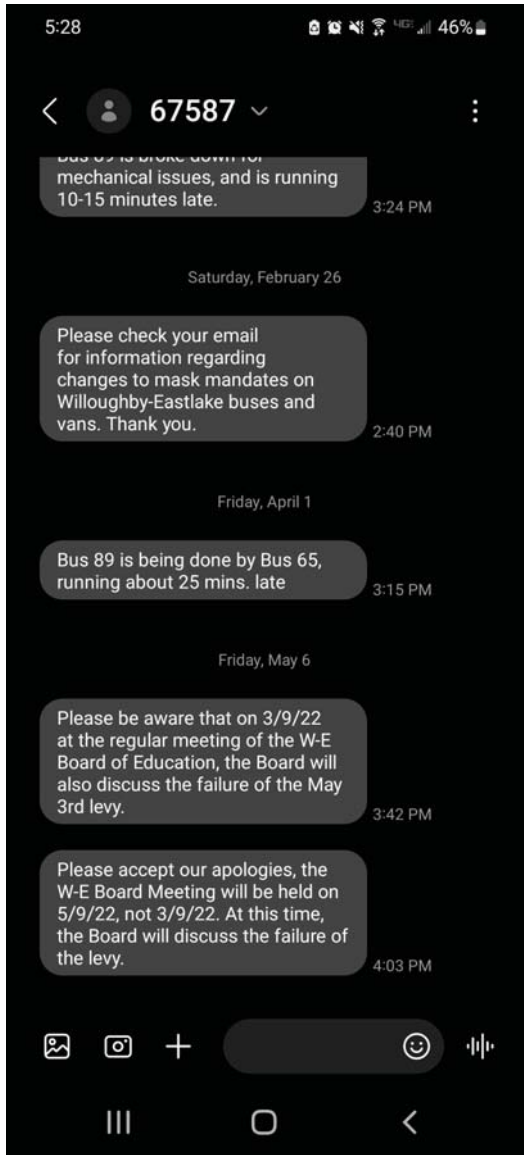
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----- Forwarded message -----

From: **Jennifer Dodd** <jennifer.dodd@escneo.org>

Date: Mon, May 16, 2022, 7:54 PM

Subject: Salary Data for PR Positions

To: krista.bair@weschools.org <krista.bair@weschools.org>

Hi Krista,

I have attached a couple pieces of information to help in the salary decisions you asked for the other day. The only position that was included in the Salary Study I used for the Treasurer information with Lawrence was Director of Communications. This is in the attached Excel spreadsheet and includes salary information from area school districts, sorted highest to lowest total salary (some include STRS/SERS pick-up benefits).

Without a local source, I simply did some internet research for the other positions. The attached Word document shows data from several different internet sources on *average base salaries* – some National and some Ohio – for PR Director, PR Coordinator and Communications Specialist. Below is a summary for each, using the varied sources. Some things to consider as you look at the ranges and averages below: 1) All of the averages from the other data sources fell within the ranges provided by Zippia; 2) It would also be important to look at the Ohio specific averages from Zippia (listed in the chart); and 3) the Communications Specialist position had the tightest range when looking at all of the sources, whereas PR Director had the most varied set of data.

PR Director

Highest = \$133,369 or \$64.12/hour

Lowest = \$66,746 or \$32.09/hour

Average = \$100,058 or \$43.74/hour

PR Coordinator

Highest = \$61,837 or \$29.73/hour

Lowest = \$36,077 or \$17.34/hour

Average = \$48,957 or \$23.54/hour

Communications Specialist

Highest = \$71,452 or \$34.35/hour

Lowest = \$35,287 or \$16.96/hour

Average = \$53,370 or \$25.67/hour

Let me know if there is anything else you need.

Thanks,

Jennifer

Jennifer Dodd, Ph.D.

Assistant Superintendent

ESC of Northeast Ohio

6393 Oak Tree Blvd.

Independence, OH 44131

440-725-6447 (cell)

216-901-4240 (office)

Jennifer.dodd@escneo.org

Everyone you meet is fighting a battle you know nothing about. Be Kind. Always. – Ian Maclaren

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Director of Communication 2021-2022 Salary Information

District	SERS/STRS Board Contribution	Base Salary	Total Salary
#1	\$13,591	\$135,913	\$149,504
#2	\$12,213	\$122,132	\$134,345
#3	\$11,002	\$110,021	\$121,023
#4	\$10,343	\$103,433	\$113,776
#5	\$9,936	\$99,363	\$109,299
#6	\$13,277	\$94,839	\$108,116
#7	\$9,457	\$94,574	\$104,031
#8	\$8,500	\$85,000	\$93,500
#9	\$8,121	\$81,206	\$89,327
#10	\$0	\$88,294	\$88,294
#11	\$10,384	\$74,173	\$84,557
#12	\$10,224	\$73,031	\$83,256
#13	\$7,568	\$75,676	\$83,244
#14	\$7,496	\$74,955	\$82,451
#15	\$7,107	\$71,068	\$78,175
#16	\$0	\$76,645	\$76,645
#17	\$6,454	\$64,542	\$70,996
#18	\$2,686	\$53,712	\$56,398
#19	\$0	\$50,636	\$50,636

<u>Communications Specialist</u>	<u>PR Coordinator</u>
<ul style="list-style-type: none"> • <i>Zippia</i> <ul style="list-style-type: none"> ○ Highest = \$71,452 or \$34.35/hour ○ Lowest = \$35,287 or \$16.96/hour ○ Average = \$53,370 ○ Average Salary in Ohio = \$51,530 or \$24.77/hour • <i>Glassdoor</i> <ul style="list-style-type: none"> ○ Base Pay = \$51,396/year • <i>Payscale</i> <ul style="list-style-type: none"> ○ Average Base Pay = \$54,977/year • <i>Indeed</i> <ul style="list-style-type: none"> ○ Average Base Pay = \$41,496 or \$20.61/hour • <i>Salary.com</i> <ul style="list-style-type: none"> ○ Salary Range = \$47,989 - \$62,218 ○ Average = \$53,370 	<ul style="list-style-type: none"> • <i>Zippia</i> <ul style="list-style-type: none"> ○ Highest = \$61,837 or \$29.73/hour ○ Lowest = \$36,077 or \$17.34/hour ○ Average = \$48,957 ○ Average Salary in Ohio = \$46,731 or \$22.47/hour • <i>Glassdoor</i> <ul style="list-style-type: none"> ○ Base Pay = \$51,241/year • <i>Payscale</i> <ul style="list-style-type: none"> ○ Average Base Pay = \$43,223/year • <i>Indeed</i> <ul style="list-style-type: none"> ○ Average Base Pay = \$53,467 or \$28.73/hour • <i>Salary.com</i> <ul style="list-style-type: none"> ○ Salary Range = \$52,589 - \$60,083 ○ Average = \$57,421
<u>PR Director</u>	
<ul style="list-style-type: none"> • <i>Zippia</i> <ul style="list-style-type: none"> ○ Highest = \$133,369 or \$64.12/hour ○ Lowest = \$66,746 or \$32.09/hour ○ Average = \$100,058 or \$48.11/hour ○ Average Salary in Ohio = \$90,969 or \$43.74/hour • <i>Glassdoor</i> <ul style="list-style-type: none"> ○ Base Pay = \$92,643/year • <i>Payscale</i> <ul style="list-style-type: none"> ○ Average Base Pay = \$93,840/year • <i>Indeed</i> <ul style="list-style-type: none"> ○ Average Base Pay = \$66,854 	

Spivack, Emily R.

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

From: **Krista Bair** <krista.bair@weschools.org>

Date: Thu, Jun 9, 2022, 7:46 AM

Subject: Esc western reserve contract

To: Nick Ciarniello <nick.ciarniello@weschools.org>

Good morning Nick,

I hope you are well and were able to get some rest.

I had concerns with the language in the previous ECS contract that was presented and then removed for the May meeting.

I want to compare the language between the old and new contracts to ensure I understand the changes made prior to our voting on Monday.

Can you please send me a copy of the current ESC western reserve contract today?

Thank you in advance,

Krista Bair

Member - Willoughby Eastlake Board of Education

Krista.Bair@weschools.org

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EXHIBIT P

Spivack, Emily R.



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

From: **Steve Thompson** <steve.thompson@weschools.org>

Date: Thu, May 19, 2022 at 10:33 AM

Subject: Attached Letter

To: Catharine Beal <catharine.beal@weschools.org>

Cc: Eileen Bowers <eileen.bowers@weschools.org>, Charles Murphy <charles.murphy@weschools.org>

Hello Catharine,

Please see the attached letter regarding the incident that occurred with your passwords.

Steve

--

Stephen L. Thompson, EdD
Willoughby-Eastlake City Schools
Superintendent

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--

Charles A. Murphy Jr.
Willoughby-Eastlake City Schools
Assistant Superintendent
35353 Curtis Boulevard
Eastlake, Ohio 44095
O-440-975-3759

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WILLOUGHBY-EASTLAKE Board of Education

Board of Education Members

Krista Bair, President
Stacy Menser, Vice-President - William Boxler
John Roskos - Lawrence Vittori

Stephen L. Thompson, Superintendent
Nicholas Ciarniello, Treasurer

35353 Curtis Blvd · Eastlake, OH 44095 · Phone: (440) 946-5000 · Fax: (440) 946-4671

May 19, 2022

Sent Via Regular U.S. Mail and Email

Catherine Beal
36470 Carriage Lane
Willoughby, Ohio 44094

Re: April 2020 Data access concerns

Dear Ms. Beal:

I am writing to follow-up on the discussions that have occurred regarding the allegations of unauthorized access to data and accounts on or about April 5 and April 6, 2022. As you are aware, it is the policy of the Willoughby-Eastlake City School District Board of Education (the "Board") to maintain an education and work environment that is free from all forms of unlawful harassment, a commitment that applies to all Willoughby-Eastlake City School District ("District") operations, programs, and activities. Board policy further provides that the Board believes that staff members should be able to work in an environment free of threatening speech or actions. As a result, should you wish to address any complaints or concerns regarding the alleged incidents, please follow the appropriate policies and procedures for addressing any such claims.

More specifically, should you feel that you have been subject to a hostile work environment as a result of the alleged incident(s), please direct any such complaints to either Assistant Superintendent, Chuck Murphy, or the Director of Pupil Services, Eileen Bowers, both of whom serve as District Anti-Harassment Compliance Officers.

If you have any questions about the reporting process, please do not hesitate to contact me directly.

Sincerely,

Dr. Steve Thompson
Superintendent

EXHIBIT Q

Spivack, Emily R.

The items I would like to see added which are factual in nature are as follows:

When the text message was approved by me it was also reviewed by another Board member Stacy Menser. The version of the document that we reviewed was a printed piece of paper provided to us in Dr. Thompson's office prior to an in person meeting for another matter. When Dr. Thompson asserted to Ms. Beal and in his email back to me that we approved the message that was inaccurate and he sent a screenshot of a microsoft word document on a computer screen. We did not approve a computer version of the doc but rather a hard copy. He provides an image attachment in his email that is a picture of a computer screen version of the communication NOT the hard copy piece of paper.

Additionally, Ms. Beal's name was not asked to be pulled from the ESC contract. That is an inaccurate statement. When I reached out to speak with Dr. Thompson about why we still had a COVID Coordinator listed on the draft version of our board agenda he informed me that multiple errors existed on the contract to include our COVID coordinator job title as that individual was transitioned to a new position that supported the PR department and did not yet have a job title... and in addition to that Ms. Beal's should not be on the contract. According to him she should NOT have been listed as she had 1 more year on her existing contract and did not need to be listed nor required Board approval this year. HE pulled her name when he worked with the ESC to reformat our contract accordingly.

