

LEEDE

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**INVESTIGATION REGARDING ALLEGATIONS OF INAPPROPRIATE
CONDUCT BY NORTSHORE SCHOOL DISTRICT STAFF MEMBER,
CARL LEEDE**

June 1999

Prepared By

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NOTICE

The following information from the investigation regarding allegations of inappropriate conduct by Northshore School District staff member, Mr. Carl Leede, was prepared at the request of the District and its legal counsel in anticipation of any litigation that might arise out of the situation under investigation.

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

**INVESTIGATION OF ALLEGATIONS OF INAPPROPRIATE CONDUCT BY
NORTHSHORE SCHOOL DISTRICT STAFF MEMBER, CARL LEEDE**

INTRODUCTION

The introduction includes background information regarding the Northshore School District, Kokanee Elementary School, the PACE program, Mr. Carl Leede, and the allegations and investigation.

Northshore School District

Northshore is the eighth-largest school district in Washington state. The District straddles a county line, with about 65 percent of its area in King County and 35 percent in Snohomish County. It is composed of the cities of Bothell, Kenmore and Woodinville as well as unincorporated areas. The community contains nearly 120,000 people.

The District has nearly 20,000 students and approximately 2,600 full- and part-time employees. Students are served in the District's 20 elementary schools, six junior high schools and four high schools. The District also has an early childhood development center and a home school program.

Kokanee Elementary School

Kokanee opened as the District's newest elementary school in September 1994. The school currently serves approximately 490 students from kindergarten through grade six.

The certificated staff includes a principal, 20 classroom teachers for grades K-6 and special education, a librarian, and 4 specialists -- nurse, psychologist, music and PE. The classified staff includes an office manager, 12 staff assistants/instructional assistants/tutors, a cook and two custodians.

P.A.C.E. (Parents Active in Cooperative Education) Program

In addition to the regular program offerings, Kokanee also houses one of the four PACE programs in the District. PACE is a program offered for grades K-6 which emphasizes active parent involvement. Parents of children in the program commit a minimum of 80 hours per year to the program.

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

Following is a summary of the PACE program teachers for Kokanee Elementary since the school opened in September 1994:

Summary of Kokanee PACE Teachers – 1994-95 - Present

Grade	1994-95	1995-96	1996-97	1997-98	1998-98
K	Cheryl McNeess	Cheryl McNeess	Cheryl McNeess	Cheryl McNeess	Cheryl Sablan
1/2	Annette Loy	Annette Loy	Annette Loy	Annette Loy	Annette Loy
3/4	Kari Bendick	Kari Bendick	Kari Bendick	Debbie Martens	Debbie Martens
5/6	Carl Leede	Carl Leede	Carl Leede	Carl Leede	Carl Leede

Carl Leede

Carl Leede began his employment as an elementary teacher in the Northshore School district in September 1977, a position which he has held since that date. Prior to his hire in Northshore, Mr. Leede taught for two years, 1974-76, in the South Kitsap School District and substituted for one year, 1976-77, in Northshore.

District records show that Mr. Leede's in-district teaching assignments include:

Summary of Carl Leede's District Teaching Assignments

Years	School	Grade Level	Program
1977-80 (3 years)	Cottage Lake	4 and 5	Regular education
1980-82 (2 years)	Woodinville Annex	6	Regular education
1982-85 (3 years)	Woodin	3, 4, 5, and 6	NAP, a.k.a. PACE
1985-92 (7 years)	Woodinville Annex	5/6	NAP, a.k.a. PACE
1992-94 (2 years)	Woodmoor	5/6	NAP, a.k.a. PACE
1994-99 (5 years)	Kokanee	5/6	Elementary Alternative, a.k.a. PACE

As can be seen above, Mr. Leede has been a teacher in the elementary alternative program, initially called NAP and currently called PACE, at four different schools over the past seventeen years.

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

Allegations and Investigation

On Friday, May 21, 1999, the Northshore School District was informed by a parent that Mr. Carl Leede had been arrested the night before. The District then learned the arrest may involve two counts of Child Molestation, First Degree. That same day, Dr. Karen Forsys, Superintendent, placed him on administrative leave, with pay, pending an investigation. As of the writing of this report, Mr. Leede has not been charged with any crime.

On Monday, May 24, 1999, Ms. Laurie Ferwerda, Executive Director of Personnel, contacted Dr. Jan Marchbanks, Personnel Consultant, to request that Dr. Marchbanks conduct the investigation. Dr. Marchbanks agreed to conduct the investigation beginning Thursday, May 27, 1999.

When the Investigator arrived on Thursday, May 27, she was given the names of several individuals who had come forward and several other identified potential witnesses. The Investigator started interviewing the individuals who had come forward and the additional named individuals. At the end of each interview, the Investigator asked if the interviewee knew of anyone else who may have had issues regarding Mr. Leede. When names were given, the Investigator added those to the list of individuals to be contacted for interview. Also, as individuals came forward and contacted the District, the Investigator added those names as well. When necessary, follow-up interviews were conducted either in person or via telephone. Following is a summary of named individuals and interview status by group.

Number of Individuals Named and Interviewed by Group

<i>Group</i>	<i># Named</i>	<i># Interview</i>	<i>Not Interviewed</i>
Current/Former Female Students	21	14	Parents would not allow (3); chose not to get involved (1); District unable to locate (3)
Parents	13	8	Chose not to interview (2); said nothing happened (1); did not return District calls (1); District unable to locate (1)
Current Staff	22	21	One (1) staff member requested not to interview for professional confidentiality reasons.
Former Staff	2	0	District unable to locate (2)
Current and Former Administrators	5	5	

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

The data gathering phase of the investigation of allegations of inappropriate conduct on the part of Mr. Carl Leede was conducted from Thursday, May 27, 1999 through Tuesday, June 22, 1999. Following is a summary of the allegations of inappropriate conduct by and related issues regarding Mr. Leede as reported to the Investigator.

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

ALLEGATIONS OF INAPPROPRIATE CONDUCT BY MR. CARL LEEDE AND RELATED ISSUES

The allegations of inappropriate conduct by Mr. Carl Leede and related issues include, but are not limited to, the following.

Allegations of Inappropriate Conduct

Allegations of inappropriate conduct by Mr. Carl Leede were reported to the Investigator including:

- A. Mr. Leede hugs female students from behind touching them on their breasts. The reports include:
 - 1. Several interviewees reported Mr. Leede hugged female students from behind and touched their breasts during the 1998-99 school year including:
 - a. One father told the Investigator,

I saw Mr. Leede walk up behind (daughter's name) and put his arms around her so one hand was positioned directly on the breast area and the other on the mid-section of her stomach. Mr. Leede pulled her back into himself, gave her a squeeze, and kissed her on the back of the head.

My daughter reported Mr. Leede hugged her like this two times before. She reported he did that to a lot of the kids.
 - b. The mother of another child reported,

My daughter told me that Mr. Leede came up from behind her and hugged her with his hands coming across her breasts.

The mother chose not to have her daughter interview with the Investigator because she had already spoken with the police.
 - c. Three female students, in addition to those described in a. and b. above, reported Mr. Leede hugged them from behind and his hands touched their breasts, for example,
 - (1) One current female student reported,

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

He (Mr. Leede) hugged me some last year. He hugged me a lot this year. He hugged from behind. His arms were around and under my breast. He moved his arms up touching my breasts usually with this arm.

- (2) Another current female student reported,

When he (Mr. Leede) hugged me from behind, he crossed his arms over my breasts so his hands were placed flat on my chest/breasts. He has been doing this since about January and it continued until about 2 weeks before the news story broke (on or around May 21, 1999).

- (3) A third current female student reported,

He came up behind us the end of March, during April and the beginning of May. When he hugs, he is standing behind. He puts his arms around and places his hands -- open hands -- on girls' breasts. He did that to me.

- d. Three current female students reported they observed Mr. Leede hug other current female students, hugs which included him placing his hands on the girls' breasts. The three reporting students stated that they observed Mr. Leede hug 7 different female students in this manner.

In addition, the mother of a current female student reported that her daughter also saw Mr. Leede hug still another student, an eighth female student, with his hands on her breasts this year.

2. Several interviewees reported Mr. Leede touched female students' breasts during previous school years including:

- a. A mother reported,

Mr. Leede had, on a regular basis, touched my daughter's breasts. This occurred over a two-year period. (Estimated to be 1996-97 and 1997-98 when the female was a student in Mr. Leede's class.)

The mother chose not to have her daughter interview with the Investigator because she had already spoken with the police.

- b. A current junior high school student reported,

What he did to me he did 5-10 times during my 4th grade year (1995-96). (Name) and I would ask him a question. He would grab me by the neck and shoulder and turn me around, he would pull me to him, he put his arm around my neck like a head lock and then he would rub my chest and stomach with his hand. He rubbed in circles, from my chest to my stomach, in big circle

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

motions. He was rubbing over my breasts. If I tried to walk away, he wouldn't let me move. He would pull me back and kept rubbing.

This was also witnessed and reported by another student who stated,

I saw him move his hands down her chest and actually grasp my friend's breasts. My friend tried to get out. He put his arm around her shoulder and neck with his forearm in front of her neck like a hammer lock.

- c. A former PACE parent, and current classified staff member, reported that while she was a PACE parent,

I saw bear hugs from behind where he moved his arms up the girl's chest so that his forearm rubbed the girl's chest/breast area. This was up, not up and down. As a parent, I saw this type of hug at the Annex (approximate time period 1988-89 through 1991-92) and at Kokanee (1994-95 through 1996-97).

- d. An instructional assistant reported that in about 1988-89,

I went into Carl Leede's class during the school day to ask him about something. A boy was in the room and a girl. The girl was lying on her back on the table in the room. Carl Leede was standing by the table tickling the girl, she was giggling. When I came in, he stopped tickling her but she stayed on the table. He stood there, by the table, with his hands on the girls breasts while we talked. When we were done talking, I left and he still had his hands on her breasts.

- e. Another former instructional assistant reported that about 8-10 years ago,

We were in the classroom -- Carl, a student (female student) and me. He was describing the logo of a T-shirt or sweat-shirt. Rather than just having his hands show what he was showing in the air, he put his finger and thumb on the girl's chest. The girl had a small bosom. He put his finger and thumb on her chest with the palm of his hand facing her chest. He drug his thumb and finger across her chest -- one under her breasts and the other on top -- his thumb and finger were touching her as he moved his hand across her chest.

- B. Mr. Leede came up from behind, began to massage female students' shoulders, and as he talked he leaned over like he was looking at the students' work, and as he leaned his hands moved down the front of the girls' chests toward the breasts. Specifically,

1. One current junior high school female student reported that in 1995-96,

We were just sitting there reading and he came up and started talking to us and as he talked he moved in back of my chair. He was in back of me, he put his hands on my shoulders and was massaging my shoulders as he kept talking. As he was

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

massaging and talking he leaned over like he was looking at my book over my shoulder. His head was close to my head. As he leaned, his hands moved down the front of my chest toward my breasts. I felt his hands on my body going down my chest to my breasts. He did not actually get to my breasts but his hands were on my chest and moving that direction.

2. A second former female student, now a high school graduate, reported that in 1990-91,

I was most uncomfortable when I was working at the computers. At the computers, I had the machine in front of me and students on each side. Or if I was on one of the ends, I had the machine in front of me and a student on one side and either the book shelves or his desk on the other. Also, the long table was right behind the computer area. Once at the computer, it was like I was trapped - there was no place to get away. He came up behind me and would start to rub my shoulders. Then he would rub down my chest, then go back up and rub my shoulders again.

When he rubbed my shoulders and upper chest, he did not get all the way down on my chest and touch my breasts.

He would tickle me. He rubbed my shoulders and chest -- it was like he rubbed down to where the metal triangle connects the bra strap to the bra.

- C. Mr. Leede sat on tables facing female students with his hands on the female students' hips (on the sides of the torso and below the waist), and in at least one case squeezing the female student's pelvis/upper buttock area as he/they spoke. Specifically,

1. One certificated staff member reported,

November 1998 -- It was conference week. I saw Carl Leede sitting in the pod on a child's size table. He had (name) between his legs -- she was standing facing him. He had his hands on her hips -- below her waist and on top of where her bottom starts. His thumbs were in front and his fingers in back. They were in deep conversation. She was looking at him, he was looking at her. There was no movement. His legs were touching the sides of her legs.

2. Another certificated staff member reported,

November 1998 -- It was at the Thanksgiving Feast, in the activity room. Carl was standing facing (name) with his back to the speakers. (name) was standing facing Carl. He had his hands on (name) below the waist and on her hips. He was rubbing her hips with his hands. He was not rubbing his thumbs up and down, his fingers and thumb were making a continuous squeezing motion on her hips below her waist.

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

They – Carl and (name) – stood there for approximately two minutes and he talked to her and continued to rub/squeeze her hips the entire time. He was talking to her the entire time and with a smile. I did not hear what was said. The distance between them was not arms length. His arms were bent so he was within 12 inches of (name).

When they were done talking, he gave her a full embrace. I don't know how tight the hug was but there was no space between them. His arms were all the way around her. When they hugged is when his hands came off her hips and then went all the way around her. He kissed her on the side of the head and (name) walked out of the room.

(name) is not a little girl in stature. She is tall enough that he did not have to bend down to hug her and she had started developing. She was not straight-up-and-down like a younger child, she clearly had hips.

D. Mr. Leede hugs female students in a manner that is too affectionate, too intimate, overly loving, and/or lasts too long. Specifically,

1. A current female student reported,

Mr. Leede hugged me this year. I remember he hugged me around the shoulder. I felt uncomfortable.

2. Two staff members reported seeing an incident during the 1997-98 school year where Mr. Leede came up behind a female student, put his arm around her and across her chest, hugged her, gave her a kiss/nuzzled her somewhere around/by her ear, which appeared to the staff members as too personal/more affectionate than appropriate.

a. The certificated staff member reported,

January 1998 -- What I saw was -- Mr. Leede walked up behind a student, (name) hugged her from the side and nuzzled her head behind her ear with his head. I was taken a back because it was more affectionate than I thought appropriate. I felt the student was uncomfortable.

b. The classified staff member reported,

I was sitting at my desk. PACE kids were in and out of the computer area all the time. Two female students -- (name) and another student -- were looking for Carl Leede. He came into the computer room. They asked him a question. He answered. He came up behind a student, (name), put his arm around her and across her chest, hugged her, gave her a kiss somewhere around/by her ear. I remember his face being in her hair. I thought, "that is too personal."

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

The look on (name)'s face -- was uncomfortable, not relaxed, a grimace. She moved away.

3. A parent reported that in 1996-97 Mr. Leede was too touchy-feely and too "lovey" with her daughter, a female special education student,

I also saw him hugging and kissing (name) in the classroom. I don't remember the exact hugs, he kissed her on the cheek. He was really touchy-feely and very lovey. (name) is also very lovey. I was kind of iffy about what I had seen but I was concerned. When I saw the hugs and kisses with (name), I didn't want it to go any further. We moved her to another classroom.

4. A classified staff member reported she saw Mr. Leede in the classroom alone with a female student giving her a hug (in 1995-96 or 1996-97) that was not a typical student-teacher hug and which lasted too long. The staff member stated,

I saw Carl give a very intimate hug to a girl in our class. I had seen Carl give hugs before but this one was too intimate and lasted too long and both arms were around her and you don't hug kids like that at school. What disturbed me most was that he was in the classroom by himself with the girl. I walked in, saw them, told the girl, (name) that it was time to go out for recess and she left. Just the two of them were in the room. It was not a typical hug. It was full-frontal, he had his arms all the way around her, it lasted way too long. It was not a typical hug.

E. Mr. Leede has female students sit in his lap.

1. Three individuals -- the mother, a certificated staff member and a classified staff member -- reported Mr. Leede held a female special education student on his lap.

- a. The mother reported,

1996-97 -- Carl called me on the telephone, told me that (name) was upset and said, "I have her on my lap. She needs to talk to you." This happened twice.

- b. The certificated staff member stated,

A classified staff member reported to me that she went into Carl's room, (name) was crying. (name) was sitting in Carl's lap at his desk. I don't recall if he was on the phone with the mother or going to call the mother.

- c. The classified staff member reported,

At the end of the school day, Carl Leede was to walk (name) to the bus and make sure she got on the bus. One day that I know of he didn't walk her to the bus. So, she didn't get on the bus and she ended up back in his classroom.

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

Carl called (name)'s mom and said (name) missed the bus, she's fine, she's here sitting on my lap. The mom came and got her.

2. An assistant principal reported,

I believe it was in about March 1991, that there was a teacher in the Lake Washington School District – a male – who was in trouble because of accusations of touching. At almost the identical time, I observed a female student sitting on Carl Leede's lap. I took Carl aside and told him something like, "No matter how many PACE parents are in and out of the building, you should not have a young lady on your lap – particularly not a 4th, 5th, or 6th grade female."

The next morning, I asked all the male teachers to meet with me. I told them that it is an uneven playing field between men and women in public schools. I said that whether it is fair or not is not the issue. I said we males must be more vigilant. I told the men that they could not have a child on their laps.

3. A certificated staff member reported,

In 1987-88 - Mr. Leede sent a male student over to tell me that they wouldn't be coming to music. I went to his room.

I walked into his classroom and the students were busy doing things at their desks. There was an old overstuffed chair, a green chair, with old scratchy covering like our grandparents had. The chair was not too wide.

He was sitting in the chair. A female child was on his lap straddling him -- not across his knees but directly across his lap. She was flush against his body and her crotch area was over his. She had her head on his shoulder. He had his arms around her back. It appeared that it was a very comfortable embrace for the two of them.

He didn't see me at first. I walked ahead, walked around a couple of tables. He saw me, he pushed the girl off his lap. He stood up and he adjusted his trousers. I don't think I said anything; I just left.

She was a beautiful, little, blond girl who I remember as one who needed kind words and a little extra attention.

F. Mr. Leede gave firm, frontal hugs and rubbed a female student's lower back below the waist when he hugged her.

1. A former female student, now a high school graduate, reported,

During my 6th grade year (1990-91), Mr. Leede gave hugs – firm, frontal hugs and he would rub my lower back below my waist when he hugged me.

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

He didn't grab, he didn't put his hands down my clothes. He was subtle and he made me very uncomfortable.

He doesn't grab. He gives a hug for no real reason, when sitting down, and rubs your lower back -- or he tickles you.

- G. Mr. Leede (1) told a current student not to tell that he had touched her breasts or he would have the principal suspend her and (2) retaliated against a former student who did tell.

1. A current female student reported,

When he did that to the girls (came up behind, puts his arms around and places his hands -- open hands -- on girls' breasts), he told us not to tell or he would have Mr. Young suspend us.

2. A former female student, now a high school graduate, reported,

After my friend and I talked about it, we decided that (parent volunteer) was the one we would talk to. We told her and she talked to Carl. After that, he started to tease me in class. He would ask me to spell words in class -- and I am not good in spelling and he knew that. Then, he gave me an Action Plan -- a discipline plan.

It was after we talked to (parent volunteer) that I had the problems with him teasing me, setting me up to be embarrassed in class, and the Action Plan.

The mother of the former female student, now a high school graduate, reported,

In 6th grade, (name) complained that Mr. Leede picked on her, blamed her. One day, she called home and said Mr. Leede had kicked her out of class and she was coming home. I called (assistant principal) and told him that this needed to be handled properly procedurally.

I spoke to Carl Leede and he said (name) was being manipulative and she needs to deal with that. I said, "Carl, why didn't you tell us?"

We had seen a major shift in her behavior. I couldn't really figure it out.

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

Related Issues Regarding Mr. Leede

Current and former students, parents and staff members reported other related issues, specifically, behaviors that caused them concern regarding Mr. Leede including, but not limited to, the following.

A. Mr. Leede tickles female students on the ribs, under the arms, on the stomach and feet/knees/lower legs.

1. Current female students reported Mr. Leede tickled them stating,

a. One student reported,

He tickled me on the stomach, but not very often. People were around. I was not uncomfortable.

b. Another student reported,

He did tickle me in 2nd and 3rd grade -- under the arms and on my neck. He only did this about twice. I was not uncomfortable.

He tickled me in 4th and 5th grade, maybe about twice. Ticked my feet/knees/lower legs. It never bothered me. One time he tickled me when I was in a chair and I just went to the ground. What he did did not bother me.

c. A third student reported,

When I did something funny he tickled my stomach; that was okay.

d. At least three students reported they saw Mr. Leede tickle other students.

2. A former female student, now a high school graduate, reported Mr. Leede tickled her and she saw him tickle another former female student,

He would tickle me.

I saw him tickle (name). I saw him tickle her on her sides -- he came up behind her and tickled her on the side when she was at the computer.

3. Three current certificated staff members reported they observed Mr. Leede tickle his own students and other students stating,

a. One staff member reported,

This year I observed a child giggling and laughing on the floor in his classroom by his desk. He was near her. I saw nothing inappropriate but it caught my attention. Other children were in the classroom at the time.

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

b. A second staff member reported,

He did that (tickled) with my little ones. My children would be working and he would come into my room, go up to them and hug and tickle them on the ribs. He knew some of my students since they were babies. He would tickle them on the ribs from the back and then hug from the back. Most of these were initiated by him. I remember him doing this to girls. That doesn't mean he didn't do this to boys, but I only remember him doing this to girls.

c. A third staff member reported,

Carl Leede played tickle games with little girls and their parents were there. It was like he was grooming little girls and families from the beginning. I saw the tickle games, the hugs. It happened all the time -- when parents were there and when they were not there.

B. Mr. Leede has two sets of standards -- one for boys the other for girls -- he treats boys more harshly than girls, e.g., yells at the guys, favors the girls; boys got into trouble, girls didn't.

1. Current female students reported Mr. Leede treats boys more harshly than girls stating:

a. One current female student reported,

Mr. Leede was more harsh with the boys than the girls. Examples of this include, he would not get down on girls so much with late assignments as he did for boys. And, I don't recall a girl ever being sent out of the room, but by the end of the year I think every boy had been sent out at least once.

b. A second current female student reported,

Mr. Leede was really harassing with the guys. He always yelled at guys. He clearly favored the girls.

c. A third current female student reported,

He treated boys differently than girls. Boys got in trouble, girls didn't. He never sent girls out of the room. He never yelled/raised his voice at girls but did at boys.

d. A former female student, now a high school graduate, reported,

He hugged the girls: I never saw him hug boys.

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

2. Parents reported Mr. Leede has two sets of standards, is much harder on boys stating,

- a. The parent of a current female student reported,

My daughter told me that Mr. Leede does not treat boys the same as girls. There are two sets of standards. He is much harder on boys.

- b. The parent of a current male student reported,

Mr. Leede grabbed our son, (name)'s brother. He came home with a red arm -- not bruised.

- c. The parent of a former male student reported her son wrote a letter to Mr. Leede during the 1996-97 school year telling Mr. Leede that he did not treat the boys like the girls. The letter said,

Dear Leede,

Why do you treat the boys like crud. You favor the girls in every subject. You don't care if the girls do something bad, but you get mad at the boys for doing nothing or even doing something. Me and all the other boys think you should treat the boys the same way you treat the girls or treat the girls the same way you treat the boys. That includes (female student name). We think your [sic] unfair [sic] about everything. The girls can be making noise and giggling and if a boy whispers you get mad. Even if the boy is finished with his work and the girls aren't.

- d. The parent of former female student told the Investigator,

I do recall that Mr. Leede was very huggy with the girls -- including the moms -- but not the boys. He was hard on the boys. That is why I decided that I would not have my son in his classroom.

- C. Mr. Leede teased one female student constantly and did not stop when asked; and he does not accept "no" from female students.

1. One current female student reported,

I do remember he teased me constantly. I asked him to stop and he didn't. He teased me so much that other students thought it was okay to tease me also. They did. He teased me more than the others. He teased me all year long. It made me uncomfortable.

The student's parents reported,

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

When Mr. Leede kept teasing (name), she asked him to stop and he didn't stop. So, we talked to him at least once, during the second conference. In that conference we mentioned that (name) didn't appreciate the teasing. He acknowledged that he teased her. He confirmed that she had told him to stop and he said he would try to stop. He didn't promise to stop, he said he would try. The teasing continued.

2. A certificated staff member reported,

(1997-98) -- At the sock hop assembly teachers start the dance by dancing with kids. Usually you dance with a student in your class, then the two of you go get two more people who aren't dancing so that now four people are dancing, etc. The assembly was during school hours. Two older girls were dancing together, girls who were not in Carl's class. Carl went to break in on the two girls to dance with one of them. The girl said "no." Carl pulled her to him. She said, "no." He gave her a big hug as she was still trying to get away from him. It was clear the girls didn't want anything to do with him. It was like he didn't respect the girl's "no's."

It seemed strange when you think about how other male teachers would do. Other male teachers wouldn't hug.

3. The parent of another female student reported,

When my daughter was in kindergarten, Mr. Leede was doing bus duty. At bus duty, he would play with the kids -- chase them, pick them up and twirl them, etc. My daughter didn't like being twirled. She came home and told me that he had twirled her, she had asked him to stop, and he didn't stop. The next day I went to see him. I told him that (name) did not like being twirled and that she had told him to stop. We were teaching children to say "no" and adults needed to respect that. After that, he didn't twirl her again.

- D. Mr. Leede used inappropriate language/profanity in the classroom including,

1. One student reported,

Mr. Leede used the "H" and "D" words in class talking to a boy.

2. A second student reported,

Mr. Leede swore in class, used the word "shit"

- E. Mr. Leede made inappropriate personal and sexual comments to students and/or where student could hear including,

1. One current female student reported,

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

Also, (Mr. Leede) told us to take a washcloth on Grand Tour "to wash your pits and your crotch."

2. Staff members reported,

a. A classified staff member reported,

I do recall he made a comment to the some girls about the Tough Love program and his older son. Three girls were at his desk - (name) and 2 others. He mentioned that the girls in the Tough Love program were only interested in getting laid. (Name) asked what "getting laid" meant. He said, "Having sex." I didn't say anything but my jaw dropped. I couldn't believe he said that. Every now and then those things occurred.

b. A certificated staff member reported,

One thing he did that I didn't like was when a boy did something Carl didn't like, Carl would threaten to have a girl come over and give him a kiss. I didn't like this and told Carl so.

c. A second classified staff member reported,

I was called to come to Mr. Leede's classroom. A female student had gum on the rear of her jeans so she was sticking to whatever she sat on. I was asked to clean the gum off her jeans. I suggested she go into the bathroom with another girl and have the other girl bring her pants out so I could get the gum off. Mr. Leede said something like, "Oh, she has pants on under her jeans. She can just take them off." So the girl took her jeans off in the pod and handed them to me. She did have gym-type shorts on under jeans. I tried to clean the gum off her jeans but couldn't so I gave them back to her. I couldn't clean them so she wound up wearing her shorts for the rest of the day. I don't know her name but she was a tall, good-looking girl with dark hair - she moved during the year.

d. Still another classified staff member reported,

He would say provocative things to me - sometimes in front of students, usually girls. They were statements that were okay for 2 adults but not for children's ears. I cannot remember specifics of what he said but the comments were sexual. I thought it was funny but it was not appropriate for 5th and 6th grade girls to hear. The comments were sexual and not appropriate in front of girls. This was not constant but occurred several times over the four years.

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

I would say "Carl" with a tone letting him know it wasn't okay. He would say, "Oh, it's okay." And he would hug the girl who heard, like it was okay.

F. Mr. Leede made inappropriate sexual and other derogatory comments about students including the following,

1. A certificated staff member reported,

Carl Leede would make comments about girls in his class -- comments about them developing, comments about their bodies. I thought making this type of comment was odd.

2. Another certificated staff member reported,

In fall 1996 at a PACE teachers' meeting, Carl went through his class list and categorized each student as either (1) "dumber than a stump," or (2) "a little shit." Parents loved him and he talked about their children like that.

In October 1997 at a PACE meeting, we were getting ready for Halloween. PACE teachers were talking about setting guidelines regarding student costumes, e.g., not too gory, not to revealing. Carl said something like, "Yes. Not the way (name) filled out her costume last year" and with his hands he demonstrated large breasts.

Carl talked about girls in his class -- how fast they were developing, how they were built/shaped including hand motions, how soon certain ones would get pregnant.

G. Mr. Leede told female students they are pretty/gorgeous.

1. One student told the Investigator,

Sometimes he would tell us we were pretty or tease me about my blue lipstick.

2. Another student told the Investigator,

Gorgeous was his word. He would say, "Come here gorgeous." It did not make me uncomfortable.

3. A parent told the Investigator,

(name) is a beautiful girl. Twice I heard Carl Leede say to her, "Do you know how beautiful you are?" It was just another "Carl comment." Once he said this to (name) at the Vashon retreat out on the deck.

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

- H. Mr. Leede goes up behind female students when they are sitting and hugs them from behind; puts his arms on either side the student with his hands flat on the table; and/or initiates other physical contact, including leaning into/against the student and/or kissing students on the head or cheek.
1. Female students reported when they were sitting, Mr. Leede came up behind, put his arms around them and put his hands flat on the table, and looked over the students' shoulders at their work and, in some cases, leaned on/against the student. Others reported he would come up behind, talk to the student, rub her shoulders and lean over and look at the student's work. Several reported he kissed them on the head and/or cheek.
 - a. One female student reported,

Every now and then he talked to me and rubbed my shoulders and leaned over and looked at my book.
 - b. Another female student reported,

Sometimes he kissed me on my forehead or cheek before he left.

He would kiss me and my friends on the cheek or forehead. If I was sitting down talking with friends, he would lean over me putting his hands flat on the table.
 - c. A third female student reported,

He would sometimes put his hands on our shoulders and lean over to check our work and sometimes he gave us hugs.
 - d. A fourth female student reported,

He hugged me. If I was sitting and working he would come up behind me and hug me. He put his hands on my shoulders and leaned over to look at what I was doing.
 - e. Another female student reported,

If Mr. Leede ever kissed me it was on the head or cheek. He hugged me.
 - f. Yet another female student reported,

He hugged me a lot this year. (He kissed me) on the top of the head.
 - g. And still another female student reported,

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

There were times when Mr. Leede kissed girls on top of the head.

- h. Another female student reported,

He hugged me by coming up behind me when I was standing and patting me on the shoulders with his hands.

- i. And yet another female student reported,

He also kissed me on top of the head maybe 4 times. I saw him kiss other girls on top of the head -- most every girl in the class I would say.

2. A classified staff member told the Investigator,

One day when I was in the class, I saw Carl Leede go up to a female student who was sitting at her table/desk. I saw him walk up behind her, put his arms around her from the back and place his hands across her chest. He lifted her chair up off the floor with the girl in it and moved her closer to her desk. He literally picked up the chair and girl and moved her. I thought that was very odd.

I felt very uncomfortable. I didn't feel right in that classroom.

3. Another classified staff member told the Investigator,

I saw a young girl in the classroom. She was standing and bent over a table looking at a paper about the size of the Woodinville Weekly, a newspaper that is not as large as a regular newspaper. I saw Carl Leede come up behind the girl, he leaned over with both arms around her and with his hands on the table. The front of his body was by the back of her body. He stood there and was pointing something out on the paper. I didn't think that looked proper at all. I don't know the girl's name.

4. Certificated staff members reported Mr. Leede hugged students more frequently than is typical professionally. Comments included:

- a. One staff member reported,

He was a very "touchy-feely" person, e.g., I saw him hold 5th/6th grade girls on his lap frequently, and saw him with his arms around them. I didn't report it to the principal, I didn't see him damage anyone. I did not see him do anything that I thought was a violation of law. And, he was more "touchy-feely" than other staff.

When I came into his room, he didn't push a child off his lap. He appeared comfortable and the kids appeared to feel comfortable.

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

I was uncomfortable with the level of physical interaction. It seemed unprofessional.

- b. Another staff member reported,

I have seen Carl Leede hug students. This was done in front of parents and teachers and large groups. There was nothing hidden. He stands behind the students and hugs from behind. Usually girls.

I have always worked with younger children. In an elementary school, usually there is a primary wing and an intermediate wing. I have always been in the primary wing so I have had no experience working with older kids, really. Also, this was my first experience working with a male teacher.

I thought it was odd that he hugged students. But he hugged them in front of everyone. He seemed to come highly esteemed by parents and the principal so I thought -- well, I have to defer to them.

He hugged from the back with his arms all the way around the child.

- c. A third staff member reported,

This year I have seen nothing regarding Carl Leede and I don't remember seeing anything the first year. Three to four times in the middle years I saw Carl hug students and kiss them on the head. It was always girls. They were always side-hugs.

When I saw him do that I thought -- "I wouldn't do that in this day and age."

- d. Another staff member reported,

The only other thing is a couple of times the first year or two at Kokanee, I saw him hug students from behind but his arms/hands only touched the shoulders, not the breasts/chest. I thought it was unusual for a male teacher to come up from behind like that. As a male teacher, I wouldn't do that.

- e. Yet another staff member reported,

It seemed strange when you think about how other male teachers would do. Other male teachers wouldn't hug, they wouldn't comment on girls' bodies.

- i. Mr. Leede made sexual comments that were offensive to staff members including,

1. One female certificated staff member reported,

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

Everything was about sex with Carl Leede and when he talked to adults there was a leer in his voice.

He was charming when a parent was there and different when they were gone. For example, Carl told the PACE teachers at a meeting about how his own son, (name), had to check in when he came home at night. Carl stated he and his wife would not lock their bedroom door and (son's name) refused to knock on the door. He joked that (son's name) was always coming in when they were having sex. Carl thought that was really funny.

I had changed my name and the joke around school was about body parts, e.g., McKnees, McAnkles. In October 1997, a parent told me that Carl had been telling parents that "McNuts" will do it." When he said that he was referring to me when talking to other parents. There is no question that Carl was referring to body parts when he made that statement.

He sent sexual e-mails. I saw one that he sent to (staff member name) It was when the "Tickle Me Elmo" dolls were in. The joke on the e-mail was about "test tickles."

Carl didn't get it. He didn't generalize. You would tell him not to do one thing, e.g., referring to me as "McNuts." He would not do that again but would do something else. There was nothing about him that indicated he gets it, e.g., you don't talk about women's bodies anymore.

Administrative Action

The majority of the incidents reported above, particularly those reported by students, were not reported to the administration. However, some incidents were reported. Administrator's reported the following.

- A. A former female elementary principal, now retired, reported she spoke to Mr. Leede (in about 1987-88) regarding hugging and telling him, for his own good, not to hug students. The former female principal stated,

I do remember that one time someone told me they were uncomfortable. I talked to Carl. The program was much more "huggy" than the regular program. I told Carl for his own good not to hug.

- B. A male assistant principal reported he observed Mr. Leede with a female student in his lap. The assistant principal spoke to Mr. Leede, and the other male staff members, informing them they were not to have female students on their laps. Specifically, the male assistant principal reported,

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

(About March 1991) -- I observed a female student sitting on Carl Leede's lap. I took Carl aside and told him something like, "No matter how many PACE parents are in and out of the building, you should not have a young lady on your lap -- particularly not a 4th, 5th, or 6th grade female."

- C. A current elementary principal spoke with Mr. Leede after two staff members observed and reported him hugging a female student from behind and kissing her on the ear, an action which they reported as too intimate. The principal spoke to Mr. Leede and instructed him not to touch students. Mr. Leede was given the WEA guidelines regarding appropriate touch. The elementary principal reported,

In January 1998, a couple of his colleagues reported a concern to me. They reported that some of Carl's students were in the computer lab. Carl came in, hugged a student and kissed her on the side of her head. It really made them uncomfortable. They told me that Carl seems to be doing this kind of thing more often.

I met with Carl that day. I asked him what occurred. He said that he was walking through, he hugged her, he kissed her hair. He justified these actions by saying this is the PACE program, we are a family, I am a hugging person, we can show kids we care.

I told him not to touch and gave him the WEA guidelines that it is okay to touch on the top of the shoulders and elbows -- but cautioned him that with girls he should not even touch on top of the shoulders. Also I informed him that he needed to treat boys and girls the same.

I had no sense of inappropriate touching with that hug. The kissing on the ear was overly intimate, according to the librarian and teaching assistant.

- D. Another current elementary principal reported he spoke to Mr. Leede about appropriate and inappropriate touching including,
 1. In 1995-96, a parent reported Mr. Leede came up behind her child, put his arms around her and hugged her. The principal reported he spoke to Mr. Leede.
 2. In 1996-97, two staff members reported Mr. Leede held a female student on his lap. The principal reported he spoke to Mr. Leede.
 3. In October 1998, a parent reported Mr. Leede reached out behind his daughter and hugged her from behind. The principal reported he talked to Mr. Leede about touching and gave him copies of the District brochures and policies.
 4. In November 1998, two staff members reporting Mr. Leede sitting on a table with a girl standing between his legs facing him and he had his hands on the child's

5 Dec - 4P

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

hips. The principal reported he spoke to Mr. Leede again and reminded him that he had just talked to him about touching and the WEA guidelines.

5. In January 1999 following receipt of a letter from the parents regarding the October 1998 incident (see 3. above), the principal spoke to Mr. Leede again. The principal reported.

When I got the letter, I gave Carl a copy. Carl told me that he had stopped hugging from behind. He says he does kiss on the head. I said, "You can't do that." He said, "But that is the PACE way." I told him, "You cannot hug from the front" and showed him the side hug.

Northshore School District
Investigation of Allegations of Inappropriate Conduct

CONFIDENTIAL DOCUMENT
Prepared in Anticipation of Litigation

SUMMARY

The allegations of inappropriate conduct by Mr. Carl Leede and related issues presented in this document include, but are not limited to, the following.

1. The allegations of inappropriate conduct reported by Interviewees to the Investigator include, but are not limited to, allegations that Mr. Leede:
 - hugged female students from behind, touching them on their breasts.
 - came up from behind female students and began to massage female students' shoulders; as he talked he leaned over like he was looking at the students' work, and as he leaned his hands moved down the front of the girls' chests toward the breasts.
 - sat on tables facing female students with his hands on the students' hips (on the sides of the torso and below the waist), and in at least one instance squeezed the female student's pelvis/upper buttock area as he/they spoke.
 - hugged female students in a manner that is too affectionate, too intimate, overly loving, and/or lasts too long.
 - had female students sit in his lap.
 - gave firm, frontal hugs and rubbed a female student's lower back below the waist when he hugged her.
 - told a current student not to tell that he had touched her breasts or he would have the principal suspend her and retaliated against a former student who did tell.
2. Current and former students, parents and staff members reported other related issues, behaviors of concern, including, but not limited to, Mr. Leede:
 - tickled female students on the ribs, under the arms, on the stomach and feet/knees/lower legs.
 - had two sets of standards -- one for boys and one for girls -- he treated boys more harshly than girls, e.g., yelled at the guys, favored the girls; boys got into trouble, girls didn't.
 - teased one female student constantly and did not stop when asked; and he did not accept "no" from female students.
 - used inappropriate language/profanity in the classroom.

- made inappropriate personal and sexual comments to students and/or in areas where students could hear.
- made inappropriate sexual and other derogatory comments about students.
- told female students they are pretty/gorgeous.
- went up behind female students when they were sitting and hugged them from behind; put his arms on either side the students with his hands flat on the table; and/or initiated other physical contact, including leaning into/against the students and/or kissing students on the head or cheek.
- made sexual comments that were offensive to staff members.

The above is a summary of the Interviewee comments made to the Investigator during the course of the Investigation. At the writing of this report, the Investigator had not met with Mr. Leede.

Throughout the course of the investigation, the Investigator found the Interviewees to be credible. Given the quantity of reportings, the diversity of the individuals who reported -- students, parents, certificated and classified staff -- and commonality of themes, e.g., multiple reportings of Mr. Leede hugging female students from behind, touching female students on their breasts, approaching female students from behind and massaging their shoulders and moving his hands toward their breasts, sitting on a table facing female students with his hands on their torso and holding/squeezing the pelvis/upper buttock area, hugging female students in a manner that is too affection/intimate, having female students sit in his lap, tickling female students, kissing female students on the head and/or cheek, treating boys differently than girls, etc., it is the Investigator's view that it is more probable than not that the reported events occurred.

Given the documented administrator discussions with Mr. Leede, it is the Investigator's view that Mr. Leede knew or should have known that the behavior reported by the Interviewees and attributed to Mr. Leede was not acceptable.

Finally, Interviewees gave no evidence of any legitimate educational purpose for the reported physical conduct.

Report Submitted By:

June 29, 1999
DATE

Janice Marchbanks
Janice Burke Marchbanks, Personnel Consultant
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