

**J. CARL LEEDE
INAPPROPRIATE BEHAVIOR CHRONOLOGY**

1987-1988 Teacher Harlene Wilson walked in to Leede's classroom and found him sitting in an overstuffed chair with a young female student on his lap (straddling his lap) facing him giving him a bear hug. (Wilson spoke with Laurie Ferwerda, personnel administrator for the Northshore School District, on 06-01-99 and later with Jan Marchbanks, a personnel consultant hired by the School District to conduct the Leede investigation).

Wilson said that the child was flat against Leede's chest. Her crotch area over his crotch area. She had her head on his shoulder. He had his arms around her back. Apparently Leede didn't see Wilson at first, when he did, he pushed the girl off his lap and stood up and adjusted his trousers.

Wilson doesn't remember saying anything to Leede, but remembers being so shocked and thinking that if it were her child (and she had a similar aged daughter) "Carl would have no hair left on his head". Wilson reported her observations to principal Anne Boone. She said Boone never got back to her but she did later notice that the chair had been removed from the classroom.

1987-1989 Paula Eronsen worked at the Woodinville Annex as a TAG (talented and gifted program) nine or ten years ago. On one occasion she observed Leede inappropriately touch a female student. (Eronsen spoke with Ferwerda on 05-27-99).

Leede was talking with Eronsen about a T-shirt logo. A fifth or sixth grade student named [redacted], was standing there. Leede took his index finger and drew a line horizontally across [redacted]'s chest, across one breast to, and across, the other breast, using that as a demonstration as to how the logo would be positioned.

Eronsen reported this to Anne Boone who told her that there was a speaker coming in to talk with the staff about inappropriate touching. When Eronsen later followed up, she learned from Boone that Leede hadn't shown up at the staff training and there wasn't any more that Boone thought she could do.

Eronsen also said Leede would use provocative language and tell her sexual jokes within earshot of students. When she cautioned him he would say, "Oh, it's okay". Eronsen said she'd been waiting all these years to hear something about Carl Leede because she felt this was all someday going to come back.

1988-1989 [redacted] ([redacted])' daughter had Leede at Woodmoor Elementary for the fifth and sixth grades. ([redacted]) called and spoke with Ferwerda on 05-28-99). While she reported no problems between Leede and her daughter while she was his student (1995-1996),

there was an incident between them when her daughter was a kindergartner at the Woodinville Annex. Leede was on "bus duty" and as [redacted] daughter (name not known) waited for the bus he picked her up and spun her around in the air. The child told him no, but he continued to do it. The child told [redacted] and [redacted] went to Leede saying "Carl, you've taught the kids to say, 'no', and she's telling you, 'no', she doesn't like that". Leede said, "you're right, I won't do it again".

[redacted] said that she did mention to principals Blake Puckett and Ed Young that Leede was hugging students and that he needed to be more careful.

06-??-89 Cheryl Cone, an Instructional Assistant with the Northshore School District (Learning Assistance Program -- LAP) observes Leede tickling a young female student and placing/leaving his hands on her breasts.

It was the last week of school and Cone was packing her things up as the LAP program was closing there at the Woodinville annex. She had walked into Leede's classroom to ask him a question. Two students were in the classroom: a male student sitting at a desk studying, but apparently watching Leede and the other student; and a female student lying on her back on a table in the front of the classroom.

Leede was standing next to her tickling her. When Cone approached, Leede stopped tickling her BUT KEPT HIS HANDS ON THE GIRL'S BREASTS THE ENTIRE TIME CONE AND LEEDE WERE TALKING. Cone was overwhelmed. Amazed that such contact was occurring at all, and amazed that Leede was so bold as to keep his hands on the student while in front of her.

Cone said Leede appeared to have been tickling the child on her arms, underarms, and chest and just left his hand and the child's breasts. The child seemed unbothered by the contact, as if it was normal; as did Leede.

Cone informed the school principal, Anne Boone (retired to Hawaii), who said she would address the situation. Later, when Cone learned that Leede thereafter went to work at Woodmoor Elementary, she informed that principal, Blake Puckett, too about what she had observed. She said if she had known that Leede had moved to Kokanee Elementary she would also have notified Ed Young right away.

Puckett remembers a concern raised about Leede permitting a sixth grade girl to sit on his lap. It is unclear if he is misremembering what he was told by Cone or if there was a separate incident reported to him. Puckett said that assistant principal Dr. John Sarameta spoke with Leede "one on one" about the impropriety of such conduct but that nothing was officially documented.

1989-1991 [redacted] [redacted] inappropriately touched by Leede. The nature and extent of contact not known but understood to include touching her breasts. [redacted] was not interviewed.

This was reported by [redacted] to [redacted] [redacted], years later, when [redacted] called around after [redacted]'s disclosure.

1989-1991? [redacted] was a student in Leede's class. (She called and spoke with Ferwerda on 05-27-99). [redacted] said Leede would hug girls but that she never saw anything inappropriate. She said that she participated in an etiquette group led by [redacted] [redacted], [redacted] mother, and that this girls-only group complained to [redacted] about how Leede would come up behind them and hug them and it made them feel uncomfortable. [redacted] said that Leede then came to one of their meetings and apologized to the girls for making them feel uncomfortable. [redacted] added that in 1997-1998 school year she visited Leede and saw him pick up and hug a girl -- she remembers going home and telling her mother that in this day and age it wasn't appropriate for him to do this.

1990-1991 Leede has inappropriate contact with student [redacted] [redacted] when she was a sixth grader. The full nature and extent of the contact is not known. [redacted] was not interviewed. [redacted]'s mother, [redacted] called Ferwerda and reported that [redacted] had just recently told [redacted] that Leede would touch her breasts and lower back. [redacted] apparently told another parent in the classroom. [redacted] felt she was the victim of harassment (unclear from Becky Claussen's report what [redacted] meant).

1990-1991 An unidentified former female student (interviewed by Marchbanks), now a high school graduate, reported that she was most uncomfortable around Leede when she was working at the computers,

She said, "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.

03-??-91 An unidentified assistant principal, Woodinville Annex? (interviewed by Marchbanks) reported that in about March of 1991, there was a teacher in the Lake Washington School District -- a male -- who was in trouble because of accusations involving touching. At almost the identical time the assistant principal observed a female student sitting on Leede's lap. He took Leede 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 the assistant principal called a meeting of

the male teachers. He told them that it wasn't an even playing field between men and women in public schools and whether that's fair or not is not the issue. He told them that they all must be more vigilant. He told them that they could not have a child on their laps.

1992-1994 [redacted] was a student in Leede's fourth and fifth grade class. She is now a junior in high school. When the news came out that an unnamed Northshore teacher had been accused of molestation, [redacted]'s mother asked her if she knew who it was. [redacted] said "Well, Mr. Leede of course". Asked why she thought that she said "Well, he was such a touchy-feely guy". [redacted] said Mr. Leede kissed [redacted].

1995-1996 Leede engages [redacted] in inappropriate touch. [redacted] reports that Leede kissed her on the cheek and forehead, and gave her hugs five to ten times.

One incident in particular occurred during "literature circle" which apparently takes place in the library. [redacted] walked up to Leede to ask a question, he spun her around and hugged her by putting his hands on her breast and stomach area. [redacted] described it as a long intentional touch of the breast area. She said he was actually grabbing and rubbing at her breast area.

1995-1996 [redacted] parents call Ed Young and express their concerns that [redacted] had reported to them she didn't like it/felt uncomfortable when Leede hugged her. Young reports that he queried Leede about contact with [redacted]. Leede admitted that he had come up behind [redacted] and gave her a side-ways hug in the library full of students. Young reported that he gave Leede a verbal warning at that time about touching, shared with him the District's policies regarding appropriate and inappropriate touch, gave him a "Safe Interaction with Children" pamphlet?, and directed him not to do it again.

[redacted]'s parents are/were upset with the way Young handled the situation. Following [redacted]'s complaint, Young called [redacted] down to his office and had her express her concerns to him in front of Leede while the three of them sat together. [redacted]'s parents were not notified of the meeting. Apparently Leede explained that he was a touchy-feely kind of guy and apologized to [redacted].

1995-1996 Leede has inappropriate contact with [redacted] while she was in the library with [redacted]. [redacted] reported:

I never had Mr. Leede for my actual teacher, but I knew him at my school -- Kokanee Elementary. He would often go up and massage girls on their shoulders . . . I knew him for a total of about 4 years. . . Leede came up to me and started rubbing my shoulders -- his hands went down around my breast area and I was wondering what he was doing. I wasn't sure if it was wrong or not. Mr. Leede then moved to [redacted] and started massaging her shoulder area. His hands

clearly went down to her breast area. His hands remained on [redacted]'s chest area for about a minute -- it looked more like a grab than a rub.

1995-1996? Pamela Carlson, a school assistant at Kokanee Elementary, was in Leede's classroom when he was talking with ([redacted]), a fifth or sixth grader, about putting his son or himself through the Tough Love Program. He told [redacted] that the reason these kids need this tough love is because "all they think about is getting laid". [redacted] had apparently never heard the expression and asked what it meant and Leede told her it meant having sex. Carlson didn't tell Ed Young but in hindsight felt/feels it was very inappropriate for him to say that.

Carlson also said that Leede was a hugger. She observed him when he gave hugs, **HAVING HIS ARMS AGAINST THE GIRL'S BREASTS AND MANY OF THEM WERE DEVELOPED.**

1996-1997? Pamela Carlson walked into Leede's classroom (whether this occurred during recess is unclear but implied) and Leede was giving a female student [redacted] a hug. Carlson said that Leede normally hugged students from the back but this time it was a full frontal hug, and it was way too close, way too long, and way too intimate. Carlson interrupted the hug and said something like "[redacted], recess time". She believes she told Leede the hug was inappropriate and she immediately went to Ed Young and told him what she saw. Carlson tells Marchbanks that what disturbed her most was that Leede was in the classroom by himself with the girl. She says she also told Young "about Leede's reputation.

Note: [redacted] called Ferwerda on 05-24-99. she had heard that there were 10-12 victims and said she didn't believe that (unclear whether she thought the number was high or low). She gave Ferwerda the name of [redacted] as a possible victim. ([redacted]) said she has two kids in PACE and that she knows of no sexual problems.

1996-1997 An unidentified parent (interviewed by Marchbanks) reported that she saw Leede hugging and kissing her daughter in the classroom (daughter was a special education student). She said that she didn't remember the exact hugs, but she remembered he kissed her daughter on the cheek.

She said, "he was really touchy-feely and very lovey. I was kind of iffy about what I had seen but I was concerned. With the hugs and kisses, I didn't want it to go any further. We moved to another classroom.

1996-1997 An unidentified parent (interviewed by Marchbanks) reported that Leede gave her a call during the school day and told her that her daughter was upset, saying, "I have her on my lap. She needs to talk to you". The parent said this happened twice.

1996-1998 Leede has inappropriate contact with student [redacted]

during her 5th and 6th grade years. reports:

If I had to guess, I would say the first time Mr. Leede touched me in a sexual way was about a week or a week and a half into my 5th grade year. I was in the classroom with other kids. I may have had a question or something, I don't exactly remember. Mr. Leede would come up behind me and put both his hands on my breast area. He would rub both of my breasts with his hand over my shirt. this was no accident because it happened all the time. . . I told him to stop but he didn't, in fact, he would sometimes hold on tighter. . . If I had to guess how often Mr. Leede did this to me over the next two years as my teacher I would say about once a day. Each time it would be similar. He would touch me on my breasts over my shirt with both hands -- always a lingering, intentional touch. On one occasion Mr. Leede kissed me on my lips -- I think this was near the end of 5th grade. . . Some of the girls were so used to this behavior they would defend him! . . . I finally spoke of this about a month ago when I started having nightmares about Mr. Leede - - this after not having him as a teacher for about a year.

1996-1998 Leede has inappropriate contact with 5th/6th grader [redacted] provided the following statement to

Detective Walcker but later recanted much of it in an attitude laden interview with MCH. She said Walcker took her words out of context and put his words, not hers, in her statement. This is her statement as recorded by Walcker.

From the very first day I was in his class Mr. Leede would touch me in a way that made me uncomfortable. I would ask for help on an assignment and he'd come up behind me and wrap his arms around me and touch sometimes on my stomach area but mostly on my private breast area. . . This would make me uncomfortable but I would just put up with it. . . I was actually afraid to tell him to stop. If I had to guess how often this happened to me I would say about once a day - usually anytime I would ask him a question. Sometimes I didn't want to go to school and didn't ask him questions because I was tired of Mr. Leede doing this to me.

[redacted] went on to describe how Leede would have her sit on his lap and often call her "cutie" or "gorgeous" while on his lap or while he was rubbing her chest. She added that she was really glad that [redacted] had told someone about this because Mr. Leede had a problem being around girls.

1996-1998 Leede has inappropriate contact with [redacted] when she is in the 5th and 6th grades. [redacted] reports:

The first time Mr. Leede touched me inappropriately was around the beginning of the school year of 1996. I think the subject was math. I asked mr. Leede a question and he came over to help me. he stood behind me and started rubbing or massaging both my breasts over my shirt. . . Mr. leede

then began touching me in this way a lot, I would guess 3-4 times a per week, usually when I'd needed him to answer a question. . . I don't really know why we didn't report this to anyone (other teachers/counselors). Maybe because we were part of the PACE program and considered the "black Sheep" of the school.

1997-1998 An unidentified certificated staff member (interviewed by Marchbanks) reports that she observed Leede giving an awkward, if not inappropriate, hug to a student. It was at a sock-hop assembly. Teachers apparently start the "hop" off by dancing with a student in their class, then going and getting two other students, doubling the number of kids on the dance floor. On this occasion, two older female students (age not identified) were dancing together and Leede went to cut in, but the one of the girls said, "No". Leede pulled her to him and she said, "No", again. He gave her a bear hug as she was still trying to get away from him. It was clear the girls didn't want anything to do with him.

1997-1999 Leede has inappropriate contact with [redacted], a PACE student in his class. [redacted] reports:

I have had John Carl Leede as my teacher for my 5th grade year. I remember seeing some things Carl Leede would do which I felt was inappropriate and rude. I would describe these things happening during the course of hugs . . . When he'd hug some of the girls he would touch them on the boob area with his hands. I would describe these touches as intentional and lasting 5-7 seconds. . . The first time it happened to me was about a quarter of the way through the school year. Leede hugged me and touched me on my boob area with both hands for a couple of seconds. . . . The second time was similar to the first, I was touched on the boob area for a few seconds by both hands.

01-06-98 Joanne Hjort (Librarian) and Ginger Seitz (Tech Assistant) report to Ed Young that they observed Leede, in their opinion, inappropriately hug and kiss a female fifth grader.

Leede was passing through the computer lab when the two students, [redacted] and [redacted], came up to him, apparently to ask him a question. It looked as though he teased them about something then hugged [redacted] from the side, nuzzled his head into the side of her head and appeared to kiss her on the ear.

Ed Young met with Leede about this incident. Leede admitted he had kissed [redacted] on the head. (Note: he denied ever kissing any child at any time when questioned by Walcker). He said he knows that this kind of thing can be misinterpreted and that he has had this kind of thing come up before. He said he would try his best to discontinue this type of behavior.

Apparently Greg Waddle (interim principal) also met with Leede about this incident (Hjort and Seitz also complained that

they had seen Leede hugging fifth graders before and that students were uncomfortable). Again, Leede admitted touching the student but said that PACE was a family situation and that he did hug kids. He told Waddle that he had had this kind of complaint registered before and that he was aware of misinterpretations. Waddle told Leede not to touch students at all.

Waddle said that when he came to Kokanee, Ed Young told him that he needed to watch Leede because there had been some problems in the past with hugging students.

09/98-05/99 Leede has inappropriate contact with 5th grader [redacted] [redacted]. [redacted] reports:

Ever since school started in September of 1998 Mr. Leede has been touching me on the breasts. He does this when he hugs me from behind. He puts his arms around and puts his hands (both) on both of my breasts. It's always over my clothes. I always fold my arms in front of me over his hands because I am so embarrassed I don't want anyone to see. He's done this all the time, 2 or 3 times a day, several times a week. . . The first time he did it I was shocked but the more he did it, the more convinced I became it was a friendly hug. In my heart I knew it was wrong. I was also uncomfortable with some of the things he said. He would call me "pretty" and "beautiful". . . He talked about menstruation, penises, vaginas, all that stuff a lot. He even said the girls know how to wipe but the boys don't. . . I am embarrassed so much about this and I feel confused and sad. We trusted him so much.

10-??-98 [redacted] was at Kokanee Elementary to pick up his daughter [redacted]. While [redacted] and [redacted] were standing outside the classroom talking, Leede came up from behind [redacted], put one hand on her breast and one hand on her stomach and pulled her back in to him. He then gave [redacted] a peck on the cheek and Told [redacted] what a great kid [redacted] was.

10-??-98 The [redacted] express their concerns to Ed Young about Leede having such contact with young adolescent girls. Apparently Young said he would address the matter.

10-16-98 Ed Young forwards a note to Leede following up an apparently earlier conversation regarding the [redacted] concerns and sends along a pamphlet about safe interaction with students.

11-2?-98 (Teacher Conference Week) Teacher Cheryl Sablan observed Leede sitting at a pod table. One of his fifth grade female students was standing between his legs and his hands were placed just below her waist on her backside. The following weekend Sablan discussed what she'd seen with Debbie Martens.

11-25-98 (Thanksgiving Feast) Teacher Debbie Martens observed Leede touch a student in an inappropriate manner.

While talking with a female sixth grade student, Leede placed his hands on her hips and rubbed them approximately two minutes. His thumb and fingers were close to the bathing suit line, making a continuous squeezing motion on the child's hips below her waist. The student and Leede were face to face, about six to eight inches apart. When he stopped talking, he hugged the student (a full embrace -- his arms were all the way around her), gave her a kiss on the side of her head, and she walked out the door.

Martens told Marchbanks that the child was not a little girl in stature, she was tall enough he didn't have to bend down to hug her. And she had started to develop; she clearly had hips. Martens also observed on another occasion Leede hugging another student and kissing her on the side of the head.

12-01-98 Sablan and Martens report what they observed to Ed Young. Young indicates he spoke with Leede again following these complaints. He said he referred Leede back to the incident and the materials about appropriate student contact given to him at that time. Young indicated that Leede assured him he understood Young's concerns and offered that he was only trying to console the student. Young reiterated that Leede did not need to touch a student to do that. Leede told Young that it would not happen again.

12-15-98 CPS referral made involving [redacted] indicating that she was inappropriately touch by "a teacher" at Kokanee Elementary.

12-21-98 Bothell P.D. Det. Simon meets with [redacted] and her parents to discuss Leede. Simon indicates he thinks her "perceptions of what took place may have magnified the actual contact". The case is closed with no referral to the prosecutors office.

01/99-05/99 Leede has inappropriate contact with 5th grader [redacted]. Reports:

My favorite teacher, Mr. Leede, touched me on the breasts. This is how he did it. He would hug from behind and put both hands over my breasts. He didn't move his hands, he kept them still. He did it for a few seconds -- up by his desk and sometimes at my desk. He also hugged from the front, he would do that tight and it would flatten my breasts. . . . One of the things that surprised me is something he said in class. He told us it was getting spring (sic) and we were going to be more active so we should wash under our arms and our crotch. . . . Another was he completely favored the girls. . . . Something else I saw was him tickling girls, he'd tickle on the tummy and waste. He touched my breasts many times when he hugged.

03/99-05/99 Leede has inappropriate contact with sixth grade student [redacted] reports:

Mr. Leede has been my teacher since the beginning of March, 1999. Mr. Leede would often give me hugs from both front and from behind. These hugs made me feel uncomfortable. . . . During these hugs he would intentionally place his hands on or above my breast area. The first few times he did this to me I kind of jerked away. The touch was always over the clothes. he would touch me twice a day (about) every day. there was nothing that really brought on the hug. It could happen anytime.

also reported being kissed on the forehead. She finally told a school counselor after the news broke and the students were given an opportunity to talk.

04-30-99 _____ discloses to her mother, _____, that the defendant had touched her inappropriately on the chest while he was her teacher (96-97 and 97-98 school years).

05-02-99 _____ calls _____, a classmate of _____'s, and asks if Mr. Leede touched "you guys" on the chest. _____ told her (nonchalantly) that he did.

There had been an episode at school when _____ was in the 5th or 6th grade where Leede had made inappropriate comments to _____ and to _____ about _____ being pretty, but not smart, and _____ being smart, but not pretty. _____ had also complained that she didn't like it when Leede hugged her, but said nothing about him touching her chest/breasts. The _____ subsequently met with Leede and voiced their displeasure over the incident _____ comment and also told Leede _____ didn't want him to, and didn't like it when, he hugged her. _____ says Leede was "kinda of gracious" and told them he understood and said it wasn't a problem.

This does not appear to have been otherwise documented.

05-07-99 _____ takes _____ to see _____'s psychiatrist, Dr. Robert Devney, to address the disclosure. Devney opined he thought _____'s description of events was credible.

05-13-99 _____ calls _____'s _____ mother, and sets up a meeting for May 16, 1999, to talk about _____ and _____.

05-13-99 _____ doesn't tell _____ what it is about. _____ asks _____ why she thinks _____ wants to meet. _____ tells her mother her it's probably about Mr. Leede and how he would rub their chests, touch their breasts, outside their clothes. She said it happened to all the girls in the class.

05-14-99 _____ calls _____ and learns that CPS had been told by Dr. Devney. It is unclear if _____ knew at the time and/or told _____ that CPS didn't respond to complaints regarding professional misconduct.

05-15-99 [redacted] calls Bothell P.D. to report [redacted]'s disclosure. Bothell P.D. refers them to S.C.S.O. and the [redacted] talk with Rhonda Brown.

[redacted] also talks with several other girls/young women who had Leede for a teacher including her older daughter, [redacted], and [redacted], who lives in [redacted] (apparently an ex-friend of [redacted]'s). Both said nothing of the kind happened to them. [redacted] ALSO SPOKE WITH A [redacted] WHO NOW LIVES IN [redacted] AND WHO SAID LEEDE TOUCHED HER THAT WAY TOO (1990-1991?).

Note: [redacted]'s mother, apparently led [redacted] group at school. [redacted] reports that this girls-only group complained to [redacted] about how Leede would come up behind them and hug them and it made them feel uncomfortable. [redacted] said that Leede then came to one of their meetings and apologized to the girls for making them feel uncomfortable.

Generally: Multiple other reports/complaints were made describing: 1) How Leede would often tickle students; 2) How he had a double standard for boys and girls, treating the boys much more harshly, even rudely, and rarely, if ever, touching them; 3) How he used foul, provocative, and/or inappropriately sexual language, for example, among others, he told his students to take a wash cloth on a grand tour -- to wash your pits and crotch; 4) Talking with other teachers arguably inappropriately about the students in his class including commenting on the girls bodies, how fact they were developing, the size of their breasts.

One unidentified female staff member (interviewed by Marchbanks) reported, "Carl didn't get it. He didn't generalize. You would tell him not to do one thing. . . . He would not do that thing 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.

Over an 11 to 12 year period, Leede was spoken to and/or admonished on no fewer than 10 separate occasions by parents, teachers, and school administrators, regarding his inappropriate contact with young girls. And yet, up until his removal from the classroom he continued to improperly touch the girls; he continued to set his own rules regarding such conduct.