



Geneva Community Unit School District 304
227 North Fourth Street, Geneva, IL 60134

April 22, 2019

Via Email,
USPS Certified Mail and
USPS First Class Mail

Emma Cole
[REDACTED]
[REDACTED]

Dear Ms. Cole:

On April 15, 2019, Dr. Adam Law (Assistant Superintendent of Human Resources), James Petrungaro (attorney for District 304), Kevin Gannon (GEA President), and Bonnie Booth (IEA UniServ Director) met with you regarding allegations that several high school teachers had received a delivery of campaign materials at the high school, including door hangers and possibly other political materials.

During that meeting, you acknowledged receipt of the materials via your GHS mailbox. However, you stated that you did not know how or why the materials were delivered to you there. You explained that you were not aware that you had campaign materials of any sort delivered to your GHS mailbox until you showed up at the Dunkin Donuts on Saturday, March 30th, and were informed by another teacher to check your GHS mailbox, as the other teacher had received the materials in that manner. You then drove to GHS and found the package in your mailbox.

Please be advised that Board Policy 3233 and the State Officials and Employees Ethics Act, 5 ILCS 430/1 et seq. ("Ethics Act"), prohibit you from intentionally using any property or resources of the Board of Education in connection with any prohibited political activity.


"Prohibited political activity" is defined by Policy 3233 and the Ethics Act to include but is not limited to the following:

- Preparing for, organizing or participating in any political meeting, political rally, political demonstration or other political event;
- Distributing, preparing for distribution, or mailing campaign material on behalf of any candidate for elective office;

- Campaigning for any elective office;
- Managing or working on a campaign for elective office.


After reviewing the evidence collected during the investigation by Dr. Law and Mr. Petrunaro, the Board of Education has determined that there is not sufficient evidence to suggest that you violated Board policy regarding prohibited political activity. This letter of direction serves to advise you of Board policy and expectations regarding prohibited political activity.

BOARD OF EDUCATION OF GENEVA
COMMUNITY UNIT SCHOOL DISTRICT 304
KANE COUNTY, ILLINOIS



President, Board of Education

Attest:



Secretary, Board of Education