

To: Dave Spray  
Fr: Steve Chestnut  
Re: Follow-Up to 11/27 Conference  
Dt: 11/27/95

The purpose of this memo is to document the conference that we had in my office on 11/27/95 at 1 p.m. Prior to the meeting you were advised that you could attend the meeting with an association representative, but you chose to attend the meeting by yourself.

During the conference, we talked about several things:

- 1) We reviewed the meeting between you and [redacted] that occurred on 11/13/95. During that meeting you told me that there was nothing inappropriate occurring between you and [redacted]. I told you that I heard a rumor that you were calling [redacted] at home.
- 2) I was out of town 11/15-18. On 11/20 I contacted our school attorney to ask him if I should take any further action. Our attorney advised that a school administrator talk to [redacted] and to [redacted] to confirm that there was nothing occurring that was inappropriate.
- 3) On 11/27 I contacted [redacted] and Mr. Cummings talked to [redacted] to confirm that there was nothing occurring that was inappropriate. During the conference between Mr. Cummings and [redacted] she was asked if Mr. Spray had ever hugged, kissed, or touched [redacted]. [redacted] stated that the only kiss and hug that had ever occurred was after the last football game on the football field.
- 4) [redacted] also called me on 11/27. I reviewed the situation with him and told him that I planned to meet with you and direct you to have no further contact with [redacted]. I asked him if there was anything else he wanted me to do in regards to this situation, and he stated that there was nothing else necessary.
- 5) I asked you if you had ever hugged, kissed, or touched [redacted]. You stated that the only kiss and hug that had ever occurred was after the last football game on the football field.
- 6) I directed you: a) to have no further contact with [redacted] (except for short, casual conversations when passing in the hall); b) to write no (more) notes to [redacted]; c) to make no telephone calls to [redacted]; d) not to visit her while she is at work; e) not to have her visit you at your house; f) not to have any physical contact with [redacted].

*I asked you if you visited [redacted] while she was working at the home in [redacted] you said no.*

1/3/96 - 1 p.m.

Steve Chestnut, Van Cummings, Dave Spray, Diane Schmidtke

SC - Explained the reason for the meeting. Asked if DS had any notes.

DS - No notes. Two cards from [REDACTED] were given to Alex Skalbania.

SC - We would like a copy of the cards.

Diane - We will get them from Skalbania and give them to you.

Diane - Dave has been harassed by anonymous telephone calls. The district's investigation has caused him problems. I have a plan, terms, settlement (she gave Steve the paperwork).

SC - Here are the statements.

There was a recess so that Dave and Diane could review the statements. The meeting reconvened at 2 p.m.

SC - I have no authority to negotiate a settlement at this point. I will poll the board.

Diane - What will your response/recommendation to the school board be concerning a settlement going to be?

SC - What is your response to the allegations?

Diane - Some of them are true, not all.

Van - Explained that the statements were written after the interviews, based on the notes taken during the interviews.

Diane - The number of times at the house is exaggerated. [REDACTED] started coming to Dave's house when [REDACTED] was [REDACTED] advisor. Other students visit Dave's house too. This is not uncommon. Students visit the houses of other teachers too.

Concerning the loaning of the truck, the number of times is exaggerated. Other students have borrowed Dave's truck. [REDACTED] car was wrecked. She needed the truck to go to her classes at [REDACTED].

Concerning Gasoline Alley, Dave goes there as a customer. There are not that many places to eat in Dayton. Dave White never told him to leave. Dave takes his kids there.

[REDACTED] and all the members of the football team were told that if they couldn't afford a Kingbow! ring to let Dave know. Dave bought a ring for [REDACTED].

Dave bought sweatshirts for all managers. He bought [REDACTED] letterman's jacket.

[REDACTED] is a friend as other students are friends.

The allegations are taken out of context.

SC - Did you hug [REDACTED] while standing next to Key Bank?

DS - I don't remember that happening.

SC - Did you write a note that said you loved [REDACTED] and wanted to be with her?

DS - No.

SC - Did you write her a poem?

DS - I wrote her a birthday card with my children that had a poem.

SC - Has [REDACTED] been to your house 15-20 times in the past year?

DS - There were always other students present. The number is exaggerated. Other students have been there too. She has been there 8-10 times.

SC - Has [REDACTED] car been at your house as late as 12:30 or 1:00 a.m.?

DS - My dad's car is often mistaken for [REDACTED]

SC - Did you loan your pickup to [REDACTED] so that she could go to [REDACTED] 8 or 10 times?

DS - The number is exaggerated. Other students have borrowed it too. She has borrowed it 3-4 times for fun. The other times were when she went to [REDACTED]

SC - Did you romantically kiss [REDACTED]

DS - No. Those were not her words. Those may have been her feelings, not my feelings.

Diane - We are not ready to answer all these allegations. We haven't seen all of these.

There was a recess so that Dave and Diane could review the statements. The meeting reconvened at 2:45 p.m.

Diane - [REDACTED] is from a disfunctional family.

Dave may have offered to pay for her college, but not if she lived with him. This was taken out of context.

He didn't ever ask her to marry him.

Dave did not say I want to spend the rest of my life with you.

SC - Did you kiss [REDACTED] on the cheek in the football storage area?

DS - It never happened.

SC - Did you say you would pay for her college if she lived with you?

DS - Yes, something similar to that. I did not ask her to live with me.

SC - Did you and [REDACTED] talk about how much you mean to each other?

DS - Not in the way that implies.

SC - Did the owner of Gasoline Alley have to ask you to leave because you were hanging around too long?

Diane - Dave eats there. He is a customer. Dave White never said that.

SC - Have you asked [REDACTED] to marry you?

DS - No.

SC - Did you give [REDACTED] a Kingbowl ring?

DS - Yes.

SC - Did you give [REDACTED] athletic shoes, that she recently paid you back for?

DS - Yes.

SC - Did you give [REDACTED] a black winter coat?

DS - Yes. It is not a winter coat.

SC - Did you give [REDACTED] a sweatsuit in addition to the sweatsuit that was given to all managers?

DS - Yes.

SC - Did you give [REDACTED] \$100 for senior pictures?

DS - Yes.

SC - Did you give [REDACTED] softdrinks?

DS - Yes.

SC - Did you give [REDACTED] flowers?

DS - Yes, twice. This included one time when flowers were given to all managers. The other time was around the sports banquet, and she was under pressure.

SC - Did you give [REDACTED] candy?

DS - No.

SC - Was [REDACTED] at your house on 11/9/95?

DS - It was to pick up or drop something off for the sports banquet.

SC - Previously you said you were out of town on 11/30. Was [REDACTED] at you house on 11/29?

DS - No.

SC - On 12/7 and 12/8 during lunch were you talking to [REDACTED] outside the locker room doors?

DS - Yes, we met by chance. Other students were there.

SC - I will discuss a letter of discharge with the board, and our school district attorney. OSPI will be notified no matter what happens. We will see about a settlement.

Diane - I will be out of the office on Friday, but I will check my voicemail.