



Robert Hardis <rph@beachwoodschoools.org>

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## Fwd: Illegal recruitment of players

1 message

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**Ryan Peters** <rmp@beachwoodschoools.org>

Wed, Jul 5, 2017 at 1:33 PM

To: Bob Hardis <rph@beachwoodschoools.org>, Tony Srithai  
<tsrithai@beachwoodschoools.org>

Bob & Tony,

Please read the email below from the Head Football Coach at Shaw HS, Rodney Brown. Obviously, this is very disturbing. I would like to schedule a meeting with Joe Clark (Assistant Coach) and Damion separately. Joe Clark was previously an assistant football coach at Shaw HS and was recently hired at Beachwood as an assistant football coach, hence the connection. Tony I think it would be wise for you you and I to conduct these meetings, as these are serious allegations. Bob, after we conduct these meetings we will report back to you unless you advise us to handle this in another manner.

I have alerted Denise and LaJour about a few of these students [REDACTED] and their potential registration. [REDACTED]'s mom attempted to register [REDACTED], but did not have a lease document at the time of registration but we do have paperwork on [REDACTED].

Bob, I left you a message about this.

GO BISON!

Ryan M. Peters  
District Director of Athletics  
Beachwood City Schools  
25100 Fairmount Blvd.  
Beachwood, Ohio 44122  
Phone 216-831-2080 ext. 102  
Fax 216-292-2377  
rmp@beachwoodschoools.org  
[www.beachwoodschoools.org/GoBison.aspx](http://www.beachwoodschoools.org/GoBison.aspx)

Schedules can be found by visiting: <http://www.arbiterlive.com/Teams?entityId=1336>

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follow us on Facebook - @ Beachwood Bison Athletics



Beachwood Athletic Department Mission Statement:

***To Create An Environment Focused On Pride, Unity and Victory Where Student Athletes Demonstrate A Strong Social Conscience.***

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

From: **rodney brown** <b.rodney@att.net>

Date: Mon, Jul 3, 2017 at 3:47 PM

Subject: Illegal recruitment of players

To: "rmp@beachwoodschoools.org" <rmp@beachwoodschoools.org>

Mr. Peters, I am very sorry that I have to contact you about a serious situation that concerns young boys from East Cleveland. One of the coaches with the football team ( Joe Clark) has been illegally contacting football players from [REDACTED] about transferring to Beachwood High to play football. He has met with these young men and has talked with their parents with the promise of finding housing if they would transfer to Beachwood. Your head football coach as much as told me he knew someone who had property they could rent in Beachwood .

The player who is at the center of all this controversy is [REDACTED] who until he transferred was to enter his senior year at Shaw High. [REDACTED] currently has a 1.25 GPA and should have stayed in East Cleveland where we could help prepare him for life and not just football. I gave your head coach a call to discuss this situation and he said he Knew nothing about [REDACTED] or his situation . Mr.Peters I have found out that he lied to me when I gave him the opportunity to come clean and settle this situation quietly without having to contact you. I have no intent to bring negative attention to Beachwood Schools .

Again, your head coach had a chance to end this by firing Joe Clark which he refused to do stating he had to help him be a better coach in the future. At that point I agreed to let it go only to find out that your head coach was knowingly

keeping information from me concerning one of my players. [REDACTED] the younger [REDACTED] of [REDACTED] has been practicing with Beachwood for a few weeks. [REDACTED] still lives in East Cleveland, and still attends Shaw. I found out this last bit of information through [REDACTED]'s mother who was told he was volunteering to practice with Beachwood. She was told she would have to sign custody of [REDACTED] over to [REDACTED]'s dad who supposedly lives in Beachwood in order for [REDACTED] to play.

These are the names of the players who were contacted, [REDACTED]  
[REDACTED]

and there could be more but are afraid to say.

Mr. Peters if the coaches tell you a story that is different, you can meet with me and my kids and really get down to the facts. We both know that serious violations have occurred on the part of your coaching staff at Beachwood. It is my hope that you will handle this serious matter and get back to me with your conclusion. I give you my word I will not report this matter until I hear from you.

Thanks,  
Rodney Brown  
216-849-8162

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8-27-17

- November 2016

Casual conversations with Joe Clarke about each of our teams and their performance during the previous season

- January 2017

Joe wished me a happy new year and we began to communicate more and keep in touch

- March 2017

Joe called me about mid March and asked to see if there were any open coaching positions available for the upcoming Beachwood football season. I told him that I wasn't sure, but there was a possibility.

Later in the month of March, I interviewed him for a possible coaching position. Joe also mentioned that [REDACTED]'s father called him expressing interest in moving to a new school district. Joe asked me if I knew anyone that rented houses in the area. I told Joe that I knew a few people that had housing but no numbers or information were exchanged. I let Joe know if [REDACTED]'s parents contacted me I would turn it over to Ryan Peters just like I have done in the past.

- April 2017

I contacted Ryan Peters to set up a meeting for Ryan and Joe to meet because I wanted to hire Joe as a coach. After they met, Ryan gave Joe employment paperwork. Around this time, according to Joe, Ryan learned that Joe had not been an official coach at Shaw because Joe was not on record at the state with the proper credentials. Ryan also instructed Joe how to properly secure his coaching certifications.

- May 2017

Joe completed all his employment paperwork and began showing up to workouts and was then introduced to the kids and the other coaches.

- June 2017

- Early June – Joe asked me for Dawann's phone number as a part of a casual conversation. He didn't mention anything about houses or students, he just asked for Dawann's number. It seemed like a normal question because Dawann was on the coaching staff. This was about 3 months after he mentioned that [REDACTED] was looking to move – I didn't think anything about it.

- Late June – Rodney Brown contacted me regarding rumors about Joe recruiting kids from Shaw and I let him know that I was unaware of that and didn't know anything about that. But, I told him that I would follow-up with Joe. Rodney and I spoke two more times and I told him that Joe said he had previously spoken with Shaw players. I believe that those conversations happened prior to Joe coming to Beachwood. Rodney said that he would call his AD and have him contact Ryan Peters and drop all allegations. A few days after that last conversation with Rodney, I met with Ryan and we discussed the situation. I was under the assumption that any issues Rodney had were resolved.

- July 2017

Ryan and Tony had a conference call with me (I was out of town) concerning the allegations from Rodney. I let them know everything that I knew and what happened.

- Late July – I was told that Beachwood is doing a self-imposed investigation with OHSAA and that is where we are regarding the rulings and findings.



Robert Hardis <rph@beachwoodschoools.org>

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## Re: OHSAA Guidelines

1 message

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**Ryan Peters** <rmp@beachwoodschoools.org>  
To: Robert Hardis <rph@beachwoodschoools.org>

Fri, Jul 7, 2017 at 3:04 PM

We will be meeting with them on either Tuesday or Wednesday. Tony and I spoke about it this morning.

Ryan M. Peters  
District Director of Athletics  
Beachwood City Schools  
25100 Fairmount Blvd  
Beachwood, Ohio 44122  
216.831.2080 x 102  
rmp@beachwoodschoools.org  
www.beachwoodbison.org  
@Bisonathletics  
Sent from my iPhone

On Jul 7, 2017, at 2:59 PM, Robert Hardis <rph@beachwoodschoools.org> wrote:

### Key Sections:

If a coach leaves a school to pursue a coaching opportunity at another school, the coach shall refrain from

any communication with any students at his or her former school.  
Further as it relates to any student who

might transfer to or enroll at the school where the coach is now approved as a member of the coaching staff,

said transfer or enrollment shall create a rebuttable assumption of recruiting and may render the student

ineligible for one year from the date of enrollment unless the recruiting can be rebutted.

AND

If a coach is contacted by a parent or another individual who is advocating for a student, the coach is obligated

to immediately disclose this contact to a school administrator and to cease all contact with the prospective student

and/or parents until acceptance and/or enrollment into the school where the coach is approved to work.

Call me about the information revealed by your investigation.

Thanks,

Bob

On Thu, Jul 6, 2017 at 4:44 PM, Ryan Peters

<[rmp@beachwoodschoools.org](mailto:rmp@beachwoodschoools.org)> wrote:

See the attached.

<http://www.ohsaa.org/Portals/0/Eligibility/4-9GuidanceRecruiting.pdf>

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Robert Hardis <rph@beachwoodschoools.org>

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## Self Reporting - OHSAA Violation

1 message

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**Ryan Peters** <rmp@beachwoodschoools.org>

Tue, Jul 11, 2017 at 9:21 PM

To: Debbie Moore <dmoore@ohsaa.org>, Roxanne Price <rprice@ohsaa.org>

Cc: Bob Hardis <rph@beachwoodschoools.org>, Tony Srithai  
<tsrithai@beachwoodschoools.org>

Debbie & Roxanne,

Over the past few days we have been alerted to and are undergoing an investigation by regarding a recruiting violation made by one (or more) of our coaches. Based on our initial investigation and review of the OHSAA Bylaws we feel that the recruiting bylaw has been violated. We would like to schedule a conference call with you to review the situation and to report this OHSAA violation. I have cc'd my superintendent, Bob Hardis and high school principal, Tony Srithai on this email. Is it possible for us to schedule a conference call with one or both of you this Friday at 11am. If this date and time does not work please let us know what works best for you.

Ryan M. Peters

District Director of Athletics

Beachwood City Schools

25100 Fairmount Blvd.

Beachwood, Ohio 44122

Phone 216-831-2080 ext. 102

Fax 216-292-2377

rmp@beachwoodschoools.org

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## Bylaw Violation

1 message

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Ryan Peters <rmp@beachwoodschoools.org>

Tue, Jul 11, 2017 at 9:40 PM

To: Bob Hardis <rph@beachwoodschoools.org>, Tony Srithai  
<tsrithai@beachwoodschoools.org>

Bob & Tony,

Just so we are on the same page, I have cut and pasted the OHSAA Bylaw Section that we should reference during our call with the OHSAA Commissioners.

**4-9-4 Forms of recruiting that are prohibited by this bylaw include but are not limited to:**

1. Using direct mailings or electronic communication to send information to a specific individual or individuals by name.
2. Meetings with, functions for or marketing to a select athletic group or individual/ individuals, i.e., eighth grade team or individual sports participant for the purpose of influencing enrollment at the high school.
3. Any coach or group of coaches having any contact with prospective student-athletes, except as permitted in Bylaw 4-9-3, who are not presently enrolled in the school's educational program, or their parents, prior to written acceptance notification, which cannot occur prior to January 2. Note: For the purposes of this section of Bylaw 4, the description of "coaches" as stated in Bylaw 6-1-1 and 6-1-2 shall be applicable. Furthermore, the mere fact that a coach may also have another job title with his/her employer does not relieve that individual from this prohibition.
4. Interscholastic coaches answering athletic questions from prospective student-athletes and/ or their parents and describing their programs except within the school in accordance with approved administrative policies and procedures (i.e. via admissions offices) and consistent with the provisions set forth in Bylaw 4-9-3. Note: When an admissions officer is also a member of a coaching staff, that admissions officer shall have no contact with prospective enrollees except as specified within these bylaws as permissible for coaching staff members.
5. Member schools distributing athletic publications or advertising solely for athletics. All athletic materials must be accompanied by general school information prior to student registration.

6. Providing favors or inducements, such as T-shirts or caps, to prospective student-athletes or their parents. a) EXCEPTION: A small token, such as a "goodie bag" containing an item or items, the value of which cannot exceed \$25 and which cannot be related to the school's athletic program, may be given to prospective students who "shadow" or visit a member school in contemplation of enrollment.

7. Providing financial aid or scholarships to a student-athlete on the basis of athletic ability.

***8. If a coach leaves a school to pursue a coaching opportunity at another school, the coach shall refrain from any communication with any students at his or her former school. Further as it relates to any student who might transfer to or enroll at the school where the coach is now approved as a member of the coaching staff, said transfer or enrollment shall create a rebuttable assumption of recruiting and render the student ineligible for one year from the date of enrollment unless the recruiting can be rebutted.***

4-9-5 Prior to enrollment, a student-athlete may visit a public or non-public school in contemplation of enrollment, as long as that contemplated enrollment is consistent with Board of Education or similar governing board policy formally adopted by that school district and arrangements for the visit are made through the principal and/or school administrator designated by the Board of Education or similar governing board. 4-9-6 All questions relating to enrollment, attendance or the athletic program shall be handled through the school administration or the admissions office. If a coach is contacted by a parent or another individual who is advocating for a student, the coach is obligated to immediately disclose this contact to a school administrator and to cease all contact with the prospective student and/or parents until acceptance and/or enrollment into the school where the coach is approved to work

**4-9-7 Any violation of the recruiting prohibitions as set forth in this bylaw shall cause the recruited student-athlete to be ineligible upon enrollment. Furthermore, the school into which the recruited student-athlete enrolls or the school the recruiting attempts were intended to benefit shall be subject to sanctions as set forth in Bylaw 11. If a coach has been found to have violated these recruiting prohibitions by the Commissioner's Office, and is employed/approved to coach in the ensuing school year by another member school in the same sport in which the violations occurred, the school where the coach is employed/approved to coach shall be ineligible for OHSA tournament competition in that sport for a minimum of one year.**

GO BISON!

Ryan M. Peters

District Director of Athletics

Beachwood City Schools

25100 Fairmount Blvd.

Beachwood, Ohio 44122

Phone 216-831-2080 ext. 102

Fax 216-292-2377

[rmp@beachwoodschoools.org](mailto:rmp@beachwoodschoools.org)

[www.beachwoodschoools.org/GoBison.aspx](http://www.beachwoodschoools.org/GoBison.aspx)

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Robert Hardis <rph@beachwoodschoools.org>

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## Re: OHSAA Football Recruiting Self-Report 7-19-17 - Invitation to edit

1 message

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**Ryan Peters** <rmp@beachwoodschoools.org>  
To: Robert Hardis <rph@beachwoodschoools.org>  
Cc: Tony Srithai <tsrithai@beachwoodschoools.org>

Wed, Jul 19, 2017 at 5:22 PM

Bob,

From some odd reason I am unable to open this document. It read that the site cannot be reached.

GO BISON!

Ryan M. Peters  
District Director of Athletics  
Beachwood City Schools  
25100 Fairmount Blvd.  
Beachwood, Ohio 44122  
Phone 216-831-2080 ext. 102  
Fax 216-292-2377  
rmp@beachwoodschoools.org  
[www.beachwoodschoools.org/GoBison.aspx](http://www.beachwoodschoools.org/GoBison.aspx)  
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On Wed, Jul 19, 2017 at 9:30 AM, Robert Hardis (via Google Docs) <drive-shares-noreply@google.com> wrote:

Robert Hardis has invited you to **edit** the following document:



## OHSAA Football Recruiting Self-Report 7-19-17



Please read this very carefully to make sure that everything I state is accurate. Let me know your feedback.

Thanks,  
Bob

[Open in Docs](#)

Google Docs: Create and edit documents online.

Google Inc. 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

You have received this email because someone shared a document with you from Google Docs.

**Google**<sup>™</sup>

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## OHSAA Football Recruiting Self-Report 7-19-17.pdf

1 message

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**Tony Srithai** <tsrithai@beachwoodschoools.org>

Wed, Jul 19, 2017 at 6:17 PM

To: rmp@beachwoodschoools.org, rph@beachwoodschoools.org

Ryan-

Here is a PDF

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**OHSAA Football Recruiting Self-Report 7-19-17.pdf**

73K



Robert Hardis <rph@beachwoodschoools.org>

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## Re: OHSAA Football Recruiting Self-Report 7-19-17.pdf

1 message

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**Ryan Peters** <rmp@beachwoodschoools.org>

Thu, Jul 20, 2017 at 7:14 AM

To: Tony Srithai <tsrithai@beachwoodschoools.org>

Cc: "rph@beachwoodschoools.org" <rph@beachwoodschoools.org>

I learned a little unknown fact yesterday from Damion and then Dawann. I don't think it makes a difference. Based on Damion and Dawann, Joe Clark was not on Shaw's coaching staff last year or previous years. He volunteered, but was not certified or approved. He came up there and helped out but was not a paid coach, but he did coach.

Ryan M. Peters  
District Director of Athletics  
Beachwood City Schools  
25100 Fairmount Blvd  
Beachwood, Ohio 44122  
216.831.2080 x 102  
rmp@beachwoodschoools.org  
www.beachwoodbison.org  
@Bisonathletics  
Sent from my iPhone

> On Jul 19, 2017, at 6:17 PM, Tony Srithai <tsrithai@beachwoodschoools.org> wrote:

>

> Ryan-

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> Here is a PDF

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>  
> <OHSAA Football Recruiting Self-Report 7-19-17.pdf>

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BEACHWOOD BOARD OF EDUCATION  
24601 Fairmount Boulevard  
Beachwood, OH 44122  
Phone: 216.464.2600  
Fax: 216-763-0414

July 20, 2017

To the Attention of Commissioner Dr. Deborah Moore:

Per your request from our phone call on 7-17-17, I am reporting the details of an investigation Beachwood City Schools administrators launched after becoming aware of a potential recruiting violation.

- **June 12, 2017** - Beachwood Director of Athletics Ryan Peters received a voice message from Brian Buchanan, the Shaw High School Athletic Director. Mr. Buchanan alleged that Joe Clark, a former volunteer with the Shaw High School football program, had interacted with [REDACTED] students after he no longer volunteered for the Shaw team. Ryan Peters responded to Mr. Buchanan (via phone and email) requesting additional information from the Shaw coaching staff. He received no response from Mr. Buchanan or the Shaw coaches.
- **On or around June 15, 2017** - Ryan Peters met with Damion Creel, Beachwood High School head football coach. Coach Creel told Mr. Peters that any issues with Shaw had been resolved between him and Rodney Brown, Shaw's head coach, and that there had been a misunderstanding.
- **June 21, 2017** - Unbeknownst to Mr. Peters or the high school principal, [REDACTED] mother of [REDACTED], a rising [REDACTED] recently withdrawn from [REDACTED], attempted to enroll her son in the Beachwood School District. She told our district registrar that [REDACTED]'s father, [REDACTED], had secured a lease at [REDACTED] in Beachwood and that she and their son were going to move in with him at that address. She could not provide a lease for this address, nor any valid Beachwood residence, and as a result, [REDACTED] was not enrolled in Beachwood City Schools.
- **June 26, 2017** - Joe Clark was approved through board resolution as an assistant football coach for the Beachwood City Schools
- **July 3, 2017** - Rodney Brown, head coach at Shaw High School, contacted Ryan Peters by phone and alleged that Mr. Clark was recruiting his players. Mr. Peters requested written documentation of Coach Brown's allegations in order to document the conversation. An email to this effect was received that same day. Coach Brown's email is included as Appendix A.
- **July 5, 2017** - Coach Brown's email was shared with Tony Srithai, Beachwood High School principal, and Bob Hardis, district superintendent.
- **July 11, 2017** - Ryan Peters and Tony Srithai met with Mr. Clark. The following information was shared by Mr. Clark:

- Joe Clark confirmed he was previously a volunteer with the Shaw High School team but had pursued a position with the Beachwood football program in order to work with Coach Damion Creel.
  - Mr. Clark disclosed the following timeline of events:
    - [REDACTED] contacted Mr. Clark in May or early-June to express dissatisfaction with the football program at Shaw High School. Mr. Clark shared with [REDACTED] that he was anticipating working for the Beachwood football program. [REDACTED] asked if he could play for Mr. Clark. Mr. Clark told Chuck he would need to live in Beachwood and be enrolled as a Beachwood student. [REDACTED] told Mr. Clark that his cousin, [REDACTED], was also interested in playing football at Beachwood. (As of this date, no attempt has been made to enroll [REDACTED] in Beachwood City Schools. In addition, our coaches have stated that no Shaw student, current or former, has been practicing with Beachwood's team, including [REDACTED]. Coach Brown's email states otherwise.)
    - Mr. Clark told Mr. Peters and Mr. Srithai that he was aware that another Beachwood assistant coach, Dawann Gray, owned several rental properties in the City of Beachwood. He requested and received contact information for Mr. Gray from Coach Creel.
    - Mr. Clark shared Mr. Gray's information with [REDACTED], informing him that Mr. Gray may be able to assist the [REDACTED] family in finding a Beachwood residence.
    - Mr. Gray and Mr. Clark met with [REDACTED] in the Beachwood High School parking lot to discuss possible residences. Mr. Clark reported the following students to have been in [REDACTED]'s car: [REDACTED]  
[REDACTED]
- July 12, 2017 - Ryan Peters and Tony Srithai met with Assistant Coach Gray. The following information was shared by Mr. Gray:
  - Mr. Gray confirmed he owns rental properties in Beachwood.
  - Mr. Gray was put in contact with [REDACTED] by Mr. Clark. Mr. Clark had shared with Mr. Gray that the [REDACTED] family was interested in relocating to Beachwood.
  - Mr. Gray and [REDACTED] discussed terms of a rental agreement for a home in Beachwood owned by Mr. Gray. (On July 19, 2017, Mr. Gray shared with Mr. Peters that no lease agreement was ever signed by the [REDACTED] family.)
- July 13, 2017 - Ryan Peters and Tony Srithai participated in a conference call with Coach Creel. Coach Creel stated the following:
  - He was aware that Mr. Clark had been in contact with [REDACTED].
  - He believed the communication between Mr. Clark and [REDACTED] took place prior to Mr. Clark's hiring by Beachwood City Schools.
  - After Mr. Clark's hire, Coach Creel was aware of Mr. Clark's interactions with Mr. Gray.
  - Coach Creel reports having been in contact with Shaw's Coach Brown "two to three times" and believed that any issues had been resolved.
- July 17, 2017 - Ryan Peters, Bob Hardis, and Tony Srithai participated in a conference call with Ohio High School Athletic Association representatives Dr. Deborah Moore and Kristen Ronai. During this phone call, the district provided details pertaining to this matter and the findings of our investigation thus far. The following information was requested from Beachwood City Schools:
  - Written documentation/reports of our investigation
  - Anticipated/prescribed consequences to be administered to the coaches involved

- Anticipated July 31, 2017 - Assuming the OHSAA determines the actions described above to be recruiting in violation of OHSAA Bylaw 4-9 and barring the discovery of any additional information, the three coaches involved in this incident will receive written reprimands for their actions in this matter. The written reprimands will state clearly that further violations may subject them to termination of employment and the documents will be placed in their personnel files as public records.

Signed,



Dr. Robert P. Hardis  
Superintendent

## Appendix A: Rodney Brown email from July 3, 2017

From: rodney brown <b.rodney@att.net>  
Date: Mon, Jul 3, 2017 at  
3:47 PM  
Subject: Illegal recruitment of players  
To: "rmp@beachwoodschoools.org" <rmp@beachwoodschoools.org>

Mr. Peters, I am very sorry that I have to contact you about a serious situation that concerns young boys from East Cleveland. One of the coaches with the football team ( Joe Clark) has been illegally contacting football players from Shaw High about transferring to Beachwood High to play football. He has met with these young men and has talked with their parents with the promise of finding housing if they would transfer to Beachwood. Your head football coach as much as told me he knew someone who had properly they could rent in Beachwood.

The player who is at the center of all this controversy is [REDACTED] who until he transferred was to enter his senior year at Shaw High. [REDACTED] currently has a 1.25 GPA and should have stayed in East Cleveland where we could help prepare him for life and not just football. I gave your head coach a call to discuss this situation and he said he knew nothing about [REDACTED] or his situation. Mr. Peters I have found out that he lied to me when I gave him the opportunity to come clean and settle this situation quietly without having to contact you. I have no intent to bring negative attention to Beachwood Schools.

Again, your head coach had a chance to end this by firing Joe Clark which he refused to do stating he had to help him be a better coach in the future. At that point I agreed to let it go only to find out that your head coach was knowingly keeping information from me concerning one of my players. [REDACTED] the younger [REDACTED] of [REDACTED] has been practicing with Beachwood for a few weeks [REDACTED] still lives in East Cleveland, and still attends Shaw. I found out this last bit of information through [REDACTED] s mother who was told he was volunteering to practice with Beachwood. She was told she would have to sign custody of [REDACTED] over to [REDACTED] s dad who supposedly lives in Beachwood in order for [REDACTED] to play.

These are the names of the players who were contacted, [REDACTED] and their could be more but are afraid to say.

Mr. Peters if the coaches tell you a story that is different, you can meet with me and my kids and really get down to the facts. We both know that seerious violation have occurred on the part of your coaching staff at Beachwood. It is my hope that you will handle this serious matter and get back to me with your conclusion. I give you my word I will not report this matter until I hear from you.

Thanks,  
Rodney Brown  
216-849-8162

**From:** Deborah Moore  
**Sent:** Wednesday, August 2, 2017 10:35 AM  
**To:** Ryan Peters <rmp@beachwoodschoools.org>  
**Cc:** Robert Hardis <rph@beachwoodschoools.org>; Kristin Ronai <kronai@ohsaa.org>; Roxanne Price <RPrice@ohsaa.org>  
**Subject:** Recruiting Issue  
**Importance:** High

Hi Mr. Peters:

Hope you are doing well and are ready to get back at it. I am meeting today with our team to finish our deliberation on the report submitted concerning the recruiting issues involving three of your football coaches. We really appreciated the thorough report but just have one question before we complete our letter ruling. Our response has been delayed as it has been difficult with vacations, etc. for the three of us to meet during the latter part of July. For that I apologize.

In Appendix A of the attachment, which is the July 3, 2017 email from Coach Brown at Shaw, Coach Brown alleges that [REDACTED], the [REDACTED] of [REDACTED], "had been practicing with Beachwood for a few weeks." I did not see that issue addressed in the report. I assume when the coach says "practicing" he is referring to summer

Columbus, Ohio 43214

dmoore@ohsaa.org

PH: 614-267-2502 X115

FAX: 614-267-1677

Follow me on Twitter @DmooreDeborah



**“Cowardice asks the question – is it safe?**

**Expediency asks the question – is it politic?**

**Vanity asks the question – is it popular?**

**But conscience asks the question – is it right?**

**And there comes a time when one must take a position that is neither safe,**

**Nor politic, no popular, but one must take it because it is Right.”**

**Dr. Martin Luther King, Jr.**

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workouts or perhaps 7 on 7 competition that is permissible from June 1- July 31. Can you confirm that this did take place? Thanks for your prompt attention to this inquiry.

Best Regards,

*Deborah B Moore*

Deborah B. Moore, Ph.D.

Senior Director of Compliance and Sports Medicine

Ohio High School Athletic Association

4080 Roselea Place

Columbus, Ohio 43214

dmoore@ohsaa.org

PH: 614-267-2502 X115

FAX: 614-267-1677

Follow me on Twitter @DmooreDeborah



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Robert Hardis <rph@beachwoodschoools.org>

---

## Re: Recruiting Issue

1 message

---

**Ryan Peters** <rmp@beachwoodschoools.org>

Wed, Aug 2, 2017 at 4:34 PM

To: Deborah Moore <DMoore@ohsaa.org>

Cc: Robert Hardis <rph@beachwoodschoools.org>, Kristin Ronai <kronai@ohsaa.org>, Roxanne Price <RPrice@ohsaa.org>, Tony Srithai <tsrithai@beachwoodschoools.org>

Dr. Moore,

I did investigate the claim about [REDACTED] practicing with our team and our coaches reported to me he did not attend any practices.

Feel free to contact me if you have additional questions.

GO BISON!

Ryan M. Peters

District Director of Athletics

Beachwood City Schools

25100 Fairmount Blvd.

Beachwood, Ohio 44122

Phone 216-831-2080 ext. 102

Fax 216-292-2377

rmp@beachwoodschoools.org

[www.beachwoodschoools.org/GoBison.aspx](http://www.beachwoodschoools.org/GoBison.aspx)

Schedules can be found by visiting: <http://www.arbiterlive.com/Teams?entityId=1336>

follow us on Twitter - @BisonAthletics

follow us on Facebook - @ Beachwood Bison Athletics



Beachwood Athletic Department Mission Statement:

***To Create An Environment Focused On Pride, Unity and Victory Where Student Athletes Demonstrate A Strong Social Conscience.***

On Wed, Aug 2, 2017 at 11:58 AM, Deborah Moore <DMoore@ohsaa.org> wrote:

Hi Ryan:

Please disregard this message. I found the passage within the report where this issue is addresses. Thanks.

Best Regards,

Deborah B. Moore, Ph.D.

Senior Director of Compliance and Sports Medicine

Ohio High School Athletic Association

4080 Roselea Place



Robert Hardis <rph@beachwoodschoools.org>

---

## DBM letterhead

1 message

---

**Deborah Moore** <DMoore@ohsaa.org>

Wed, Aug 2, 2017 at 4:38 PM

To: Robert Hardis <rph@beachwoodschoools.org>

Cc: Ryan Peters <rmp@beachwoodschoools.org>, "tsrithai@beachwoodschoools.org" <tsrithai@beachwoodschoools.org>, Todd Boehm <TBoehm@ohsaa.org>, Dan Ross <DRoss@ohsaa.org>, Kristin Ronai <kronai@ohsaa.org>, Roxanne Price <RPrice@ohsaa.org>

Good afternoon Dr. Hardis:

Please find attached our letter ruling that completes our review of the recruiting case you reported to us. I apologize for taking so long to wrap this up, but it is important that all members of our compliance team have the opportunity to review the case.

Please contact us if you have any questions. Our team will be in appeals tomorrow and in a staff meeting Friday morning. Have a good evening.

Best Regards,

*Deborah B Moore*

Deborah B. Moore, Ph.D.

Senior Director of Compliance and Sports Medicine

Ohio High School Athletic Association

4080 Roselea Place

Columbus, Ohio 43214

dmoore@ohsaa.org

PH: 614-267-2502 X115

FAX: 614-267-1677

Follow me on Twitter @DmooreDeborah



**“Cowardice asks the question – is it safe?**

**Expediency asks the question – is it politic?**

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**Dr. Martin Luther King, Jr.**

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**DBM letterhead.pdf**

256K



Robert Hardis <rph@beachwoodschoools.org>

---

## Fwd: DBM letterhead

1 message

---

Ryan Peters <rmp@beachwoodschoools.org>

Wed, Aug 2, 2017 at 5:30 PM

To: Hardis Bob 🍏 <rph@beachwoodschoools.org>, Srithai Tony  
<tsrithai@beachwoodschoools.org>

Bob and Tony,

As a result of this finding can the 3 of us meet or talk on the phone to plan a course of action. Let me know what day and time works best.

Ryan M. Peters  
District Director of Athletics  
Beachwood City Schools  
25100 Fairmount Blvd  
Beachwood, Ohio 44122  
216.831.2080 x 102  
rmp@beachwoodschoools.org  
www.beachwoodbison.org  
@Bisonathletics  
Sent from my iPhone

Begin forwarded message:

**From:** Deborah Moore <DMoore@ohsaa.org>  
**Date:** August 2, 2017 at 4:38:33 PM EDT  
**To:** 'Robert Hardis' <rph@beachwoodschoools.org>  
**Cc:** 'Ryan Peters' <rmp@beachwoodschoools.org>, "tsrithai@beachwoodschoools.org" <tsrithai@beachwoodschoools.org>, Todd Boehm <TBoehm@ohsaa.org>, Dan Ross <DRoss@ohsaa.org>, Kristin Ronai <kronai@ohsaa.org>, Roxanne Price <RPrice@ohsaa.org>  
**Subject:** DBM letterhead

Good afternoon Dr. Hardis:

Please find attached our letter ruling that completes our review of the recruiting case you reported to us. I apologize for taking so long to wrap this up, but it is important that all members of our compliance team have the opportunity to review the case.

Please contact us if you have any questions. Our team will be in appeals tomorrow and in a staff meeting Friday morning. Have a good evening.

Best Regards,

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---

12 attachments

A handwritten signature in black ink that reads "Deborah B. Moore". The signature is written in a cursive, flowing style.

image001.jpg  
4K

image002.jpg



2K



image003.png  
5K



image004.jpg  
2K



image005.png  
6K



noname.html  
2K



noname.html  
1K



noname.html  
1K



noname.html  
1K



noname.html  
3K



DBM letterhead.pdf  
256K



noname.html  
1K





Ohio High School Athletic Association  
4080 Roselea Place, Columbus, Ohio 43214

---

August 2, 2017

Dr. Robert P. Hardis, Superintendent  
Beachwood City School District  
Beachwood High School  
Via E-Mail: [rph@beachwoodschoools.org](mailto:rph@beachwoodschoools.org)

**Re: Recruiting – Beachwood High School – Bylaw 4-9, Recruiting**

Dear Dr. Hardis:

Thank you for your district's self-report and your swift and immediate response to information you received concerning violations of the recruiting bylaw by Assistant Coach Joe Clark, a former football coach at Shaw High School and now a recent addition to your football staff at Beachwood High School, Assistant Coach Dawann Gray, and Head Coach Damion Creel. We commend you for the thorough nature of your report and the actions you have taken to reprimand your football staff about attempts to influence students to transfer to Beachwood High School.

**FINDINGS**

The following activities constitute violations of Bylaw 4-9 – Recruiting

1. Assistant Coach Joe Clark, a former Shaw Coach, had impermissible contact with [REDACTED] student whom he coached while on the staff at Shaw High School. Thus, it is our opinion [REDACTED] July 21, 2017 attempt to establish residence in Beachwood with his [REDACTED] as a result of this impermissible contact and affirms the presumption of recruiting as indicated in Bylaw 4-9-4 #8.
2. Three members of the coaching staff were complicit in providing information [REDACTED] regarding rental property owned by Assistant Coach Dawann Gray. Beachwood's Head Coach, Damion Creel, provided Assistant Coach Dawann Gray's contact information to Assistant Coach Clark who provided that information [REDACTED] an attempt to assist him in securing housing for his family in Beachwood. This contact is a violation of Bylaw 4-9-4 #3.
3. Coach Gray and Coach Clark met with [REDACTED] the Beachwood High School parking lot to discuss the terms of a rental agreement for a property owned by Coach Gray in the Beachwood City School District which is a violation of Bylaw 4-9-4 #3. This information has been confirmed by Coach Clark.
4. Currently, no student has transferred to Beachwood High School because of these impermissible activities. Therefore, we are making no findings concerning any student-athletes. Should that change, we would need to review this matter to determine the consequences for the student(s) in accordance with Bylaw 4-9-7.

**PENALTIES**

The OHSAA acknowledges the following self-imposed penalties:

1. All three coaches have received written reprimands for their actions
2. All three coaches have been advised that further violations may subject them to termination of employment with documentation placed in personnel files and made available via public records.

Additionally, the OHSAA has also implemented the following penalties:

1. All three coaches, Coach Creel, Coach Clark and Coach Gray shall be ineligible to participate in the first two postseason football contests during the 2017 OHSAA football state tournament should Beachwood High School qualify.

*Continued...*

Beachwood High School

2. Beachwood High School's football program shall be placed on probation for two years through the 2018-19 school year. This means that any further violation of the recruiting rules by any member of the coaching staff or individuals directly connected to the football coaching staff shall constitute a breach of this probation. Penalties for the breach may include fines, suspension of the opportunity to participate in the OHSAA football tournaments and/or other penalties as stipulated in Bylaw 11.
3. Beachwood High School shall be fined \$500 payable to the OHSAA no later than August 30, 2017, c/o Todd Boehm, Comptroller. It should be noted that this fine was reduced from the originally intended \$1,000 fine due to your district's swift and immediate response to this violation.
4. Beachwood High School administration shall provide education to all coaching staff in both written and face to face communication regarding the recruiting bylaw. A report of this endeavor shall be provided to the OHSAA by September 30, 2017.

Thank you for your report. The foundation of this association is based on the integrity of its member school administrators. Please contact us if you have any questions.

Sincerely,



Deborah B. Moore, Ph.D.  
Senior Director of Compliance and Sports Medicine

- c. Ryan Peters, Athletic Administrator  
Tony Srithai, Principal  
Roxanne Price, Director of Compliance  
Kristin Ronai, Asst. Director of Compliance  
Todd Boehm, Comptroller

## Registration Checklist

(To be completed by Registrar)

Student Name: \_\_\_\_\_

Birthdate: \_\_\_\_\_

Date of Registration: 6-21-17

Grade: 12

### Registration Materials

Student Enrollment Form:	<input checked="" type="checkbox"/>	(✓)	(to be completed by _____)
Birth Certificate/Passport:	<input checked="" type="checkbox"/>	(✓)	(to be submitted by _____)
Custody Papers (if applicable):	<input checked="" type="checkbox"/>	(✓)	(if applicable)
			____ Mother
			____ Father
			____ Joint
			____ Other: _____
Medical/Immunization Records:	<input checked="" type="checkbox"/>	(✓)	(completed by physician)
Transfer for Release of Records:	<input checked="" type="checkbox"/>	(✓)	(to be completed by _____)
Emergency Medical Form/Cards:	<input checked="" type="checkbox"/>	(✓)	(to be completed by _____)
Home Language Survey:	<input checked="" type="checkbox"/>	(✓)	(to be completed by _____)

*Proof of Residency*  
*ID*  
*Birth Cert*  
*Immunizations*  
  
*CK w/ Ryan*  
*on 7/1/17*

### Parent/Guardian Identification (One of the following required)

Current Driver's License	<input checked="" type="checkbox"/>	(✓)	
State Issued Identification Card	<input type="checkbox"/>	(✓)	
Passport	<input type="checkbox"/>	(✓)	
Military Identification Card	<input type="checkbox"/>	(✓)	

### Proof of Residency

One of the following:

Two of the following:

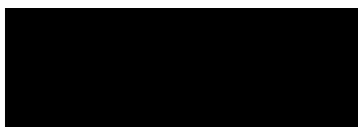
Mortgage / Deed _____ (✓) Purchase Agreement _____ (✓) Rental/Lease Agreement _____ (✓) --Expiration Date: _____  -- Certificate of Rental Occupancy _____ (✓)  --Residency Affidavit _____ (✓)	Tax Return/Bill/Statement _____ (✓) Voter Registration _____ (✓) Utility Bills _____ --Water/Sewer: _____ (✓) --Electric: <input checked="" type="checkbox"/> (✓) --Gas: <input checked="" type="checkbox"/> (✓) --Phone (Land Line): _____ (✓)
--	---

Special Circumstances Requested \_\_\_\_\_

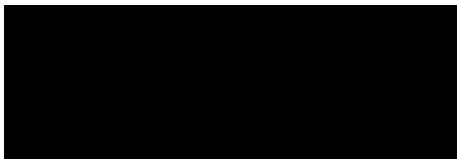
Student I.D. Number: \_\_\_\_\_ Teacher/Homeroom Number: \_\_\_\_\_



I HEREBY AFFIRM THAT I AM A FULL TIME PERMANENT RESIDENT OF THE BEACHWOOD CITY SCHOOL DISTRICT. I CERTIFY THAT THE INFORMATION PROVIDED BY ME ON THE STUDENT ENROLLMENT FORM IS TRUE AND ACCURATE. I ALSO CERTIFY THAT ANY DOCUMENTATION PROVIDED BY ME TO THE BEACHWOOD CITY SCHOOL DISTRICT IS TRUE AND ACCURATE. I HEREBY AGREE TO NOTIFY THE SCHOOL DISTRICT IMMEDIATELY IF ANY OF THE ABOVE INFORMATION CHANGES SUBSEQUENT TO REGISTRATION. I UNDERSTAND THAT THERE ARE PENALTIES FOR FALSIFICATION OF INFORMATION TO PUBLIC OFFICIALS. I FURTHER UNDERSTAND THAT ANY FALSIFICATION OF THIS INFORMATION IS A FIRST DEGREE MISDEMEANOR PUNISHABLE BY A MAXIMUM FINE OF \$1,000 AND/OR A SIX MONTH JAIL TERM.



6-21-17  
Date



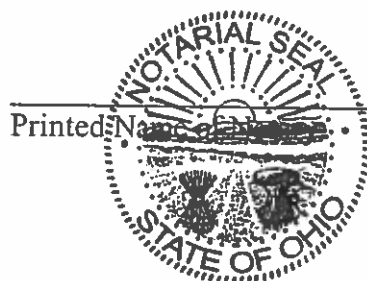
6-21-17  
Date

State of Ohio           )  
County of Cuyahoga   )

SWORN TO BEFORE ME and subscribed in my presence this 21<sup>ST</sup> day of June, 2017.

Denise K. Dhuse  
Notary Public

06/21/2017  
Date



DENISE K. DHUSE  
NOTARY PUBLIC  
FOR THE  
STATE OF OHIO  
My Commission Expires  
February 7, 2022

My Commission Expires: 02/07/2022



Robert Hardis <rph@beachwoodschoools.org>

---

## Fwd: Football

1 message

---

Steve Rosen <srosen@beachwoodschoools.org>  
To: Robert Hardis <rph@beachwoodschoools.org>

Wed, Oct 3, 2018 at 1:00 PM

I assume someone sent this to you already, but here it is just in case.

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

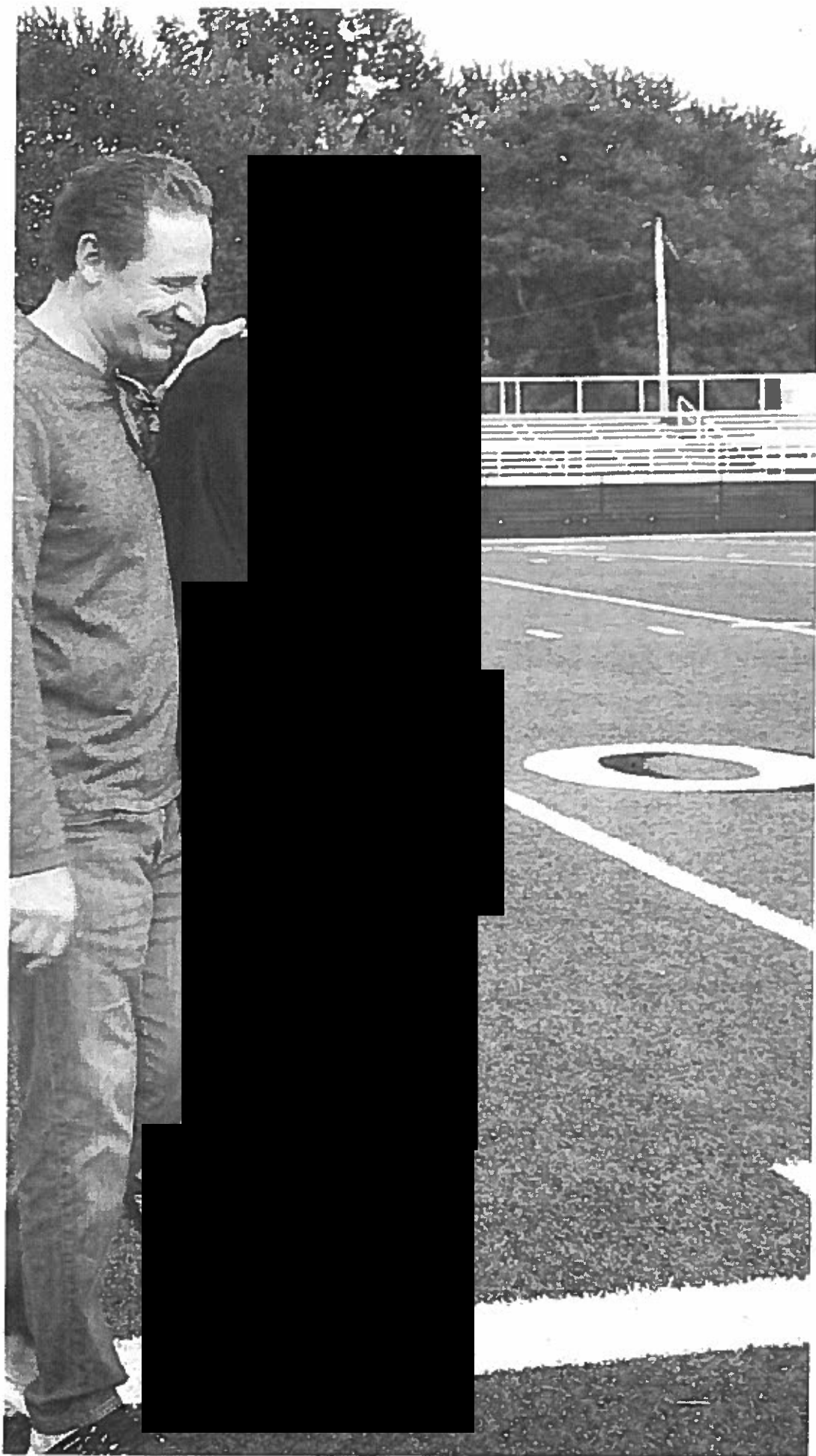
From: JR RJ <truthbeachwood@gmail.com>

Date: Wed, Oct 3, 2018 at 11:35 AM

Subject: Football

To: bw@beachwoodschoools.org <bw@beachwoodschoools.org>, jaellwell@beachwoodschoools.org <jaellwell@beachwoodschoools.org>, jmintz@beachwoodschoools.org <jmintz@beachwoodschoools.org>, mbennett@beachwoodschoools.org <mbennett@beachwoodschoools.org>, srosen@beachwoodschoools.org <srosen@beachwoodschoools.org>

It has been suggested that you are all aware of what this man is doing with your coach and the football program. Is it true or false that the plan is to further recruit 15 more players from East Cleveland school and house them in homes in Beachwood owned by Mr. Bennett Adelson? The East Cleveland football coach sure thinks that is the plan. And why are this booster and Dawon Grey always hanging out with these kids on the playing field? Are they coaches who have been background checked to be with these kids? Does buying talent and recruiting football players for the team give you free credentials for the sidelines? What would the OHSAA think of this nonsense? Protecting the reputation of school should mean more than winning football games.





Robert Hardis <rph@beachwoodschoools.org>

---

## Fwd: Records inquiry

1 message

---

Michele Mills <mm@beachwoodschoools.org>

Wed, Oct 3, 2018 at 4:09 PM

To: Lauren Broderick <ljb@beachwoodschoools.org>, Robert Hardis <rph@beachwoodschoools.org>

Wanted to give you a heads up. Lauren I will obtain the roster after checking if it's a public record.

Sent from my iPhone

Begin forwarded message:

**From:** LaJour Sims <lsims@beachwoodschoools.org>

**Date:** October 3, 2018 at 3:15:49 PM EDT

**To:** Michele Mills <mm@beachwoodschoools.org>, Ryan Peters <rmp@beachwoodschoools.org>

**Subject:** Fwd: Records inquiry

I received this email.....I'm not sure who should have this, if anyone.

LaJour

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

**From:** JR RJ <truthbeachwood@gmail.com>

**Date:** Wed, Oct 3, 2018 at 2:25 PM

**Subject:** Records inquiry

**To:** LaJour Sims <lsims@beachwoodschoools.org>

This is request for roster of all students on the Beachwood Middle School and Beachwood High School football teams.

--

LaJour Sims

Accounts Payable

Beachwood City Schools

lsims@beachwoodschoools.org

(216) 464-2600 Ext. 232

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Robert Hardis <rph@beachwoodschoools.org>

---

## Re: Email

1 message

---

Robert Hardis <rph@beachwoodschoools.org>  
To: truthbeachwood@gmail.com

Tue, Oct 9, 2018 at 10:09 PM

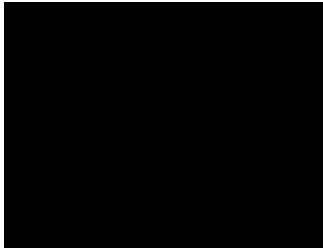
Thank you for this documentation and the additional information.

Bob Hardis

On Tue, Oct 9, 2018 at 1:35 PM JR RJ <truthbeachwood@gmail.com> wrote:

Do hope the fact that Adelson rides the bus with the middle school team and buys them clothes, food and pays the kids fees for meals and apparel is part of the investigation? Look at Glenville in the news and you will see the culture Coach Creel and others are bringing to Beachwood.

BEACHWOOD PROPERTIES LLC



On Thu, Oct 4, 2018 at 10:47 PM Robert Hardis <rph@beachwoodschoools.org> wrote:

Your recent email was forwarded to me by the Board. The accusations contained in your message are being investigated.

Thank you,  
Bob Hardis

--

Robert P. Hardis  
Superintendent  
Beachwood City Schools

PLEASE NOTE: This message and any response to it may constitute a public record and, therefore, may be subject to disclosure upon request under Ohio law. However, if electronic communications contain student records or medical information, they shall be maintained as confidential to the fullest extent of the law. If you have received this electronic communication erroneously, please notify the sender immediately.

--  
Robert P. Hardis  
Superintendent  
Beachwood City Schools





Robert Hardis <rph@beachwoodschoools.org>

---

## Re: Beachwood Properties

1 message

Robert Hardis <rph@beachwoodschoools.org>  
To: JR RJ <truthbeachwood@gmail.com>

Wed, Oct 10, 2018 at 8:58 AM

Understood. I don't operate that way. I will pursue this as well.

On Wed, Oct 10, 2018 at 8:46 AM JR RJ <truthbeachwood@gmail.com> wrote:

The e-mails were only directed to you and board. Should not be too strenuous of an undertaking to ascertain who.

On Wed, Oct 10, 2018 at 8:37 AM Robert Hardis <rph@beachwoodschoools.org> wrote:

I did not do so. I do not know who would have done that.

Bob Hardis

On Wed, Oct 10, 2018 at 8:22 AM JR RJ <truthbeachwood@gmail.com> wrote:

Is part of your investigation sending my e-mail to Bennett Adelson?

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

From: Benit 44 <benit44@hotmail.com>

Date: Tue, Oct 9, 2018 at 10:17 PM

Subject: Beachwood Properties

To: truthbeachwood@gmail.com <truthbeachwood@gmail.com>

Hello there,

Can I be of any help to you? My phone number is 216-346-0445 if you'd like to speak to me.

Regards,

Bennett Adelson

--

Robert P. Hardis  
Superintendent  
Beachwood City Schools

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--  
Robert P. Hardis  
Superintendent  
Beachwood City Schools



Robert Hardis <rph@beachwoodschoools.org>

---

## Fwd: Good to see you and some help please

1 message

Joshua Mintz <jmintz@beachwoodschoools.org>

Sat, Nov 3, 2018 at 8:39 AM

To: Brian Weiss <baw@beachwoodschoools.org>, Bob Hardis <rph@beachwoodschoools.org>

Brian & Bob,

I didn't see this email when it came through the other day. Should I forward it to Michelle or has Bennett already made a record request.

Joshua Mintz  
[REDACTED]

Begin forwarded message:

**From:** Benit 44 <benit44@hotmail.com>  
**Date:** October 31, 2018 at 4:48:15 AM EDT  
**To:** "jmintz@beachwoodschoools.org" <jmintz@beachwoodschoools.org>  
**Subject:** Good to see you and some help please

Hi Josh,

It was good to see you at the game a few weeks back. It's been a long time. It's also great to know that you're involved with the board and giving back to our high school. Hopefully the kids will have as good of an experience as we did in the 90s.

The reason for my email is to request that you provide me with a copy of whatever documents or emails that the school district or board has received that mentions either me personally or the company Beachwood Properties LLC. It appears that an "anonymous" person with an email address of [truthbeachwood@gmail.com](mailto:truthbeachwood@gmail.com) has potentially asked the school board or the school district to intentionally interfere with business contracts or may be planning themselves to do so. I would like to know the extent of this activity and nip this issue in the bud, so any assistance from you would be appreciated.

If we could start with you sending me any documents or emails from [truthbeachwood@gmail.com](mailto:truthbeachwood@gmail.com) or anything that mentions me personally or the company Beachwood Properties LLC that would be great.

Thanks a bunch and hope to see you soon!

Bennett Adelson



Robert Hardis <rph@beachwoodschoools.org>

---

## Re: Anonymous email claims

1 message

Lauren Broderick <ljb@beachwoodschoools.org>  
To: Robert Hardis <rph@beachwoodschoools.org>

Mon, Nov 5, 2018 at 11:26 AM

Bob,  
Okay, I will contact the families this week.  
Lauren

On Mon, Nov 5, 2018 at 9:44 AM Robert Hardis <rph@beachwoodschoools.org> wrote:  
Lauren,

Recently, the board received some anonymous emails that make claims about the involvement of a man named Bennett Adelson with our MS football team. They have asked that we investigate these claims. One of the anonymous emails is below. The allegation indicates that Mr. Adelson's connection to the football program and his ownership of Beachwood Properties may constitute a recruiting violation per the OHSAA given the Glenville reference.

Will you please contact the families listed on the rental agreements below (and any other Beachwood Properties rental agreements for families who have registered kids in our schools) to ask how they came to be aware of Beachwood Properties, Bennett Adelson, and/or Dawann Gray, Sr. (in a separate email, he is alleged to be involved by the anonymous emailer as well)?

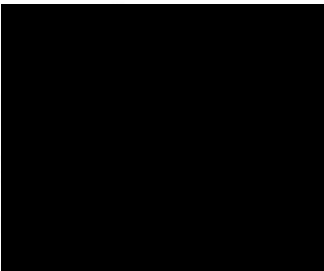
Thank you,  
Bob

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

From: JR RJ <truthbeachwood@gmail.com>  
Date: Tue, Oct 9, 2018 at 1:35 PM  
Subject: Re: Email  
To: <rph@beachwoodschoools.org>

Do hope the fact that Adelson rides the bus with the middle school team and buys them clothes, food and pays the kids fees for meals and apparel is part of the investigation? Look at Glenville in the news and you will see the culture Coach Creel and others are bringing to Beachwood.

BEACHWOOD PROPERTIES LLC



--  
Robert P. Hardis  
Superintendent  
Beachwood City Schools

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Robert Hardis <rph@beachwoodschoools.org>

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## Re: Please follow up

1 message

Paul Chase <prc@beachwoodschoools.org>

Mon, Nov 5, 2018 at 9:07 AM

To: "rph@beachwoodschoools.org" <rph@beachwoodschoools.org>

Hello Bob,

I understand.

Thank You

Paul

On Mon, Nov 5, 2018 at 8:53 AM Robert Hardis <rph@beachwoodschoools.org> wrote:

Paul,

The board recently received some anonymous emails asking about the involvement of a man named Bennett Adelson with the MS football team this past season. Can you please ask some of the players about his involvement? Do they know him? How would they describe his involvement? The kids have done NOTHING wrong, so please be careful to ensure they know we are asking about Mr. Adelson's involvement in response to questions raised given that he is not a coach for their team. I suggest that you not call kids into the office as that may give the impression that they are in trouble somehow when they are not.

Call me if you have any questions and/or when you obtain information regarding this - thanks,  
Bob

--

Robert P. Hardis  
Superintendent  
Beachwood City Schools

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--

Paul Chase  
Principal  
Beachwood Middle School

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Lauren Broderick &lt;ljb@beachwoodschoools.org&gt;

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**Your call yesterday**

1 message

[REDACTED]  
To: ljb@beachwoodschoools.org

Thu, Nov 15, 2018 at 12:58 PM

Hello Lauren,

I'm just following up with you regarding your call to me yesterday. As I mentioned to you, I can assure you that my family was not recruited here to play any sports at Beachwood. I have one son who's in the [REDACTED] grade and he has not played a varsity sport ever. Unfortunately he has had [REDACTED] and can't participate much in sports. The reason I recently moved back to Beachwood is because I used to live in Beachwood and my son previously attended school here and I felt that the school system was better for him academically. In no way was my decision made based on anything sports related, nor did anyone ever ask to have my son play. So I just wanted to make that as clear as possible to you when you make your decision regarding this very odd line of questions. Hope that helps.

Sincerely,  
[REDACTED]



Lauren Broderick &lt;ljb@beachwoodschoools.org&gt;

---

**In regards to today's conversation**

1 message

  
to: ljb@beachwoodschoools.org

Wed, Nov 14, 2018 at 8:08 PM

Lauren,

Per our discussion today regarding my lease and why I moved to Beachwood. I moved to Beachwood because I was getting a new job and wanted to move closer. I contacted a friend of mine that lives in Beachwood and they said it had great schools and I did my research online about the community and found this. <https://patch.com/ohio/beachwood/cleveland-magazine-ranks-beachwood-among-best-places-live-northeast-ohio> That's how I decided to choose where to move. I was not recruited here by anyone. I initiated contact myself because I wanted to find a place in Beachwood. No one influenced my decision at all. If you have any further questions, please let me know.

Thank you

  
Sent from my iPhone



Lauren Broderick &lt;ljb@beachwoodschoools.org&gt;

Re: [REDACTED]

1 message

Wed, Nov 14, 2018 at 7:25 PM

To: Lauren Broderick &lt;ljb@beachwoodschoools.org&gt;

My pleasure Lauren. Thank you for your response.

After further consideration and thought, this sounds like a formal investigation that the district is in the process of conducting. Since my family is directly affected, I would like to request that you send me any public records that the Beachwood School District has possession of regarding these allegations and the basis for this investigation. Again, I assure you that these allegations are false; However, because my son is a Beachwood athlete, I'm sure you can appreciate that should I have to defend my family against the allegations I want to be properly informed and prepared. I'd like to know more specifically, and in writing, what exactly your investigation records consist of. I truly hope it does not escalate beyond your office; However, my childrens education is at stake. I am just doing my due diligence and I can appreciate and understand that the district will do so as well.

Regards,

On Wed, Nov 14, 2018, 6:46 PM Lauren Broderick <ljb@beachwoodschoools.org> wrote:

I appreciate the additional time that you have taken to summarize our conversation and to help me address this complaint. I am proud of our Beachwood School programs and the academic success that our children experience in our schools. Thank you again for your candor.

Lauren

Sent from my iPhone

On Nov 14, 2018, at 5:26 PM, [REDACTED] wrote:

Hi Lauren.

I wanted to take a moment to thank you for your call today. After your voicemail, I was a little bit leary and unclear about why you were in contact; However, after speaking to you, I better understand and appreciate you concerns now.

Based on what you said, during our phone call, there has been an anonymous complaint that has caused you to investigate a claim regarding athletics specifically related to my leasing company. I wanted to ensure that my response is accurately accounted for since we spoke by phone. Please know, in no way was my family recruited or influenced in any way to move to Beachwood for athletics. Before I started looking for a place to live, in Beachwood, and before I met with any real estate agents; I had already decided 100% that I was going to move to Beachwood in an effort to ensure that [REDACTED] are afforded the best education possible. As you know, Beachwood was just recently awarded, by the state of Ohio, the absolute best academic report card that a school can get. My [REDACTED] is a Beachwood alumni and also spoke to the level of academic excellence that we would experience by moving here. To that end, the level of academic excellence has been very well to do way for many years, here. The reason for my move was to afford the kind of education Beachwood has to offer my children. More specifically, as we spoke, [REDACTED] was not receiving the appropriate level of [REDACTED] services in our previous district. Finally, this district, Beachwood, is able to service her [REDACTED] [REDACTED]'s doing much better, academically, now. This is the reason I moved to Beachwood. Again, I was not recruited or influenced in any way, by the LLC that I rent from, to come to Beachwood for athletics. It is my hope that this letter relieves any concerns going forward.

Respectfully,

law. If you have received this electronic communication erroneously, please notify the sender immediately.

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**Attachments:**

Screen Shot 2018-04-25 at 9.28.33 AM.png 43k

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email: "dcreel@beachwoodschoools.org Damion Creel" Wednesday, April 25, 2018 at 11:52:22 AM Eastern Daylight Time

To: email: "Dawanngray@gmail.com Dawann Gray" , email: "benit44@hotmail.com"

Dawann & Bennett -

Here is an email I just received today concerning [REDACTED]

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

From: **Ryan Peters** <rmp@beachwoodschoools.org>

Date: Wed, Apr 25, 2018 at 10:36 AM

Subject: [REDACTED]

To: Damion Creel <dcreel@beachwoodschoools.org>

Just an FYI- See below.

GO BISON!

Ryan M. Peters  
District Director of Athletics  
Beachwood City Schools  
25100 Fairmount Blvd.  
Beachwood, Ohio 44122  
Phone 216-831-2080 ext. 102  
Fax 216-292-2377



[REDACTED]  
[rmp@beachwoodschoools.org](mailto:rmp@beachwoodschoools.org)

[www.beachwoodschoools.org/GoBison.aspx](http://www.beachwoodschoools.org/GoBison.aspx)

Schedules can be found by visiting: <http://www.arbiterlive.com/Teams?entityId=1336>

follow us on Twitter - @BisonAthletics

follow us on Facebook - @ Beachwood Bison Athletics



Beachwood Athletic Department Mission Statement:

***To Create An Environment Focused On Pride, Unity and Victory Where Student Athletes Demonstrate A Strong Social Conscience.***

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

From: [REDACTED]

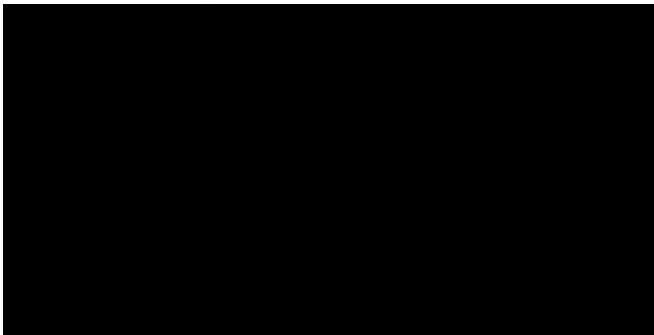
Date: Wed, Apr 25, 2018 at 9:36 AM

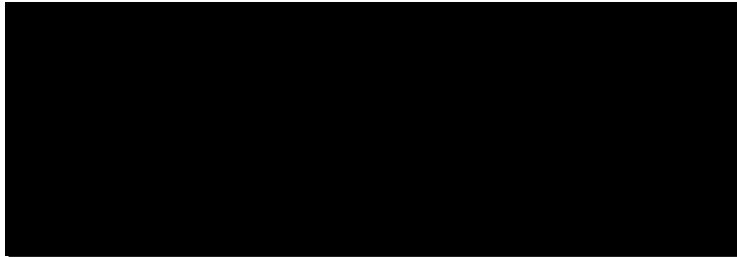
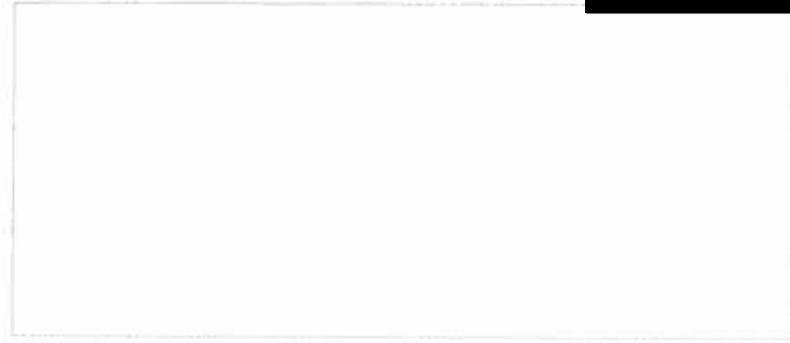
Subject: [REDACTED]

To: [REDACTED]

Dear [REDACTED]

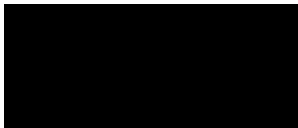
I wanted to provide you with an update on [REDACTED] progress both within the classroom as well as in regard to [REDACTED] coursework. [REDACTED] is resistant to working on his [REDACTED] class. It is challenging to keep him off his phone, as I usually have to tell him several times throughout the class period. He is also not completing assignments, causing a decrease in his grades. I am concerned about his lack of effort as well as motivation to do well. All information is obtained from Infinite Campus. Please see below for details:





Please let me know if you should have any further questions or concerns. [REDACTED] is also welcome to attend my academy in the mornings or any of his other teacher's offered academy times.

Thank you,



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[REDACTED]

Coach Creel will try to utilize student peer tutors. The challenge is these students are also involved in after school activities which limits there availability for the football study tables.

They would not require monetary payment. However, Coach Creel can give them community service hours.

.

If we cannot use peer tutors, our current tutors have agreed to a decrease in pay to be able to hire at least 2 more tutors.

.

This would only increase budget by \$225 (maximum).

.

Current due is \$600 to tutors.

Please see attached summary. Contact me with any questions, comments, and/or concerns.

11/5/2018

Sunday, October 14, 2018 at 12:40:41 PM Eastern Daylight Time

To: email: "benit44@hotmail.com Benit 44"

Cc: email: "dcreel4@gmail.com Coach Creel" , email: "dcreel@beachwoodschoools.org dcreel@beachwoodschoools.org"

Yes thanks so much..

Just as update, I have secured one additionally tutor, I hope to have the second confirmed today.

**From:** Benit 44 <[benit44@hotmail.com](mailto:benit44@hotmail.com)>

**Sent:** Sunday, October 14, 2018 12:31 AM

**Cc:** Coach Creel <[dcreel4@gmail.com](mailto:dcreel4@gmail.com)>; [dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org)

**Subject:** RE: BHS Football Study Tables Summary.xlsx

All payments have been sent. Lets go Bison!! Straight As!!!!

Bennett

[REDACTED]

**Sent:** Saturday, October 13, 2018 6:54 PM

**To:** Benit 44 <[benit44@hotmail.com](mailto:benit44@hotmail.com)>

**Cc:** Coach Creel <[dcreel4@gmail.com](mailto:dcreel4@gmail.com)>;  
[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org)

**Subject:** RE: BHS Football Study Tables Summary.xlsx

Added cell phone numbers

[REDACTED]

**Sent:** Thursday, October 11, 2018 1:24 PM

**To:** 'Benit 44' <[benit44@hotmail.com](mailto:benit44@hotmail.com)>

**Cc:** Coach Creel <[dcreel4@gmail.com](mailto:dcreel4@gmail.com)>; '[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org)'  
<[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org)>

**Subject:** RE: BHS Football Study Tables Summary.xlsx

I was able to get the paypal id's from the current tutors. I updated the information to include that. IF you have not already sent in, here is updated summary:

Payment due for week for 10/08/18

	Tutor Name	Cell Phone Numbers	PayPal Info	Number of Session	Amount due
1	Ashley Watson	216-401-5025	<a href="https://www.paypal.me/">https://www.paypal.me/</a> [REDACTED]	3	\$225
2	Sandra Roach	216-965-8599	<a href="https://www.paypal.me/">https://www.paypal.me/</a> [REDACTED]	3	\$225
3	Isaac Roach	216-965-8599	<a href="https://www.paypal.me/">https://www.paypal.me/</a> [REDACTED]	2	\$150

\$600

[REDACTED]

**From:** Benit 44 <[benit44@hotmail.com](mailto:benit44@hotmail.com)>

**Sent:** Thursday, October 11, 2018 10:48 AM

[REDACTED]

**Cc:** Coach Creel <[dcreel4@gmail.com](mailto:dcreel4@gmail.com)>

**Subject:** RE: BHS Football Study Tables Summary.xlsx

[REDACTED]

Sounds good. I'm approving the rate of \$50 per 1.5 hour session and total budget of \$3600.

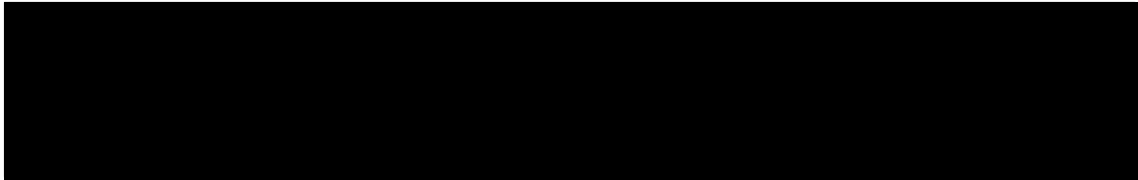
Please add the tutors cell phone number to the report and I will send them payment to their cell phone via PayPal.

Thank you for organizing this I hope it's successful .

We will be measuring the success based on the students having all As, Bs, and Cs. If any student gets a D or F in the subject that the tutor is helping them with then that tutor will be replaced with the next one that is interesting in helping the kids.

Good luck with it and GO BISON!!!

Bennett



**Sent:** Thursday, October 11, 2018 9:55 AM

**To:** [benit44@hotmail.com](mailto:benit44@hotmail.com)

**Cc:** Coach Creel <[dcreel4@gmail.com](mailto:dcreel4@gmail.com)>;  
[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org)

**Subject:** BHS Football Study Tables Summary.xlsx

Hi Benit,

Attached is a detailed summary of the pilot football study tables. I also included student participants with attendance. Here are key points:

This week with very well. Students were very receptive of help, appreciated specialized attention and felt encourages. We received lots of thank you's and smiles at the end of each session from kids.



.

However, there were only 2-3 tutors available this week. This was a bit overwhelming for tutors to be able to address properly the needs kids. For program to be the most effective and see the best progress, more tutors are needed.

.

Coach Creel will try to utilize student peer tutors. The challenge is these students are also involved in after school activities which limits there availability for the football study tables.

They would not require monetary payment. However, Coach Creel can give them community service hours.

.

If we cannot use peer tutors, our current tutors have agreed to a decrease in pay to be able to hire at least 2 more tutors.

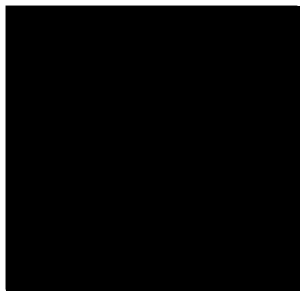
.

This would only increase budget by \$225 (maximum).

.

Current due is \$600 to tutors.

Please see attached summary. Contact me with any questions, comments, and/or concerns.



	<b>Perry (II)</b>	<b>Chagrin Falls (II)</b>	<b>Cuyahoga Hts (IV)</b>	<b>Berkshire (III)</b>
	<i>Lakeside (I)</i>	<b>Beachwood (III)</b>	<b>Independence IV)</b>	<b>Cardinal (III)</b>
	<b>Geneva (II)</b>	<b>West G (II)</b>	<i>Brooklyn (III)</i>	<b>Kirtland (III)</b>
	<b>Harvey (II)</b>	<b>Orange (II)</b>	<i>Lutheran West (II)</i>	<i>Grand Valley (III)</i>
	<b>Edgewood (II)</b>	<b>Hawken</b>	<i>Trinity (III)</i>	<b>Fairport (III)</b>
			<i>Richmond Hts</i>	<b>Wickliffe</b>
<b>BASEBALL</b>	<b>LAKE</b>	<b>CHAGRIN</b>	<b>Metro</b>	<b>Valley</b>
	<b>Perry (II)</b>	<b>Chagrin Falls (II)</b>	<b>Cuyahoga Hts (IV)</b>	<b>Berkshire (III)</b>
	<i>Lakeside (I)</i>	<b>Beachwood (III)</b>	<b>Independence IV)</b>	<b>Cardinal (III)</b>
	<b>Geneva (II)</b>	<b>West G (II)</b>	<i>Brooklyn (III)</i>	<b>Kirtland (III)</b>
	<b>Harvey (II)</b>	<b>Orange (II)</b>	<i>Lutheran West (II)</i>	<i>Grand Valley (III)</i>
	<b>Edgewood (III)</b>	<b>Hawken</b>	<i>Trinity (III)</i>	<b>Fairport (III)</b>
			<i>Richmond Hts</i>	<b>Wickliffe</b>
<b>SOFTBALL</b>	<b>LAKE</b>	<b>CHAGRIN</b>	<b>Metro</b>	<b>Valley</b>
	<b>Perry (II)</b>	<b>Chagrin Falls (II)</b>	<b>Cuyahoga Hts (IV)</b>	<b>Berkshire (III)</b>
	<i>Lakeside (I)</i>	<b>Beachwood (III)</b>	<b>Independence IV)</b>	<b>Cardinal (III)</b>
	<b>Geneva (II)</b>	<b>West G (II)</b>	<i>Brooklyn (III)</i>	<b>Kirtland (III)</b>
	<b>Harvey (II)</b>	<b>Orange (II)</b>	<i>Lutheran West (II)</i>	<i>Grand Valley (III)</i>
	<b>Edgewood (II)</b>	<b>Hawken</b>	<i>Trinity (III)</i>	<b>Fairport (III)</b>
			<i>Richmond Hts</i>	<b>Wickliffe</b>

GO BISON!

Ryan M. Peters  
 District Director of Athletics  
 Beachwood City Schools  
 25100 Fairmount Blvd.  
 Beachwood, Ohio 44122  
 Phone 216-831-2080 ext. 102  
 Fax 216-292-2377

[rmp@beachwoodschoools.org](mailto:rmp@beachwoodschoools.org)

[www.beachwoodschoools.org/GoBison.aspx](http://www.beachwoodschoools.org/GoBison.aspx)

Schedules can be found by visiting: <http://www.arbiterlive.com/Teams?entityId=1336>

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email: "[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org) Damion Creel"  
To: email: "[benit44@hotmail.com](mailto:benit44@hotmail.com)"

Sunday, April 22, 2018 at 9:00:59 AM Eastern Daylight Time

Here is the email!

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

From: Ryan Peters <[rmp@beachwoodschoools.org](mailto:rmp@beachwoodschoools.org)>

Date: Fri, Apr 20, 2018 at 9:32 AM

Subject: CVC Update

To: Andrew Pohl <[andrewfpohl@gmail.com](mailto:andrewfpohl@gmail.com)>, Papi Rivera <[rivera262@yahoo.com](mailto:rivera262@yahoo.com)>, Dennis Markiewicz <[Dmarks104@aol.com](mailto:Dmarks104@aol.com)>, Matthew Simonetta <[matt.simonetta@gmail.com](mailto:matt.simonetta@gmail.com)>, Nick Grande <[ngrande28@gmail.com](mailto:ngrande28@gmail.com)>, David Baker <[dwb@beachwoodschoools.org](mailto:dwb@beachwoodschoools.org)>, Nate Smith <[nds@beachwoodschoools.org](mailto:nds@beachwoodschoools.org)>, Matt Miller <[mamiller@beachwoodschoools.org](mailto:mamiller@beachwoodschoools.org)>, Jamee Gerrick <[JGerrick@sevenhillsohio.org](mailto:JGerrick@sevenhillsohio.org)>, Eric Venson <[eev007@sbcglobal.net](mailto:eev007@sbcglobal.net)>, Morrow Wayne <[dwayne7160@aol.com](mailto:dwayne7160@aol.com)>, Khadijah Young <[dijah42@gmail.com](mailto:dijah42@gmail.com)>, Tiffany McFarland <[tiffmc44@gmail.com](mailto:tiffmc44@gmail.com)>, Jordyn Peck <[jpeck0514@gmail.com](mailto:jpeck0514@gmail.com)>, Colleen Schachtel <[cxs@beachwoodschoools.org](mailto:cxs@beachwoodschoools.org)>, Tiffany Sloan <[tsloan264@gmail.com](mailto:tsloan264@gmail.com)>, Johnita Hughes <[johughes@beachwoodschoools.org](mailto:johughes@beachwoodschoools.org)>, Jasmine Stevens <[jstevens@beachwoodschoools.org](mailto:jstevens@beachwoodschoools.org)>, Jamie Lader <[jel@beachwoodschoools.org](mailto:jel@beachwoodschoools.org)>, Velotta Dominic <[dvelotta@beachwoodschoools.org](mailto:dvelotta@beachwoodschoools.org)>, "Mr. Domenick Iammarino" <[dai@beachwoodschoools.org](mailto:dai@beachwoodschoools.org)>, Damion Creel <[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org)>, JC Commander <[commanderjc4@gmail.com](mailto:commanderjc4@gmail.com)>, Michael Springer <[mspring2321@gmail.com](mailto:mspring2321@gmail.com)>, James Basha <[jamesrbasha@gmail.com](mailto:jamesrbasha@gmail.com)>, Joe Clark <[joeclark325@gmail.com](mailto:joeclark325@gmail.com)>, Adolph Hathaway <[ahathaway86@gmail.com](mailto:ahathaway86@gmail.com)>, Ray Ratcliffe <[rayrat1747@yahoo.com](mailto:rayrat1747@yahoo.com)>, Nick Cutner <[NicholasCutner@gmail.com](mailto:NicholasCutner@gmail.com)>, Scott Fischer <[fischer5889@yahoo.com](mailto:fischer5889@yahoo.com)>, Josh Acks <[joshacks@gmail.com](mailto:joshacks@gmail.com)>, Will Cumpstone <[wmc@beachwoodschoools.org](mailto:wmc@beachwoodschoools.org)>, Margaret Hollingsworth <[mgholly@roadrunner.com](mailto:mgholly@roadrunner.com)>, Diane Renzi <[dianerenzi@windstream.net](mailto:dianerenzi@windstream.net)>, Mickayla Meola <[mmeola@beachwoodschoools.org](mailto:mmeola@beachwoodschoools.org)>, Jennifer Cutler <[jcutler@beachwoodschoools.org](mailto:jcutler@beachwoodschoools.org)>, Brian Greene <[BRG13@aol.com](mailto:BRG13@aol.com)>, Joe Burwell <[geojoeb74@gmail.com](mailto:geojoeb74@gmail.com)>, Nikola Brnada <[nbrnada1@gmail.com](mailto:nbrnada1@gmail.com)>,

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Cc: Paul Chase <[prc@beachwoodschoools.org](mailto:prc@beachwoodschoools.org)>, Tony Srithai <[tsrithai@beachwoodschoools.org](mailto:tsrithai@beachwoodschoools.org)>, Ryan Patti <[rpatti@beachwoodschoools.org](mailto:rpatti@beachwoodschoools.org)>, Julie Brough <[jbrough@beachwoodschoools.org](mailto:jbrough@beachwoodschoools.org)>, CJ Piro <[cjpiro@beachwoodschoools.org](mailto:cjpiro@beachwoodschoools.org)>

Dear Bison Coaches & Staff,

I hope all of you are having an outstanding week. I wanted to give you an update regarding the Chagrin Valley Conference (CVC) and recent developments.

Beachwood is extremely fortunate to be a member of the CVC since 2005. It has been a great conference for Beachwood and I have always felt that the CVC is one of the best leagues in the State of Ohio both athletically and academically. Personally, I have made tremendous friendships with the CVC administrators and I truly love working with these amazing school leaders. I am rather certain that many of you have fostered friendships with CVC coaches over the years as well.

Since I began working at Beachwood in 2009, the CVC has struggled with competitive balance, school enrollment sizes, and proximity. During my tenure we have explored many different options and opportunities to improve the CVC and for some reason or another we were not able to make things work. As you may be aware the largest school in the CVC has been Geneva with 649 students and the smallest is Cuyahoga Hts with 183 students. This disparity in conjunction with travel has made things difficult for the conference. The CVC extends throughout four different counties in Northeast Ohio, covering Ashtabula, Lake, Geauga, and Cuyahoga.

Beachwood has always been in a peculiar position in the CVC, as we are the smallest school in the Chagrin (Big School) Division and we sit in a very desirable areas because of our freeway access. We have 374 students based on OHSA data, but these numbers have always been deceptive based on the low number of students that participate in athletics at Beachwood. For years many of the CVC schools have been working on ways to improve competitive balance and it has felt like a dog chasing its tail.

Earlier this week we established a huge milestone, with the help of our Conference Commissioner, Don Lewis and the CVC Principals. We extended invitations to join the CVC to the following six schools: Ashtabula Lakeside, Ashtabula Edgewood, Grand Valley, Trinity, Brooklyn and Lutheran West. As of today, all six schools have agreed to join the CVC in the Fall of 2019.

We feel that with the addition of these schools we will have greater flexibility to achieve competitive balance for all sports. Below is the divisional alignment that was agreed upon (but not voted on) by the CVC Voting Body for HS football, HS boys and girls basketball, HS softball and HS baseball. I will be reconvening soon with the athletic directors to finalize alignments for all of the remaining sports and for all middle school sports. Divisional alignment will be determined based on the following factors: location, school enrollment size, and competitive balance (not specifically in that order). There are a ton of details that still need to be ironed out but we are in a good place. As soon as I have information I will do my best to get it into your hands.

I am very excited about this opportunity for our students, our community and I am happy for you. Please contact me if you have any questions.

SPORT	DIVISION	DIVISION	DIVISION	
FOOTBALL	CHAGRIN	VALLEY	METRO	
	<i>Lakeside (II)</i>	Beachwood (V)	Cuyahoga Hts (VII)	
	Chagrin (IV)	Berkshire (V)	Independence (VI)	
	Perry (IV)	Wickliffe (V)	Fairport (VII)	
	Geneva (III)	<i>Grand Valley (V)</i>	Richmond Hts (VII)	
	Harvey (III)	Kirtland (VI)	<i>Trinity (VI)</i>	
	West G (IV)	Cardinal (VI)	<i>Brooklyn (VI)</i>	
	Orange (IV)	Hawken (V)	<i>Lutheran West (IV)</i>	
	Edgewood (IV)			
BOYS BASKETBALL	LAKE	CHAGRIN	Metro	Valley
	Perry (II)	Chagrin Falls (II)	Cuyahoga Hts (IV)	Berkshire (III)
	<i>Lakeside (I)</i>	Beachwood (III)	Independence IV	Cardinal (III)
	Geneva (II)	West G (II)	<i>Brooklyn (III)</i>	Kirtland (III)
	Harvey (II)	Orange (II)	<i>Lutheran West (II)</i>	<i>Grand Valley (III)</i>
	Edgewood (III)	Hawken	<i>Trinity (III)</i>	Fairport (III)
			<i>Richmond Hts</i>	Wickliffe
GIRLS BASKETBALL	LAKE	CHAGRIN	Metro	Valley
	Perry (II)	Chagrin Falls (II)	Cuyahoga Hts (IV)	Berkshire (III)
	<i>Lakeside (I)</i>	Beachwood (III)	Independence IV	Cardinal (III)
	Geneva (II)	West G (II)	<i>Brooklyn (III)</i>	Kirtland (III)
	Harvey (II)	Orange (II)	<i>Lutheran West (II)</i>	<i>Grand Valley (III)</i>
	Edgewood (II)	Hawken	<i>Trinity (III)</i>	Fairport (III)
			<i>Richmond Hts</i>	Wickliffe
BASEBALL	LAKE	CHAGRIN	Metro	Valley
	Perry (II)	Chagrin Falls (II)	Cuyahoga Hts (IV)	Berkshire (III)
	<i>Lakeside (I)</i>	Beachwood (III)	Independence IV	Cardinal (III)
	Geneva (II)	West G (II)	<i>Brooklyn (III)</i>	Kirtland (III)
	Harvey (II)	Orange (II)	<i>Lutheran West (II)</i>	<i>Grand Valley (III)</i>
	Edgewood (III)	Hawken	<i>Trinity (III)</i>	Fairport (III)

			<i>Richmond Hts</i>	<i>Wickliffe</i>
<b>SOFTBALL</b>	<b>LAKE</b>	<b>CHAGRIN</b>	<b>Metro</b>	<b>Valley</b>
	<b>Perry (II)</b>	<b>Chagrin Falls (II)</b>	<b>Cuyahoga Hts (IV)</b>	<b>Berkshire (III)</b>
	<b>Lakeside (I)</b>	<b>Beachwood (III)</b>	<b>Independence IV)</b>	<b>Cardinal (III)</b>
	<b>Geneva (II)</b>	<b>West G (II)</b>	<b>Brooklyn (III)</b>	<b>Kirtland (III)</b>
	<b>Harvey (II)</b>	<b>Orange (II)</b>	<b>Lutheran West (II)</b>	<b>Grand Valley (III)</b>
	<b>Edgewood (II)</b>	<b>Hawken</b>	<b>Trinity (III)</b>	<b>Fairport (III)</b>
			<b>Richmond Hts</b>	<b>Wickliffe</b>

GO BISON!

Ryan M. Peters

District Director of Athletics

Beachwood City Schools

25100 Fairmount Blvd.

Beachwood, Ohio 44122

Phone 216-831-2080 ext. 102

Fax 216-292-2377

rmp@beachwoodschoools.org

www.beachwoodschoools.org/GoBison.aspx

Schedules can be found by visiting: <http://www.arbiterlive.com/Teams?entityId=1336>

follow us on Twitter - @BisonAthletics

follow us on Facebook - @ Beachwood Bison Athletics



Beachwood Athletic Department Mission Statement:

***To Create An Environment Focused On Pride, Unity and Victory Where Student Athletes Demonstrate A Strong Social Conscience.***

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--

Go Bison

Damion R. Creel  
Physical Education Teacher, Beachwood Middle School  
Head Football Coach, Beachwood High School  
2860 Richmond Road  
Beachwood, Ohio 44122  
Phone: 216-831-0355 Ext. 158  
Fax: 216-831-1891  
[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org)  
Follow me on Twitter - [@dcreel4](#)

"Concern for man and his fate must form the chief interest of all endeavors. Never forget this in the midst of your diagrams and equations."

-Albert Einstein





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## Re: BeachwoodFootballVideo.m4v

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email: "benit44@hotmail.com Benit 44"

Monday, December 5, 2016 at 10:08:56 PM Eastern Standard Time

To: email: "dcreel@beachwoodschoools.org Damion Creel"

No pain, no gain. WTD

Bennett

**From:** "Damion Creel (via Google Drive)" <[drive-shares-noreply@google.com](mailto:drive-shares-noreply@google.com)>

**Sent:** Dec 5, 2016 9:59 PM

**To:** [benit44@hotmail.com](mailto:benit44@hotmail.com)

**Cc:** [Aaron.roth55@gmail.com](mailto:Aaron.roth55@gmail.com)

**Subject:** BeachwoodFootballVideo.m4v

Damion Creel has shared the following file:

BeachwoodFootballVideo.m4v



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Google Inc. 1600 Amphitheatre Parkway, Mountain View, CA 94043, USA

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email: "benit44@hotmail.com Benit 44"

Monday, December 5, 2016 at 10:11:49 PM Eastern Standard Time

To: email: "dcreel@beachwoodschoools.org Damion Creel"

Cc: email: "Aaron.roth55@gmail.com Aaron.roth55@gmail.com"

mission is on. Bring the glory days back.

If you fail to prepare, you're preparing to fail.

Bennett

**From:** "Damion Creel (via Google Drive)" <[drive-shares-noreply@google.com](mailto:drive-shares-noreply@google.com)>

**Sent:** Dec 5, 2016 9:59 PM

**To:** [benit44@hotmail.com](mailto:benit44@hotmail.com)

**Cc:** [Aaron.roth55@gmail.com](mailto:Aaron.roth55@gmail.com)

**Subject:** BeachwoodFootballVideo.m4v

Damion Creel has shared the following file:

BeachwoodFootballVideo.m4v



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## Fwd: Scanned from a Xerox Multifunction Printer

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email: "eal@beachwoodschoools.org Evan Luzar" Wednesday, August 16, 2017 at 2:42:32 PM Eastern Daylight Time  
To: email: "dcreel@beachwoodschoools.org Damion Creel"

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

From: **Denise Dhuse** <[ddhuse@beachwoodschoools.org](mailto:ddhuse@beachwoodschoools.org)>  
Date: Wed, Aug 16, 2017 at 2:41 PM  
Subject: Fwd: Scanned from a Xerox Multifunction Printer  
To: Evan Luzar <[eal@beachwoodschoools.org](mailto:eal@beachwoodschoools.org)>

Evan,

Per Bob's request, please see the attached.

Thank you,  
Denise

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Denise Dhuse  
Administrative Assistant to the Superintendent  
Beachwood City School District  
24601 Fairmount Blvd.  
Beachwood, OH 44122  
(216) 464-2600 x226

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**Attachments:**

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email: "dcreel@beachwoodschoools.org Damion Creel" Wednesday, August 16, 2017 at 8:49:34 PM Eastern Daylight Time

To: email: "benit44@hotmail.com benit44@hotmail.com"

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

From: Evan Luzar <eal@beachwoodschoools.org>

Date: Wed, Aug 16, 2017 at 2:43 PM

Subject: Fwd: Scanned from a Xerox Multifunction Printer

To: Damion Creel <[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org)>

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

From: **Denise Dhuse** <[ddhuse@beachwoodschoools.org](mailto:ddhuse@beachwoodschoools.org)>

Date: Wed, Aug 16, 2017 at 2:41 PM

Subject: Fwd: Scanned from a Xerox Multifunction Printer

To: Evan Luzar <[eal@beachwoodschoools.org](mailto:eal@beachwoodschoools.org)>

Evan,

Per Bob's request, please see the attached.

Thank you,  
Denise

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Denise Dhuse  
Administrative Assistant to the Superintendent  
Beachwood City School District  
24601 Fairmount Blvd.  
Beachwood, OH 44122  
(216) 464-2600 x226

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--

Go Bison

Damion R. Creel  
Physical Education Teacher, Beachwood Middle School  
Head Football Coach, Beachwood High School  
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[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org)  
Follow me on Twitter - [@dcreel4](#)

"Concern for man and his fate must form the chief interest of all endeavors. Never forget this in the midst of your diagrams and equations."



-Albert Einstein



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**Attachments:**

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email: "dcreel@beachwoodschoools.org Damion Creel" Wednesday, August 16, 2017 at 10:42:16 PM Eastern Daylight Time

To: email: "dgray32@gmail.com Dawann Grey"

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

From: **Evan Luzar** <eal@beachwoodschoools.org>

Date: Wed, Aug 16, 2017 at 2:42 PM

Subject: Fwd: Scanned from a Xerox Multifunction Printer

To: Damion Creel <dcreel@beachwoodschoools.org>

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

From: **Denise Dhuse** <ddhuse@beachwoodschoools.org>

Date: Wed, Aug 16, 2017 at 2:41 PM

Subject: Fwd: Scanned from a Xerox Multifunction Printer

To: Evan Luzar <eal@beachwoodschoools.org>

Evan,

Per Bob's request, please see the attached.

Thank you,  
Denise

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Attachment File Type: pdf, Multi-Page

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Denise Dhuse  
Administrative Assistant to the Superintendent  
Beachwood City School District  
24601 Fairmount Blvd.  
Beachwood, OH 44122  
(216) 464-2600 x226

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**Attachments:**

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Follow me on Twitter - @dcreel4

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---

**Attachments:**

**OHSA Commissioner Ruling on Recruiting Violation.pdf 255k**

email: "[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org) Damion Creel"

Thursday, August 10, 2017 at 4:47:22 PM Eastern Daylight Time

To: email: "benit44@hotmail.com"

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

From: **Robert Hardis** <[rph@beachwoodschoools.org](mailto:rph@beachwoodschoools.org)>

Date: Thu, Aug 10, 2017 at 10:20 AM

Subject: Pre-disciplinary Hearing

To: Damion Creel <[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org)>

Cc: Denise Dhuse <[ddhuse@beachwoodschoools.org](mailto:ddhuse@beachwoodschoools.org)>, Ryan Peters <[rmp@beachwoodschoools.org](mailto:rmp@beachwoodschoools.org)>, Tony Srithai <[tsrithai@beachwoodschoools.org](mailto:tsrithai@beachwoodschoools.org)>

Mr. Creel,

The OHSA has ruled that your actions, along with Mr. Gray's and Mr. Clark's, with regard to an East Cleveland student constitute a violation of Bylaw 4-9 Recruiting. I have attached the commissioner's ruling for you to reference. You will see that the commissioner twice references written reprimands of you and the other coaches involved. Her phrasing is mistaken in that she writes as though this has already occurred. When I was asked by Dr. Moore if our coaches had been disciplined, I stated that there would be disciplinary proceedings if the OHSA ruled that their actions were indeed recruiting violations.

I do now need to hold a pre-disciplinary hearing with you. Please arrange for union representation to be present. I will have Ryan Peters and Tony Srithai present as they were involved in investigating the claims that led to this ruling.

I have cc'd Denise Dhuse on this email and am asking that she work with you to find a date and time to hold this hearing in the coming week.

Let me know if you have any questions,  
Bob Hardis

--

Robert P. Hardis  
Superintendent  
Beachwood City Schools

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student records or medical information, they shall be maintained as confidential to the fullest extent of the law. If you have received this electronic communication erroneously, please notify the sender immediately.

--

Go Bison

Damion R. Creel  
Physical Education Teacher, Beachwood Middle School  
Head Football Coach, Beachwood High School  
2860 Richmond Road  
Beachwood, Ohio 44122  
Phone: 216-831-0355 Ext. 158  
Fax: 216-831-1891  
[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org)  
Follow me on Twitter - @dcreel4

"Concern for man and his fate must form the chief interest of all endeavors. Never forget this in the midst of your diagrams and equations."

-Albert Einstein



---

**Attachments:**

**OHSAA Commissioner Ruling on Recruiting Violation.pdf 255k**

---

email: "dcreel@beachwoodschoools.org Damion Creel" Thursday, August 10, 2017 at 7:29:10 PM Eastern Daylight Time

To: email: "ddhuse@beachwoodschoools.org Denise Dhuse"

On Thu, Aug 10, 2017 at 10:43 AM Denise Dhuse <[ddhuse@beachwoodschoools.org](mailto:ddhuse@beachwoodschoools.org)> wrote:  
Damion,

Feel free to contact me with your schedule to set up your pre-disciplinary hearing. Right now it looks like Tuesday most of the day, or Thursday afternoon could work.

Denise

On Thu, Aug 10, 2017 at 10:20 AM, Robert Hardis <[rph@beachwoodschoools.org](mailto:rph@beachwoodschoools.org)> wrote:

Mr. Creel,

The OHSAA has ruled that your actions, along with Mr. Gray's and Mr. Clark's, with regard to an East Cleveland student constitute a violation of Bylaw 4-9 Recruiting. I have attached the commissioner's ruling for you to reference. You will see that the commissioner twice references written reprimands of you and the other coaches involved. Her phrasing is mistaken in that she writes as though this has already occurred. When I was asked by Dr. Moore if our coaches had been disciplined, I stated that there would be disciplinary proceedings if the OHSAA ruled that their actions were indeed recruiting violations.

I do now need to hold a pre-disciplinary hearing with you. Please arrange for union representation to be present. I will have Ryan Peters and Tony Srithai present as they were involved in investigating the claims that led to this ruling.

I have cc'd Denise Dhuse on this email and am asking that she work with you to find a date and time to hold this hearing in the coming week.

Let me know if you have any questions,  
Bob Hardis

--

Robert P. Hardis  
Superintendent  
Beachwood City Schools

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--

Denise Dhuse  
Administrative Assistant to the Superintendent  
Beachwood City School District  
24601 Fairmount Blvd.  
Beachwood, OH 44122  
(216) 464-2600 x226

# Fwd: Game Report

email: "rmp@beachwoodschoools.org Ryan Peters" Monday, October 15, 2018 at 8:19:00 PM Eastern Daylight Time  
To: email: "dcreel@beachwoodschoools.org Creel Damion \360\237\217\210"  
Cc: email: "rph@beachwoodschoools.org Hardis Bob \357\243\277\342\230\216\357\270\217" , email: "tsrithai@beachwoodschoools.org Srithai Tony \342\230\216\357\270\217"

Below is the report that was sent to us from the head official from Friday's game.

Ryan M. Peters  
District Director of Athletics  
Beachwood City Schools  
25100 Fairmount Blvd  
Beachwood, Ohio 44122  
216.831.2080 x 102  
[rmp@beachwoodschoools.org](mailto:rmp@beachwoodschoools.org)  
[www.beachwoodbison.org](http://www.beachwoodbison.org)  
@Bisonathletics  
Sent from my iPhone (Please excuse all typos)

Begin forwarded message:

**From:** Kerry Kemp <[kerry.d.kemp@gmail.com](mailto:kerry.d.kemp@gmail.com)>  
**Date:** October 13, 2018 at 5:58:54 PM EDT  
**To:** Ryan Peters <[rmp@beachwoodschoools.org](mailto:rmp@beachwoodschoools.org)>  
**Cc:** [Don.lewis.cvc@gmail.com](mailto:Don.lewis.cvc@gmail.com), John Jasin <[jbjgolfer@gmail.com](mailto:jbjgolfer@gmail.com)>, Beau Rugg <[brugg@ohsaa.org](mailto:brugg@ohsaa.org)>  
**Subject:** Re: Game Report

Ryan,

I just tried submitting again. Here is what I sent just now through myohsaa. I'm not sure if it went through or not. I'm copying Beau Rugg of OHSAA and John Jasin, CVC assigner and Don Lewis, CVC Commissioner on this message. As indicated in the below summary, this is the original summary of what we could piece together last night. After viewing the film this morning, additional details have come to light and if provided the opportunity to ammend, I will.

Thanks!

Kerry Kemp

I tried submitting this report on Friday, 10/12/18 after the game. I selected submit 3 times. The AD of Beachwood said he did not receive so I am sending it again. Please note, this is the report as we filed it last night. Our view has changed some since watching the film



(additional numbers and details of offenders). Please call or email me if I'm able to ammend this.

Harvey vs Beachwood, 4th quarter, gc 4:34. Beachwood scored a TD near their own sideline. [REDACTED] (ejection) malicious and flagrant personal foul after play, "blew player up" from behind after TD. [REDACTED] retaliated causing both teams to rush to the area of the flagrant personal foul on Beachwood sideline near the end zone.

All Players on the field ran to the conflict, punches, a kick and general pushing ensued. All Beachwood substitutes from the sideline left the team area to participate in the melee. Coaches attempted to break players up but could not control their subs. No Har subs left the bench, coaches controlled subs.

Prior to incident, crew called 25 penalties, 16 Beachwood and 9 Harvey. We had a UNS on [REDACTED] in the first half. We spoke to captains and coaches of each team at halftime about conduct and sportsmanship. We had offsetting dead ball personal fouls in the 2nd half. The 2nd half was much cleaner and nothing really happened until the offsetting personal fouls with 5:14 in 4th quarter and the ensuing melee.

Several players were ejected for fighting:

Harvey

[REDACTED] instigator with flagrant personal foul

[REDACTED] punch

[REDACTED] kicked opponent

[REDACTED] punch

[REDACTED] punch

[REDACTED] punch

[REDACTED] punch

Beachwood

[REDACTED] punch, and retaliation of initial personal foul

- all non player substitutes, left team area per rule 9.8.1.1

Once teams were separated and order restored, officials met to get numbers. We met with both AD's and all agreed game was over.

AD's provided crew with rosters and Beachwood AD had police escort for Harvey team to their locker room and for officials to our locker room.

Final score Beachwood 32-Harvey 7, game ended with 4:34 remaining in 4th quarter.

On Sat, Oct 13, 2018 at 5:38 PM Ryan Peters <[rmp@beachwoodschoools.org](mailto:rmp@beachwoodschoools.org)> wrote:

Kerry,

Just checking in on the report that is going to be filed with the OHSAA. I still have not received the report. Based on our conversation earlier today I was under the assumption your report was completed. Are you able to resend it to me?

Ryan M. Peters  
District Director of Athletics  
Beachwood City Schools  
25100 Fairmount Blvd  
Beachwood, Ohio 44122

216.831.2080 x 102

[rmp@beachwoodschoools.org](mailto:rmp@beachwoodschoools.org)

[www.beachwoodbison.org](http://www.beachwoodbison.org)

@Bisonathletics

Sent from my iPhone (Please excuse all typos)

On Oct 13, 2018, at 10:03 AM, Damion Creel <[dcreel4@gmail.com](mailto:dcreel4@gmail.com)> wrote:

Here is the wide angle view clip #136

Damion R. Creel

*"Win The Day"*

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

From: **Hudl** <[noreply@hudl.com](mailto:noreply@hudl.com)>

Date: Sat, Oct 13, 2018 at 8:50 AM

Subject: Your Download Is Ready

To: <[dcreel4@gmail.com](mailto:dcreel4@gmail.com)>



Damion R. Creel,

Your video is ready to download at the following link:

[Start Your Video Download: BHS vs HHS \(Wide\)](#)

This link will expire in two weeks.

Thanks,

The Hudl Team

© 2007-2018 Hudl. All rights reserved.

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--

**Kerry Kemp**

(440) 502-0320 cell

[kerry.d.kemp@gmail.com](mailto:kerry.d.kemp@gmail.com)

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email: "dcreel@beachwoodschoools.org Damion  
Creel"

To: email: "benit44@hotmail.com benit44@hotmail.com"

Tuesday, October 16, 2018 at 6:29:58 AM Eastern Daylight Time

Here is the report one ki



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

**From:** Ryan Peters <[rmp@beachwoodschoools.org](mailto:rmp@beachwoodschoools.org)>

**Date:** Mon, Oct 15, 2018 at 8:19 PM

**Subject:** Fwd: Game Report

**To:** Creel Damion  <[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org)>

**CC:** Hardis Bob  <[rph@beachwoodschoools.org](mailto:rph@beachwoodschoools.org)>, Srithai Tony  <[tsrithai@beachwoodschoools.org](mailto:tsrithai@beachwoodschoools.org)>

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District Director of Athletics

Beachwood City Schools

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Thanks!

Kerry Kemp

email: "dcreel@beachwoodschoools.org Damion Creel"

Tuesday, October 16, 2018 at 6:30:08 AM Eastern Daylight Time

To: email: "benit44@hotmail.com benit44@hotmail.com"

Here is the report one kid is mentioned [REDACTED]

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

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Subject: Fwd: Game Report

To: Creel Damion <[dcreel@beachwoodschoools.org](mailto:dcreel@beachwoodschoools.org)>

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Robert Hardis <rph@beachwoodschoools.org>

---

## Intro from Yelena Boxer

1 message

---

Bennett H. Adelson <badelson@bennettadelson.com>

To: "rph@beachwoodschoools.org" <rph@beachwoodschoools.org>

Tue, Aug 22, 2017 at 10:28 AM

Hi Bob,

We haven't met before, but I hear that we have a mutual friend in Yelena and I'm sure a few others once we would get to chatting about it.

Let me know when you have 20 minutes later this afternoon or evening. I'd like to stop by and introduce myself. In addition to the foreign exchange topics, I'd like to learn more about your goals for the school and how I might be helpful in those.

I look forward to meeting you,

Bennett Adelson  
Beachwood class of 1994  
Cell 216-346-0445



Robert Hardis <rph@beachwoodschoools.org>

---

## Re: Intro from Yelena Boxer

1 message

---

Bennett H. Adelson <badelson@bennettadelson.com>  
To: Robert Hardis <rph@beachwoodschoools.org>

Thu, Aug 24, 2017 at 1:48 AM

Bob

Thank you for meeting with me regarding the foreign students. I have to let you know that you expressing to me that you feel that folks are attempting to manipulate you was not well taken by the folks that are trying to help students to achieve their potential. Both American and foreign. More importantly, the feeling we are getting is that you're more concerned about the adults, in your words, "manipulating" you, than you are about the merits of if these foreign students will benefit the other students in the school. That's what's important I think we both can agree.

That being said, what sat even worse with me, is you refusing to even meet these students to determine that. If you don't meet these students I don't believe you are able to make an informed decision. Additionally, when I asked you under what circumstances would you accept a foreign student, you said "I can't think of ANY".

The reason I'm replaying what you said back to you is because perhaps you seeing this from that perspective will make you at least consider the harshness of your words, and how quickly you shut the door on foreign students without even considering the benefits.

Here's our ask... just meet with the students. Give the students at least that courtesy. Evaluate it from there. I will not attend the meeting to ensure you feel comfortable it's genuine. It truly is. Please hear what the students have to say and you can decide if its a benefit to the student body.

What's your call on this? They want to meet with you. Will you meet with them?

Thank you for your time,  
Bennett Adelson

From: Robert Hardis <rph@beachwoodschoools.org>  
Sent: Aug 22, 2017 2:47 PM  
To: Bennett H. Adelson  
Subject: Re: Intro from Yelena Boxer

Fairmount -- 24601 Fairmount Blvd.

Thanks,  
Bob

On Tue, Aug 22, 2017 at 2:12 PM, Bennett H. Adelson <badelson@bennettadelson.com> wrote:

Great, see you then. Which building are you in?

Bennett

**From:** Robert Hardis <rph@beachwoodschoools.org>  
**Sent:** Aug 22, 2017 1:49 PM  
**To:** Bennett H. Adelson  
**Subject:** Re: Intro from Yelena Boxer

Great - thanks,  
Bob

On Tue, Aug 22, 2017 at 1:28 PM, Bennett H. Adelson <badelson@bennettadelson.com> wrote:  
You as well. How is tomorrow around 330pm or so?

Bennett

**From:** Robert Hardis <rph@beachwoodschoools.org>  
**Sent:** Aug 22, 2017 1:19 PM  
**To:** Bennett H. Adelson  
**Subject:** Re: Intro from Yelena Boxer

Bennett,

Nice to make your acquaintance. The timing today doesn't work well for me. What are some other dates and times that would work for you?

Thanks,  
Bob

On Tue, Aug 22, 2017 at 10:28 AM, Bennett H. Adelson <badelson@bennettadelson.com> wrote:  
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Superintendent  
Beachwood City Schools

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Robert Hardis <rph@beachwoodschoools.org>

---

## Re: Intro from Yelena Boxer

1 message

---

Robert Hardis <rph@beachwoodschoools.org>

Thu, Aug 24, 2017 at 11:13 PM

To: "Bennett H. Adelson" <badelson@bennettadelson.com>

Mr. Adelson,

Thank you also for your time meeting with me yesterday.

The more I learn about the circumstances by which the four exchange students have come to live in Beachwood, the more I am led to believe that they have come based on an interest in playing football for Beachwood's team. We have checked with the OHSAA and these circumstances would lead to these students being deemed ineligible to play any sports this year for the Bison. As I stated in our meeting, even if the young men were eligible to play on our athletic teams, I see many potential problems with them doing so.

I explained to you that my experience with foreign exchange students has led me to question the value to our school system of participating in such programs. You may not like my reasoning, but I will not knowingly make a decision that could have a detrimental impact on Beachwood's students. Because of this, I see no reason to meet with the four exchange students. Their hopes would be falsely raised, which would be yet another disservice to them. They have nothing to prove to me -- I'm sure they are wonderful young men.

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Bob

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That being said, what sat even worse with me, is you refusing to even meet these students to determine that. If you don't meet these students I don't believe you are able to make an informed decision. Additionally, when I asked you under what circumstances would you accept a foreign student, you said "I can't think of ANY".

The reason I'm replaying what you said back to you is because perhaps you seeing this from that perspective will make you at least consider the harshness of your words, and how quickly you shut the door on foreign students without even considering the benefits.

Here's our ask... just meet with the students. Give the students at least that courtesy. Evaluate it from there. I will not attend the meeting to ensure you feel comfortable it's genuine. It truly is. Please hear what the students have to say and you can decide if its a benefit to the student body.

What's your call on this? They want to meet with you. Will you meet with them?

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**From:** Robert Hardis <rph@beachwoodschoools.org>  
**Sent:** Aug 22, 2017 2:47 PM  
**To:** Bennett H. Adelson  
**Subject:** Re: Intro from Yelena Boxer

Fairmount -- 24601 Fairmount Blvd.

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Robert Hardis <rph@beachwoodschoools.org>

---

## Re: Intro from Yelena Boxer

1 message

Bennett H. Adelson <badelson@bennettadelson.com>

Fri, Aug 25, 2017 at 12:18 AM

To: Robert Hardis <rph@beachwoodschoools.org>

Hi Bob,

I appreciate you taking the time to reply.

During our conversation in your office, I think we had more than a few items that we did agree on being great for Beachwood, but clearly we just disagree on if having foreign visitor students as members of the student body would create a positive cultural experience for the Beachwood students, staff, and community. Hopefully one day we might agree on that, or at least you'll understand why so much of the community is for this.

Good luck to you,

Bennett Adelson

From: Robert Hardis <rph@beachwoodschoools.org>

Sent: Aug 24, 2017 11:13 PM

To: Bennett H. Adelson

Subject: Re: Intro from Yelena Boxer

Mr. Adelson,

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Fairmount -- 24601 Fairmount Blvd.

Thanks,  
Bob

On Tue, Aug 22, 2017 at 2:12 PM, Bennett H. Adelson <badelson@bennettadelson.com> wrote:  
Great, see you then. Which building are you in?

Bennett

**From:** Robert Hardis <rph@beachwoodschoools.org>  
**Sent:** Aug 22, 2017 1:49 PM  
**To:** Bennett H. Adelson  
**Subject:** Re: Intro from Yelena Boxer

Great - thanks,  
Bob

On Tue, Aug 22, 2017 at 1:28 PM, Bennett H. Adelson <badelson@bennettadelson.com> wrote:  
You as well. How is tomorrow around 330pm or so?

Bennett

**From:** Robert Hardis <rph@beachwoodschoools.org>  
**Sent:** Aug 22, 2017 1:19 PM  
**To:** Bennett H. Adelson  
**Subject:** Re: Intro from Yelena Boxer

Bennett,

Nice to make your acquaintance. The timing today doesn't work well for me. What are some other dates and times that would work for you?

Thanks,  
Bob

On Tue, Aug 22, 2017 at 10:28 AM, Bennett H. Adelson <badelson@bennettadelson.com> wrote:

Hi Bob,

We haven't met before, but I hear that we have a mutual friend in Yelena and I'm sure a few others once we would get to chatting about it.

Let me know when you have 20 minutes later this afternoon or evening. I'd like to stop by and introduce myself. In addition to the foreign exchange topics, I'd like to learn more about your goals for the school and how I might be helpful in those.

I look forward to meeting you,

Bennett Adelson  
Beachwood class of 1994  
Cell 216-346-0445

--

Robert P. Hardis  
Superintendent  
Beachwood City Schools

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--

Robert P. Hardis  
Superintendent  
Beachwood City Schools

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Robert P. Hardis  
Superintendent  
Beachwood City Schools

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Beachwood City Schools

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Robert Hardis <rph@beachwoodschoools.org>

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## RE: Meeting

1 message

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Benit 44 <benit44@hotmail.com>

Mon, Nov 12, 2018 at 10:51 AM

To: Robert Hardis <rph@beachwoodschoools.org>

Yes, Fairmount works well.

Josh Mintz has previously told Michelle Mills to provide me with the information on this topic so I will be following up with her to receive that prior to our meeting and we can discuss it transparently.

I look forward to a mutually beneficial conversation on Thursday.

Regards,

Bennett Adelson

From: Robert Hardis [mailto:rph@beachwoodschoools.org]

Sent: Sunday, November 11, 2018 8:26 PM

To: benit44@hotmail.com

Subject: Re: Meeting

3 pm Thursday is perfect.

Are you able to meet me at the board office (24601 Fairmount) or is another location more convenient to you?

Thank you,

Bob Hardis

On Sun, Nov 11, 2018 at 4:22 PM Benit 44 <benit44@hotmail.com> wrote:

Thank you for reaching back out. How does 3pm work for you?

Bennett Adelson

**From:** Robert Hardis [mailto:rph@beachwoodschoools.org]  
**Sent:** Sunday, November 11, 2018 3:54 PM  
**To:** benit44@hotmail.com  
**Subject:** Meeting

Mr. Adelson,

Thank you for your recent phone call suggesting we meet. Would you be able to meet this coming Thursday in the afternoon? If yes, let me know what time works best for you.

Thank you,

Bob Hardis

--

Robert P. Hardis  
Superintendent  
Beachwood City Schools

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--

Robert P. Hardis  
Superintendent  
Beachwood City Schools

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## FW: Thank you

1 message

Benit 44 <benit44@hotmail.com>

Tue, Nov 20, 2018 at 11:57 PM

To: "rph@beachwoodschoools.org" <rph@beachwoodschoools.org>

Bob,

I will look into the items below and get back to you if there's anything that can be helpful for your investigation.

I do want to express some concerns with a few of the methods being used in this investigation and hope that you can give some consideration to the following.

1. When we spoke in your office, and again in your email below, you have mentioned a number of times that your investigation is focusing on or at least considering what "connection" a person has with another. However, the OHSAA rule clearly states that whether any person is connected or not connected has no relevance in the determination of if a recruiting violation has occurred. Below is the exact language from the OHSAA bylaw that the school administration has agreed to be bound by via their membership with the OHSAA.

For purposes of this Bylaw Section 9, the term "recruit" shall mean the use of influence by any person connected or not connected with the school to secure the enrollment of a prospective student-athlete.

- a. I don't want to assume anything without giving you the opportunity to address this, but if the schools final determination (innocent or guilty) references anything related to a "connection" that would be in error.
- b. Per the language of the rule, it is the responsibility of the member school's principle to determine if recruiting has occurred. More specifically, the OHSAA defines recruiting as "undue influence".
  - i. Per the OHSAA guidance document on bylaw 4-9... A prohibition on recruiting or undue influence (another term to denote recruiting) to secure athletes discourages exploitation of students;
- c. At this point in the investigation, I have told you that neither me, nor my company has violated any bylaw. You have also asked the parents the same and they've said that's not the case. Additionally, and perhaps most importantly, this anonymous emailer has not provided you with any facts or evidence that speaks to recruiting or undue influence whatsoever.
- d. What else are you looking for here before closing out this investigation?

2. With respect to your question about my personal, or companies, inventory of real estate, to establish what percentage is "not involved" with Beachwood football, that sounds to me like the approach here is to make someone prove themselves innocent as opposed to making the anonymous accuser prove his accusation. To that point, I have reviewed all of the emails that the administration has had with the accuser and not once did the administration ask this anonymous emailer to prove his claims. However, we're now asking Beachwood alumni and current residents to prove they are innocent by establishing how much real estate they own in a neighborhood. That's just not right.

Regardless though, if only 1% of someone's real estate is rented inside Beachwood, that would not exonerate them from illegal recruiting. Similarly, if 99% of someone's real estate was inside Beachwood that wouldn't make them guilty either. So again, I feel the investigation is misaligned.

Per my previous communications with you, please don't take any of my comments here as an attack. They are to be used so that the investigation can truly approach this in a fair and balanced way and more importantly since you're dealing with a private enterprise, having some sort of due process that meets the standards of what it is you are investigating which is recruiting and undue influence. Not connections and housing inventory.

I do appreciate your time considering my viewpoint and hope to be in a position after this investigation is closed to have a positive relationship going forward.

Thank you for your time,

Bennett Adelson

**From:** Robert Hardis [mailto:rph@beachwoodschoools.org]  
**Sent:** Monday, November 19, 2018 9:20 AM  
**To:** benit44@hotmail.com  
**Subject:** Re: Thank you

Bennett,

I've reviewed your email and appreciated you taking time to meet last week.

It would be helpful if you would provide me with a list of all the home rental properties you and/or Beachwood Properties, LLC have purchased in Beachwood (this should include any where ownership was transferred to a differently-named entity). This list will help me establish the extent to which your rental properties are leased to families that are not involved with the Beachwood football program in addition to the number that are. Thank you in advance for doing so.

In addition, I need two answers from you for purposes of the investigation record:

- Has anyone directly associated with the Beachwood football program (MS and HS) such as the Athletic Director or a volunteer or paid coach, helped to facilitate a connection between any of the families renting your homes in Beachwood and you and/or any of your employees/associates involved in home rentals?
- Has anyone indirectly associated with the Beachwood football program (MS and HS) such as a former volunteer or paid coach, and/or a current or former parent of a Beachwood football player helped to facilitate a connection between any of the families renting your homes in Beachwood and you and/or any of your employees/associates involved in home rentals?

Thank you for helping to resolve these matters,

Bob

On Sun, Nov 18, 2018 at 11:46 PM Benit 44 <benit44@hotmail.com> wrote:

Hi Bob,

I wanted to thank you for your time last week and more importantly thank you for your consideration of the facts at issue regarding the anonymous complaint made with respect to me or the company Beachwood Properties LLC. I do appreciate the ability to have a voice in this matter, so thank you.

As a recap of our discussion, and for the investigation record, I have reviewed the OHSAA bylaws section 4-9 and have determined that neither myself nor Beachwood Properties LLC have performed any of the actions listed. I have also reviewed the OHSAA constitution to learn that the principle of each member school has the responsibility to make a determination of innocence or guilt in this matter, while the OHSAA simply imposes penalties after the school has made its determination. That being the case, I am requesting that if Beachwood Schools, at any point, makes a determination that Beachwood Properties LLC, and/or I, are performing any actions listed as a violation of any bylaws, to please contact me immediately and let me know what it is that we are doing wrong so that I can immediately put a stop to it. I request this very sincerely because we have reviewed this very carefully and have not found anything even close.

On the other hand, once the investigation is complete and if it's determined that the complaint is baseless, I would also like to be notified so that I can have the matter closed on my side.

In the interim, I am going to request some records from Michelle to protect myself and the company. Please do not take these requests for information as an attack by any means as it's not meant to be. I'm sure that you can appreciate that until this matter is closed, I have a duty to defend and protect myself and the company from baseless claims. At this point I only intend to utilize the information for that purpose if it becomes necessary.

Again, thank you for your time and consideration and I hope this matter can be resolved quickly and accurately based upon the facts.

Best regards,

Bennett Adelson

Beachwood Properties LLC

--

Robert P. Hardis

Superintendent

Beachwood City Schools

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## Re: Thank you

1 message

Benit 44 <benit44@hotmail.com>

Tue, Dec 4, 2018 at 9:33 PM

To: Robert Hardis <rph@beachwoodschoools.org>

Hi Bob

Hope things are going well. I was reviewing the leases in regards to your question about [REDACTED] rent and did not find any at that price. However, I believe you received an incorrect copy that included a typo if that's what you show. Wanted to make you aware of that so there isn't any misunderstanding on that.

Anyways, as I mentioned before, happy to sit with you again to have a clear process going forward if that's helpful.

Thanks for the consideration,

Bennett

On Nov 19, 2018, at 9:20 AM, Robert Hardis <rph@beachwoodschoools.org> wrote:

Bennett,

I've reviewed your email and appreciated you taking time to meet last week.

It would be helpful if you would provide me with a list of all the home rental properties you and/or Beachwood Properties, LLC have purchased in Beachwood (this should include any where ownership was transferred to a differently-named entity). This list will help me establish the extent to which your rental properties are leased to families that are not involved with the Beachwood football program in addition to the number that are. Thank you in advance for doing so.

In addition, I need two answers from you for purposes of the investigation record:

- Has anyone directly associated with the Beachwood football program (MS and HS) such as the Athletic Director or a volunteer or paid coach, helped to facilitate a connection between any of the families renting your homes in Beachwood and you and/or any of your employees/associates involved in home rentals?
- Has anyone indirectly associated with the Beachwood football program (MS and HS) such as a former volunteer or paid coach, and/or a current or former parent of a Beachwood football player helped to facilitate a connection between any of the families renting your homes in Beachwood and you and/or any of your employees/associates involved in home rentals?

Thank you for helping to resolve these matters,  
Bob

On Sun, Nov 18, 2018 at 11:46 PM Benit 44 <benit44@hotmail.com> wrote:

Hi Bob,

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As a recap of our discussion, and for the investigation record, I have reviewed the OHSAA bylaws section 4-9 and have determined that neither myself nor Beachwood Properties LLC have performed any of the actions listed. I have also reviewed the OHSAA constitution to learn that the principle of each member school has the responsibility to make a determination of innocence or guilt in this matter, while the

OHSAA simply imposes penalties after the school has made its determination. That being the case, I am requesting that if Beachwood Schools, at any point, makes a determination that Beachwood Properties LLC, and/or I, are performing any actions listed as a violation of any bylaws, to please contact me immediately and let me know what it is that we are doing wrong so that I can immediately put a stop to it. I request this very sincerely because we have reviewed this very carefully and have not found anything even close.

On the other hand, once the investigation is complete and if it's determined that the complaint is baseless, I would also like to be notified so that I can have the matter closed on my side.

In the interim, I am going to request some records from Michelle to protect myself and the company. Please do not take these requests for information as an attack by any means as it's not meant to be. I'm sure that you can appreciate that until this matter is closed, I have a duty to defend and protect myself and the company from baseless claims. At this point I only intend to utilize the information for that purpose if it becomes necessary.

Again, thank you for your time and consideration and I hope this matter can be resolved quickly and accurately based upon the facts.

Best regards,

Bennett Adelson

Beachwood Properties LLC

--

Robert P. Hardis  
Superintendent  
Beachwood City Schools

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September 20, 2017

**VIA E-MAIL AND REGULAR MAIL**

Board of Education  
Attn: Mitchel Luxenburg, President  
Beachwood City Schools  
24601 Fairmount Blvd.  
Beachwood, Ohio 44122  
ml@beachwoodschoools.org

**Re: Complaint and Appeal to Board to Overturn Denial of Request to Register  
Four Foreign Exchange Students at Beachwood High School for the 2017-  
2018 School Year**

Dear Members of the Board of Education:

The law firm of Benesch Friedlander Coplan & Aronoff LLC represents Beachwood residents Martima Gray ("Ms. Gray") and Annette Butts ("Ms. Butts") (Ms. Gray and Ms. Butts collectively are the "Complainants") for the purpose of appealing Superintendent Dr. Robert Hardis' ("Superintendent Hardis") denial of the Complainants' requests to each register two foreign exchange students (for a total of four students) at Beachwood High School for the 2017-2018 school year. Pursuant to Section 9130 of the Beachwood City School District Bylaws & Policies, Complainants submit the following complaint related to Superintendent Hardis:

**A. NATURE OF COMPLAINT**

Complainants assert this complaint as the prospective host parents to the four French Canadian foreign exchange students (the "Students") who were denied the opportunity to enroll at Beachwood High School for the 2017-2018 school year.

The Students are affiliated with International Cultural Exchange Services ("ICES"). ICES is a nonprofit organization committed to educational study abroad programs and has been a foreign exchange student placement program for over twenty-five years. It is a United States Department of State designated J-1 Visa Sponsor and has met stringent government regulations to assure that its students, partners, and host families have a safe and positive experience. The Students, through their affiliation with ICES, have sought approval from Beachwood City Schools to be placed at Beachwood High School. Complainants submit this complaint to seek

approval by the Board of Education to place the students and to permit them to enroll at the High School.

## **B. STATEMENT OF FACTS**

In June, a friend and mentor of the Students communicated with Shana Wallenstein, director of development, communications and marketing, to inquire about what Complainants needed to do to place the Students at Beachwood High School. Ms. Wallenstein stated that Beachwood City Schools was not interested in sponsoring a foreign exchange program. When informed that the Students already had a sponsor with a recognized foreign exchange placement program (ICES), Ms. Wallenstein explained that if the Students were affiliated with a sponsoring program and had all of their foreign exchange paperwork, then the only step Complainants had to take was to go directly to the Beachwood City Schools to register them.

After the explanation from Ms. Wallenstein, Complainants then gathered the necessary documents and attempted to register the Students in early August at Beachwood High School. After meeting with school officials to register the Students, Complainants received a call from Lauren Broderick. Ms. Broderick stated that Beachwood High School had room for the Students but then informed Complainants that after meeting with them, she learned that Superintendent Hardis had not accepted the request from ICES to place and to enroll the Students at Beachwood High School. Ms. Broderick also informed them that the decision to accept foreign exchange placements is at the discretion of Superintendent Hardis and that he must approve the placement organization (in this case, ICES) in advance of admission and enrollment of foreign exchange students.

Soon after the exchange between Complainants and Ms. Broderick, Kim Shreve of ICES contacted Superintendent Hardis by email to request that he reconsider and accept the Students. Ms. Shreve also offered to send him additional information on the Students and on ICES and assured him that ICES was a well-reputed placement organization. Superintendent Hardis responded that the district would not accept the Students. Superintendent Hardis stated that his decision was not a reflection on the students or ICES. Without taking the time to meet the Students, or even learn more about them, he denied approval by stating that having foreign exchange students was not in the best interests of Beachwood. To date, Superintendent Hardis has refused to accept the placement and to enroll the Students.

## **C. ADVERSE EFFECTS TO COMPLAINANTS AND REASON MATTER NOT RESOLVED**

Complainants assert that they have been adversely affected by Superintendent Hardis' refusal to accept the placement and to enroll the Students because Complainants have taken on the significant role of agreeing to be host families for the Students. As host families, they have sought to register the Students with Beachwood City Schools, the school district in which they reside. To be denied registration when Complainants live in the school district and have agreed to host the Students for the year through a respected and properly designated sponsoring organization (ICES) is in direct conflict with the Bylaws and Policies of the Board of Education.

Specifically, Section 5114 of the Beachwood City School District Bylaws & Policies states:

The Board of Education *recognizes the positive cultural benefits* to the students, staff, and the community in meeting students from other countries and in having exchange visitor students *as members of the student body* of this District's high school(s). An exchange visitor student is a foreign national who has been selected by a sponsor that has been approved by the United States Department of State (USDOS) to participate in an exchange visitor program and who is seeking to enter or has entered the United States temporarily on a J-1 visa. The Board authorizes the Superintendent to consider a request to admit an exchange visitor student who meets the USDOS requirements and applies for admission through a sponsoring organization, and determine whether or not that *student* should be accepted.

(Emphasis added.)

First, there is no question that the Bylaws adopted by the Board of Education take a positive view on foreign exchange students and "having exchange visitor students *as members of the student body*" of the high school. (*Id.* emphasis added.) Section 5114 expressly states that a positive cultural benefit occurs from having foreign exchange students at the High School. Complainants wholeheartedly agree.

Second, the Board of Education defines a foreign exchange student as one selected by a sponsor approved by the United States Department of State. The Students meet this criteria. They have been selected by ICES and are seeking a J-1 visa. They have met the requirements to be a foreign exchange student, except for the approval of Superintendent Hardis of Beachwood City Schools.

Section 5114 states that the Board authorizes Superintendent Hardis to consider the request to accept a foreign exchange student. Superintendent Hardis has taken action under that authority in the instant case; however, Superintendent Hardis has denied the request to place the Students at Beachwood High School. In fact, Superintendent Hardis has not only denied the Students' placement, but he has done so without meeting the Students to consider their enrollment and has stated that their placement is not in the best interests of Beachwood. The Board of Education has set forth in its Bylaws and Policies a position that is in direct contradiction with his decision and his reasoning. Therefore, because Superintendent Hardis has denied placement for the Students (and done so without meeting them), he and Complainants, as well as other concerned Beachwood residents, have not been able to resolve this matter, and Complainants seek review by the Board of Education.

The Board of Education cannot establish the Bylaw and Policy in Section 5114 and then authorize the Superintendent to make determinations that are directly at odds with the policy. Section 1210 states that the "Beachwood City School District Board of Education believes that, in general, it is the primary duty of the Beachwood City School District Board of Education to

establish policies and that of the Superintendent to administer such policies.” In the instant case, the policy explicitly recognizing the positive benefit of foreign exchange, on the one hand, and the administration of the policy by the Superintendent, on the other hand, are contradictory.

Finally, Complainants also assert that Superintendent Hardis’ decision does not reflect the value the city of Beachwood places on diversity and multiculturalism. Beachwood City School District is housed in a community that, in recent years, has become increasingly diverse, with its citizens representing many cultures, nationalities, and ethnicities. Complainants assert that Superintendent Hardis’ decision to deny enrollment to the Students fails to be consistent, not only with Board Bylaws and Policies, but also with the values of the greater community, a community that welcomes and prides itself in its diversity and international cultural exchange.

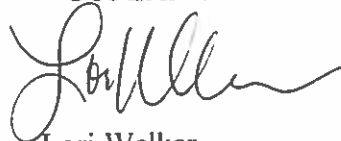
**D. COMPLAINANTS’ REQUEST FOR ACTION BY BOARD OF EDUCATION**

Therefore, Complainants request the following: 1) that the Board of Education overturn the decision of Superintendent Hardis regarding approval and placement of the Students at Beachwood High School and permit them to register at the first available enrollment date after they receive their J-1 visa; 2) that the Board of Education direct Superintendent Hardis to create a program at Beachwood High School that addresses all requests for approval from properly designated sponsoring agencies related to foreign exchange students and that is in accordance with Section 5114 of the Beachwood City School District Bylaws & Policies; and 3) that the Board of Education issue a written reprimand to Superintendent Hardis for violating Section 5114 of the Beachwood City School District Bylaws & Policies by not recognizing the positive benefits of having foreign exchange students and by not meeting with the Students individually to determine whether they should be approved to enroll at Beachwood High School.

Finally, Complainants request a meeting with the Board of Education to further discuss the matter at issue.

Very truly yours,

BENESCH, FRIEDLANDER,  
COPLAN & ARONOFF LLP



Lori Welker

LW

September 28, 2017

**Via Email & Regular US Mail**

Lori Welker, Esq.  
Benesch Friedlander Coplan & Aronoff LLP  
200 Public Square, Suite 2300  
Cleveland, OH 44114

**Re: Complaint and Requested Appeal Relating to Foreign Exchange Students**

Dear Ms. Welker,

I represent the Beachwood City School District Board of Education and have been asked to respond to your letter dated September 20, 2017. Please direct any future communication regarding this matter to me. I understand from your letter that its purpose is to appeal the Superintendent's denial of your clients' recent requests to register a total of four foreign exchange students to attend school in the Beachwood City School District during the 2017-18 school year.

Under Policy 5114, the Beachwood City School District Board of Education authorized the Superintendent to consider requests to admit foreign exchange students and make decisions relating to such requests. In response to general inquiries regarding the admission of foreign exchange students to the Beachwood Schools for the 2017-18 school year, Superintendent Dr. Robert P. Hardis and those who report directly to Dr. Hardis indicated on four occasions that as a matter of general practice, the Beachwood City School District would not admit any foreign exchange students for the 2017-18 school year. This was communicated by Beachwood Schools' administrators Shana Wallenstein first in June, 2017 and again in August, 2017 and Lauren Broderick in August, 2017. When Dr. Hardis subsequently received the same general request relating to the admission of foreign exchange students for the 2017-18 school year, Dr. Hardis stated in late August, 2017 that the District would not accept any foreign exchange students for the 2017-18 school year as a matter of general practice.

Having delegated the authority to consider and make decisions relating to requests to admit foreign exchange students to attend the Beachwood Schools, the Board of Education will not interfere with admission decisions made by Dr. Hardis under Policy 5114 and applicable law.

Letter to Lori Welker, Esq.  
September 28, 2017  
Page 2

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Please feel free to contact me if you have any questions.

Sincerely,

A handwritten signature in black ink, appearing to read "Dan", written over the word "Sincerely,".

Daniel McIntyre

cc: Mr. Mitchel E. Luxenburg, Board President (via email)  
Dr. Robert P. Hardis, Superintendent (via email)



Robert Hardis <rph@beachwoodschoools.org>

## Important Message for Beachwood Football Players and Families

1 message

Robert Hardis <rph@beachwoodschoools.org>

Mon, Mar 18, 2019 at 9:02 PM

To: Robert Hardis <rph@beachwoodschoools.org>

Cc: Tony Srithai <tsrithai@beachwoodschoools.org>, Ryan Peters <rmp@beachwoodschoools.org>

[REDACTED]

Beachwood Football Players (Grades 8 - 11) and Families,

We write to inform all of you that we have made the extremely difficult decision not to recommend that the Beachwood Board of Education hire Damion Creel as head football coach for the Fall 2019 season. We have come to the conclusion that bringing Coach Creel back would jeopardize the standing of our football program and that of its student-athletes and their families, who are highly invested in its success. The reason for this decision is rooted in the findings of an investigation into recruiting allegations made by an anonymous source several months ago.

At the direction of the Board of Education, Superintendent Bob Hardis undertook this investigation and discovered that individuals Coach Creel kept extremely close to his football program for a long time were involved in actions demonstrating a pattern of influence over families' enrollment in Beachwood Schools. Extensive and detailed circumstantial evidence supports this conclusion. Although Coach Creel has been witness to these individuals' actions, he has either turned a blind eye to them because he did not care about the risks or he was concerned about the potential negative consequences of their actions, yet did nothing to address them. Either way, it is unacceptable to us for a coach to take such risks with our sports program.

We are greatly concerned about potential OHSA sanctions as a result of these individuals' actions and the negative impact they would have on the Bison football program, its student-athletes and their families. Beachwood's football program, under Coach Damion Creel, has already been subject to OHSA-imposed probation during the 2017 and 2018 seasons for previous recruiting violations. We will not place the program at further risk and so, a change in leadership is a step toward protecting its players and families. Please know that Mr. Creel remains an important member of our middle school teaching staff even if he is not coaching football for our high school.

Tomorrow, the Beachwood Varsity Football Coach position will be posted publicly. Director of Athletics Ryan Peters will actively search for top-quality candidates to fill this important position. Once Mr. Peters and Mr. Srithai narrow the field of candidates to a group of finalists, we will host feedback sessions for parents and for our football players so that you have an opportunity to meet the candidates and to provide your impressions of them to us before we recommend one be hired by the Board of Education. This is not our typical practice, but given the exceptional circumstances of this change in leadership, we feel it will provide critical information to help us make this decision. In the meantime, we are arranging a schedule of off-season workouts after school for football players who are not participating in spring sports. Please watch your email for information about the coaching candidate feedback sessions and for the workout schedule.

The three of us care deeply about the success of each Beachwood student, academically and athletically. We thank you for your support of this difficult decision and for your future involvement in the process to replace our head football coach as soon as possible. We hope that this regrettable situation ends up becoming a positive turn of events for all of you.

Robert P. Hardis, Superintendent

Ryan Peters, Director of Athletics

Tony Srithai, Principal

--

Dr. Robert P. Hardis  
Superintendent  
Beachwood City Schools





Robert Hardis <rph@beachwoodschoools.org>

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## Investigate of Recruiting by Beachwood football staff

1 message

Deborah Moore <DMoore@ohsaa.org>

Wed, Mar 20, 2019 at 12:18 PM

To: "rph@beachwoodschoools.org" <rph@beachwoodschoools.org>

Cc: Jerry Snodgrass <jsnodgrass@ohsaa.org>, "Steve Craig (scraig@scraig-law.net)" <scraig@scraig-law.net>, Bob Goldring <BGoldring@ohsaa.org>, Ryan Peters <rmp@beachwoodschoools.org>, "tsriithai@beachwoodschoools.org" <tsriithai@beachwoodschoools.org>, Molly Downard <MDownard@ohsaa.org>, Kristin Ronai <kronai@ohsaa.org>, Roxanne Price <RPrice@ohsaa.org>

Good afternoon Dr. Hardis:

Yesterday the OHSAA received the attached memo regarding the imminent dismissal of your high school football coach, Mr. Damion Creel, for alleged recruiting violations. Setting aside for the moment our disappointment that you have not contacted this office concerning the results of this investigation, I direct your attention to the attached letter of August 2017 in which we outlined the results of a what would seem to be a similar investigation.

Of particular note in the letter ruling is item #2 under the Penalties section on page 2, which denotes that any further violation of any recruiting bylaws by members of your football staff shall be considered a breach of your probation. The penalties of this breach may include fines, suspension from the opportunity to participate in the OHSAA football tournaments and any other penalties as stipulated in bylaw 11 and deemed appropriate by the Executive Director's Office.

We believe a meeting with your senior staff is desirable, and we encourage you to disclose the results of your investigation as soon as possible. As you know, we are all involved in our boys state basketball tournaments which begin tomorrow. I will then be on vacation next week. The earliest we would be able to schedule a hearing would be during the first week of April.

Executive Director Jerry Snodgrass' administrative assistant, Ms. Molly Downard, will contact you directly to arrange a meeting in Columbus. Thank you for your cooperation in

this matter.

Best Regards,

*Deborah B. Moore*

Deborah B. Moore, Ph.D.

Senior Director of Compliance and Sports Medicine

Ohio High School Athletic Association

4080 Roselea Place

Columbus, Ohio 43214

dmoore@ohsaa.org

PH: 614-267-2502 X115

FAX: 614-267-1677

Follow me on Twitter @DmooreDeborah



**“Cowardice asks the question – is it safe?**

**Expediency asks the question – is it politic?**

**Vanity asks the question – is it popular?**

**But conscience asks the question – is it right?**

**And there comes a time when one must take a position that is neither safe,**

**Nor politic, no popular, but one must take it because it is Right.”**

**Dr. Martin Luther King, Jr.**

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**2 attachments**

 **Memo from Dr. Hardis - Beachwood.docx**  
15K

 **Beachwood Recruiting Letter Ruling, August 2, 2017.pdf**  
136K



Robert Hardis <rph@beachwoodschoools.org>

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## Re: Investigating allegation of recruiting

1 message

Robert Hardis <rph@beachwoodschoools.org>  
To: Damion Creel <dcreel@beachwoodschoools.org>

Tue, Nov 20, 2018 at 11:53 AM

Thanks Damion,  
Bob

On Mon, Nov 19, 2018 at 4:54 PM Damion Creel <dcreel@beachwoodschoools.org> wrote:  
Bob -

I am not aware of anyone directly or indirectly who helped facilitate a connection between any families of football players renting homes in Beachwood with Bennett Adelson. I have approximately 53 players in my FB program (MS & HS), if anyone is renting a home with Bennett Adelson or any other landlord I wouldn't know who facilitated that relationship.

On Mon, Nov 19, 2018 at 9:32 AM Robert Hardis <rph@beachwoodschoools.org> wrote:  
Damion,

The board of education has received an allegation from an anonymous emailer that Bennett Adelson is involved in recruiting for the football program. I have been charged with investigating the accusation. It is alleged that Mr. Adelson has been recruiting families through his rental of homes in Beachwood. Please help me determine what his involvement is with the football program, to the extent that you have knowledge of it.

In particular, I need two answers from you:

- Are you aware of any person directly associated with the Beachwood football program (MS and HS) such as the Athletic Director or a volunteer or paid coach, who has helped to facilitate a connection between any of the families of football players renting homes in Beachwood and Mr. Adelson and/or any of his employees/associates involved in home rentals?
- Are you aware of any person indirectly associated with the Beachwood football program (MS and HS) such as a former volunteer or paid coach, and/or a current or former parent of a Beachwood football player who has helped to facilitate a connection between any of the families of football players renting homes in Beachwood and Mr. Adelson and/or any of his employees/associates involved in home rentals?

Thank you for the help with this investigation,  
Bob

--  
Robert P. Hardis  
Superintendent  
Beachwood City Schools

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--  
Go Bison

Damion R. Creel  
Physical Education Teacher, Beachwood Middle School  
Head Football Coach, Beachwood High School  
2860 Richmond Road

Beachwood, Ohio 44122  
Phone: 216-831-0355 Ext. 158  
Fax: 216-831-1891  
dcreel@beachwoodschoools.org  
Follow me on Twitter - @dcreel4

"Concern for man and his fate must form the chief interest of all endeavors. Never forget this in the midst of your diagrams and equations."

-Albert Einstein



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--  
Robert P. Hardis  
Superintendent  
Beachwood City Schools



Robert Hardis <rph@beachwoodschoools.org>

---

## Meeting Friday

1 message

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Robert Hardis <rph@beachwoodschoools.org>  
To: Damion Creel <dcreel@beachwoodschoools.org>  
Cc: "Ryan M. Peters" <rmp@beachwoodschoools.org>

Wed, Feb 27, 2019 at 11:07 AM

Mr. Creel,

Ryan Peters and I need to meet with you regarding your request to serve as the Head Varsity Football Coach for Beachwood next Fall.

Please make arrangements to meet at the Board Office at 3:15 pm this Friday afternoon. This meeting is not disciplinary but you may wish to bring union representation with you.

Thank you,  
Bob Hardis

--

Robert P. Hardis  
Superintendent  
Beachwood City Schools



Robert Hardis <rph@beachwoodschoools.org>

---

## Follow up from Friday Meeting

1 message

Robert Hardis <rph@beachwoodschoools.org>

Tue, Mar 5, 2019 at 3:18 PM

To: Damion Creel <dcreel@beachwoodschoools.org>

Cc: Evan Luzar <eal@beachwoodschoools.org>, Ryan Peters <rmp@beachwoodschoools.org>

Dear Mr. Creel,

Last Friday, March 1, 2019, I met with you, your union representative Evan Luzar, and Director of Athletics Ryan Peters. I asked for this meeting to question your long-term commitment to Beachwood's football program having learned that you applied for the Bedford High School head football coach position. I was surprised to have been called by the Bedford superintendent, who told me of your status as a finalist. She asked questions about you and I provided honest and highly positive responses to her questions.

During our meeting Friday, you made many complaints and indicated your dissatisfaction with me, Ryan Peters and other staff members you feel do not support you. You stated that you have applied for several coaching positions with other schools as a result of this alleged lack of support. Your claims of lack of support are baseless:

- You complained about not being given access to the Trainer's Room. No Beachwood coach is provided access to the training room because of confidential medical records held there. You have always been able to obtain supplies (you mentioned tape) from the trainer and stock it in your coach's office for use when needed. You complained that you could not access the ice machine in the Trainer's Room, but you were provided a key to the concession stand nearby in order to access that ice machine.
- You complained that you were not provided access to water except from the MS, but you were provided a key and all necessary equipment (special hose, coolers) to access water from the press box/concession stand building in the main stadium, easily accessible during practice.
- You complained that you were not provided a key to the equipment room. As a matter of practice, no Beachwood coach is provided a key to the equipment room.
- You complained that two coaches were cut from your staff. My understanding from Ryan Peters is that you were cut from seven supplemental coaching positions to six because there was no JV team for the coming season. Perhaps you were thinking of supplemental contracts that you split previously or about volunteer coaches?
- You complained that you were refused permission to purchase an end zone camera. My understanding from Ryan Peters is that you did have an end zone camera obtained from Kevin Houchins. Ryan Peters let me know that there were some issues securing a person to operate the camera during games, but I believe that was eventually resolved.
- You complained that you were denied the Middle School Athletic Director supplemental contract, but you never sent any correspondence indicating you were interested and according to Ryan Peters, never told him you were interested in the position.
- You complained that Ryan Peters failed to return calls to other schools' staff who were conducting reference checks for previous coaching positions for which you had applied. Mr. Peters has no record of any calls or emails requesting a reference for you. He has no idea from where this complaint stems.
- You complained that either Ryan Peters or I told someone that you are "arrogant and cannot work with adults" and that this had been shared with you by those with whom you are seeking a different coaching job. Neither Ryan Peters nor I have ever said this to others about you.

The football program and you individually have been supported extensively by me, Mr. Peters and by this district. Your complaints are unfounded and in my opinion, are but a means to justify applying for coaching positions elsewhere.

Over the past several months, I have led an investigation into allegations that individuals close to Beachwood's football program appear to be influencing new families to relocate to Beachwood. Those families have enrolled multiple students

who have joined our middle and high school football teams. I am concerned about this situation as it may place Beachwood's football program and the student-athletes who participate in it in jeopardy.

I asked Ryan Peters to wait to complete his hiring process for next fall's coaches until I was able to gather more information from this investigation. This explains why you have not received a response to your email requesting to be approved as Varsity Football Head Coach for next fall. It will likely be necessary for you and me to meet again in order to discuss this situation before that decision can be made. I will contact you about this shortly.

Bob Hardis

--

Robert P. Hardis  
Superintendent  
Beachwood City Schools





Robert Hardis <rph@beachwoodschoools.org>

---

## Re: Follow-up

1 message

Robert Hardis <rph@beachwoodschoools.org>

Thu, Mar 7, 2019 at 12:29 PM

To: Damion Creel <dcreel@beachwoodschoools.org>

Cc: Evan Luzar <eal@beachwoodschoools.org>, Ryan Peters <rmp@beachwoodschoools.org>

Damion,

I have read your response. We can discuss your questions when we meet again and I have the opportunity to address the concerns I raised in my previous email regarding our football program. In the meantime, who was the Athletic Director who told you that you were not going to be rehired by Beachwood and who did he/she say was the person who said this? Second, I responded honestly to the specific questions I was asked about you by the Bedford superintendent. That is how I can offer positive responses about your work as our coach and simultaneously, have serious concerns that need to be addressed with you before recommending that our Board hire you for next fall.

I would like to schedule this meeting on Monday, March 11 as early as 3 pm, but later will be fine as well. I know that Ryan Peters is available. Let me know if you are available. As was true the last time, this meeting is not pre-disciplinary, but you may want to bring union representation anyway.

I think it is appropriate for me to inform you at this time that I will need to meet with you in a pre-disciplinary hearing regarding the situation with your driving [REDACTED] in your personal vehicle and about whether the information you provided to Lauren Broderick about [REDACTED] residence was accurate. This topic is NOT part of Monday's meeting and does not involve Ryan Peters. I will schedule this hearing separately.

Let me know if you have any questions about this email - thank you,  
Bob

On Thu, Mar 7, 2019 at 10:35 AM Damion Creel <dcreel@beachwoodschoools.org> wrote:

Bob,

The reason that I applied for the Bedford head football coach position next year is that I have been given every indication that Beachwood will be firing/non-renewing me before next year. In all my years at Beachwood, it has been standard procedure to have a season-ending evaluation with Ryan Peters where I have an evaluation, verbally get renewed and get the okay to start working with the student-athletes in the winter.

However, this year, that has not occurred as normal. It has been over 5 months since the season ended, and essentially, Ryan Peters has been silent regarding the issue of my evaluation meeting (which you noted was your decision). I haven't been able to hire any new coaches and no one has told me why. For 5 months no one has given me the time or date of when this review or renewal will even happen. In light of the fact that when a coach is being renewed it typically is verbally communicated shortly after the end of the season, and I have not received that, I think it's very reasonable for a person to feel that they are not wanted and not going to be renewed. Another athletic director in the area also told me that he was told that I would not be brought back for the next season. Given those indications and the fact that I get many calls every year to coach football elsewhere, what would you expect me to do?

If you told Ryan Peters not to meet with me, I wish then, out of respect, not only for my career but as a professional courtesy, either you or Ryan simply communicated to me that the process was going to be pushed back, and be transparent as to why you were doing that. Then I would have understood what was

happening. Instead, what I got was silence from Ryan, avoiding my emails and ignoring my requests to meet. So again, what is a person to think given these interactions with my evaluator? Certainly, a person would not think they are wanted anymore.

With respect to Bedford, thank you for giving me a positive reference. What date did you chat with them? I'm curious though, If you can give me an honest positive reference to coach at Bedford, then what is it that is stopping you from renewing me at Beachwood? I ask this not to start an argument, but I sincerely want to know what you see as the problem of having me as coach of the Beachwood program. More importantly, I have to let you know quite honestly, that you questioning my "long term commitment to Beachwood's football program" is a bit insulting to me. In November, I communicated that I want to be Beachwood's coach by sending my letter of interest to Ryan. And in our meeting last Friday I reiterated to you, again, that I want to be at Beachwood. I have poured my heart into this program. I have given up my personal family time, my money, and even at times my health, to make sure that the students in this football program have a great experience, just as I did when I played as a Bison 25 years ago. I am the most dedicated coach you will ever find for Beachwood high school because it's in my heart to care for the students who put in a tremendous amount of their time and effort to have a great experience as well as the parents who support this program. I am committed.

With respect to the complaints I mentioned, I do not agree that they are baseless. I feel it is not a fair process for you to have Ryan observe and allow him to listen to everything I expressed but yet, I then had to leave and was not given the opportunity to listen to how Ryan responded to what I said. I would think that there should be some type of common ground for these issues between all of us to get resolved. I hope the 3 of us could have a follow in which everyone gets to respond to everyone else, face to face so that these issues could get resolved. I would like to thank you for providing explanations for each scenario. You are the first person in my 4 years here to explain that to me. If Ryan could have communicated these to me previously, perhaps I would have understood some of the items. But I don't want to focus on the complaints.

I want to focus on the present. In November I communicated that I want to return as head coach at Beachwood by sending in my Letter of Interest to Ryan like I have done the last 3 years. It's now March and I'm still communicating that I want to be the head coach. I am LONG TERM committed here. I'm committed to this program for the rest of my coaching career if you'll have me. So at the end of the day, that's the question I've been waiting for an answer to for over 5 months. There's nothing more to know about me. You, the teachers, the parents, the students, all know exactly who I am, and the amount of work that I put into this. Delaying this any further due to an issue you have with "other people" isn't fair to me or fair to the students and parents who need a coach now.

Again, and to be clear, I am not involved in any scheme to bring families to Beachwood or anything that could jeopardize the football program. If this is the reason for not re-hiring me, then I do not think that this is fair as I am not part of any such process.

--

Go Bison

Damion R. Creel  
Physical Education Teacher, Beachwood Middle School  
Head Football Coach, Beachwood High School  
2860 Richmond Road  
Beachwood, Ohio 44122  
Phone: 216-831-0355 Ext. 158

Fax: 216-831-1891

dcreeel@beachwoodschoools.org

Follow me on Twitter - @dcreeel4

"Concern for man and his fate must form the chief interest of all endeavors. Never forget this in the midst of your diagrams and equations."

-Albert Einstein



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--

Robert P. Hardis  
Superintendent  
Beachwood City Schools



Robert Hardis <rph@beachwoodschoools.org>

---

**Re:**

1 message

---

**Robert Hardis** <rph@beachwoodschoools.org>  
To: Damion Creel <dcreel@beachwoodschoools.org>

Mon, Mar 18, 2019 at 2:06 PM

Yes, once the redaction is complete and it is reviewed and approved by our attorney.

Bob

On Mon, Mar 18, 2019 at 10:46 AM Damion Creel <dcreel@beachwoodschoools.org> wrote:  
Mr. Hardis -

Can you please provide me with a redacted version of the investigation report that you gave me so that I can share with folks that are not Beachwood employees? Thank you

--

Go Bison

Damion R. Creel  
Physical Education Teacher, Beachwood Middle School  
Head Football Coach, Beachwood High School  
2860 Richmond Road  
Beachwood, Ohio 44122  
Phone: 216-831-0355 Ext. 158  
Fax: 216-831-1891  
dcreel@beachwoodschoools.org  
Follow me on Twitter - @dcreel4

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--  
Robert P. Hardis  
Superintendent  
Beachwood City Schools



Robert Hardis <rph@beachwoodschoools.org>

---

## Response to Request

1 message

Robert Hardis <rph@beachwoodschoools.org>

Mon, Mar 18, 2019 at 8:00 PM

To: Damion Creel <dcreel@beachwoodschoools.org>

Cc: Ryan Peters <rmp@beachwoodschoools.org>, Evan Luzar <eal@beachwoodschoools.org>

Mr. Creel,

It is important for me to correct mischaracterizations you have made in your response to me. During our meeting last week, I shared with you concerning information contained in the written report regarding my investigation of recruiting allegations. I told you that I would not recommend that the Board of Education hire you as head football coach for the Fall 2019 season. As is customary in situations like this, I offered you an opportunity to rescind your request to be considered for this position, and you asked for some time to consider it. I told you that if I needed to decline your request, that I would state the reasons including the concerning information from my investigation. At no time did I ever indicate to you that I would or could keep the investigation report secret in exchange for your resignation, or on some other condition.

The Board of Education directed me to investigate allegations of recruiting for Beachwood's football program. I did so and issued my findings to them, which I told you when we met last week. I believe that this report is a public record whether sent to you as a response or not. It is not a private or secret document, although it would need to be heavily redacted before being shared publicly because it contains confidential student information.

I disagree with your statement that the report clearly states there is no evidence of your wrongdoing. Please review the attached report (it cannot be shared with anyone who is not a Beachwood City Schools employee without being redacted first), and you will see that the report indicates you have, among other things, allowed (or did nothing to report or stop) individuals associated with the football program to appear to influence students' enrollment in the district. For the same reason, I also disagree with your statement that the report is carefully worded to give a reader the perception that you've done something wrong even though you have not. The report IS carefully worded to be factual, avoid conjecture, and consider all information I was able to obtain. It is also carefully worded to demonstrate my concern that, under your watch as head football coach, our program may be in jeopardy of being sanctioned by the OHSAA for the second time since 2017.

The results of my investigation do not indicate any wrongdoing on the part of our student-athletes and their parent(s), but rather points to a troubling pattern of influence on the part of individuals you have kept close to the football program for multiple seasons. When we met, I asked whether you were concerned about the information in my report and you stated you were very concerned. However, you have had the ability to observe this pattern of influence for many months and never raised any concern about it with Director of Athletics Ryan Peters, Principal Tony Srithai, or me. You have either turned a blind eye to the pattern of influence because you did not care about it or you were concerned but did nothing to address those concerns. In either case, your actions, or lack thereof, have placed the football program and all its student-athletes in jeopardy of possible OHSAA sanction. This is unacceptable and for this reason, I will not recommend that the Board hire you as head football coach for next season.

I am disappointed and frustrated to be in this position. My highest hopes were placed in you four years ago when you were hired as a teacher and as head coach. You had my full support, and that of Ryan Peters, as a teacher and coach with an excellent reputation, as a decorated Bison alumni, and as an important role model in our community. You still have my full support for your work as a Beachwood teacher for these same reasons, but I cannot in good conscience maintain my support for you as head football coach.

Bob Hardis

--

Dr. Robert P. Hardis  
Superintendent  
Beachwood City Schools



**Football Recruiting Investigation Information 3-18-19.pdf**  
115K



Robert Hardis <rph@beachwoodschoools.org>

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## Re: Redacted Report

1 message

Robert Hardis <rph@beachwoodschoools.org>  
To: Evan Luzar <eal@beachwoodschoools.org>  
Cc: Damion Creel <dcreel@beachwoodschoools.org>

Tue, Mar 19, 2019 at 10:04 PM

If you feel it is necessary, yes.  
Bob

On Tue, Mar 19, 2019 at 6:44 PM Evan Luzar <eal@beachwoodschoools.org> wrote:  
So just to be super clear we can share this w others—correct?

On Tue, Mar 19, 2019 at 6:03 PM Robert Hardis <rph@beachwoodschoools.org> wrote:  
Damion,

The redacted version of the investigation report is attached.

Bob

--  
Robert P. Hardis  
Superintendent  
Beachwood City Schools

--  
Robert P. Hardis  
Superintendent  
Beachwood City Schools

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## Football Recruiting Investigation Information

This report was written in response to the Board's request for me to investigate the October 2018 anonymous allegations lodged by truthbeachwood@gmail.com about recruiting for the Beachwood football program.

### OHSAA Bylaw 4-9-1:

- "Any attempt to recruit a prospective student-athlete for athletic purposes shall be strictly prohibited."
- Recruit means "...the use of influence by any person connected or not connected with the school to secure the enrollment of a prospective student-athlete."

### INVESTIGATION TIMELINE

#### Summer 2017:

- Four Canadian teenagers reportedly meet Damion Creel at a football camp held in Columbus, OH and subsequently visit Beachwood High School the same summer
- [REDACTED] and [REDACTED], [REDACTED]'s mother and wife respectively, attempt to enroll the four teens as foreign exchange students, serving as their sponsors/host families; Superintendent Robert Hardis declines their enrollment as exchange students

#### July 2017:

- July 13, 2018
  - High School Principal Tony Srithai and Athletic Director Ryan Peters conduct phone call with Damion Creel about allegations of recruiting leveled by the [REDACTED] High School coach.
  - During the phone call, Mr. Creel references the involvement of [REDACTED] and Bennett Adelson with the [REDACTED] family.

#### August 2017:

- District self-reports to OHSAA about recruiting bylaw violations by three Beachwood football coaches including Damion Creel and [REDACTED] with [REDACTED] High School student, [REDACTED]
  - [REDACTED]'s mother had begun the Beachwood registration process submitting a Beachwood lease at [REDACTED], a home owned by Bennett Adelson
- OHSAA issues determination that the three coaches violated Recruiting Bylaws 4-9-4 #3, 4-9-4 #8
  - Penalized Beachwood by making the coaches ineligible to participate in first two postseason contests of the 2017 tournament if Beachwood had qualified
  - Placed Beachwood football program on probation for two years through 2018-2019 school year
  - Fined Beachwood City Schools \$500
  - Required written and face-to-face communication to all coaching staff about the recruiting bylaw - this was sent to all coaches on August 10, 2017 and communicated in all coaching staff meetings beginning Summer 2017 and thereafter
- August 1, 2017
  - [REDACTED] (cousin of [REDACTED]) enrolls [REDACTED] (Gd. [REDACTED]), [REDACTED] (Gd. [REDACTED]) and [REDACTED] (Gd. [REDACTED]) from [REDACTED] schools



- Year-long lease for [REDACTED] home owned by Bennett Adelson
  - \$290/mo. (new year-long lease provided in December 2018 starts August 2018 - July 2019 at \$1,290/mo.)
  - All three students become members of Beachwood football team (two in year one, [REDACTED] once in Gd. [REDACTED])
- August 10, 2017
  - Damion Creel forwards an email from Superintendent Robert Hardis to Bennett Adelson that references the OHSA's recruiting ruling and his pending pre-disciplinary hearing
- August 16, 2017
  - Damion Creel emails Bennett Adelson a Bison football video
  - Adelson responds "mission is on. Bring the glory days back. If you fail to prepare, you're preparing to fail."
- August 22, 2017
  - Bennett Adelson emails Superintendent Robert Hardis requesting a meeting about the topic of the foreign exchange students
- August 23, 2017
  - Adelson and Hardis meet
  - Adelson tells Hardis that Canadian teens met Damion Creel at football camp
  - Canadians then visited Creel and the team at Beachwood High School and want to be exchange students at BHS for the academics and for the purposes of cultural exchange
  - Hardis provides reasoning why the request from [REDACTED] and [REDACTED] has been denied
- August 24, 2017
  - Adelson emails Hardis requesting he meet with the exchange students and reconsider decision
  - Hardis emails back that he will not reconsider because he feels the students' primary purpose in coming to Beachwood is to play football and that this would violate the OHSA's eligibility rules

#### September 2017:

- September 20, 2017
  - A letter from the Benesch law firm, representing [REDACTED] and [REDACTED], is sent to the Beachwood Board of Education claiming that Superintendent Hardis is violating board policy regarding foreign exchange students and that the Board should reconsider Hardis's decision
  - Board's attorney Dan McIntyre writes response upholding the decision

#### December 2017:

- December 5, 2016
  - Bennett Adelson emails Damion Creel "No pain, no gain. WTD"

#### January 2018:

- January 8, 2018
  - [REDACTED], transfer from [REDACTED] (Gd. [REDACTED]) enrolls
  - Year-long lease for [REDACTED] home owned by Bennett Adelson
  - \$1600/mo.
  - Lease signed by Rental Director Bob Derin
  - [REDACTED] joins Beachwood football team for 2018 season

- January 29 & 31, 2018
  - [REDACTED] and [REDACTED], transfers from [REDACTED] (Gds. [REDACTED] and [REDACTED]) enroll
  - Year-long lease for [REDACTED] home owned by Bennett Adelson
  - \$1,200/mo.
  - Lease signed by Rental Director Bob Derin
  - Both students join Beachwood football team for 2018 season

#### February 2018:

- February 6, 2018
  - [REDACTED] and [REDACTED], transfers from [REDACTED] (both Gd. [REDACTED]) enroll
  - Year-long lease for [REDACTED] home owned by Bennett Adelson
  - \$1,600/mo.
  - Lease signed by Rental Director Bob Derin
  - Both students join Beachwood football team for 2018 season

#### April 2018:

- April 22, 2018
  - Damion Creel forwards an email from Athletic Director Ryan Peters to Bennett Adelson about the new football divisions within the Chagrin Valley Conference stating, "Here is the email!"
- April 25, 2018
  - Damion Creel emails [REDACTED] and Bennett Adelson a concerned email about [REDACTED]'s grades
  - In response to questions about this email during a December 5, 2018 meeting with me, Mr. Creel states that he had been asked by [REDACTED]'s mother to alert Mr. [REDACTED] and Mr. Adelson about any school issues [REDACTED] experienced but that he did not know what Ms. [REDACTED] may have expected either of the men to do in response

#### August 2018:

- August 15, 2018
  - [REDACTED], transfer from [REDACTED] (Gd. [REDACTED]) enrolls
  - Year-long lease for [REDACTED] home owned by Bennett Adelson
  - \$1,200/mo.
  - Lease signed by Rental Director Bob Derin
  - [REDACTED] joins Beachwood football team for 2018 season
  - [REDACTED], transfer from [REDACTED] (Gd. [REDACTED]) re-enrolls (had been Beachwood student previously)
  - Year-long lease for [REDACTED] home owned by Bennett Adelson
  - \$1,900/mo.
  - Lease signed by Rental Director Bob Derin
  - [REDACTED] joins football team for 2018 season
- August 18, 2018
  - [REDACTED], mother of [REDACTED], submits enrollment paperwork for [REDACTED], transfer from [REDACTED] (Gd. [REDACTED]) and is directed to obtain guardianship in order to enroll him
  - [REDACTED] submits year-long lease for [REDACTED] home owned by Bennett Adelson
  - \$1,700/mo.
  - Lease signed by Rental Director Bob Derin

- [REDACTED] withdraws [REDACTED]'s application to enroll

#### September 2018:

- September 24, 2018
  - [REDACTED], mother of [REDACTED], enrolls [REDACTED], transfer from [REDACTED] (Gd. [REDACTED]) as his legal guardian
  - [REDACTED] submits year-long lease for [REDACTED] home owned by Bennett Adelson
  - \$1,700/mo.
  - Lease signed by Rental Director Bob Derin
  - [REDACTED] joins Beachwood football team for remainder of 2018 season

#### October 2018:

- Multiple emails are sent between Damion Creel, Bennett Adelson and football parent, [REDACTED] about tutors brought in to help football players during after-school study tables
  - Tutors were paid by Bennett Adelson
- October 3, 2018
  - An anonymous email from [truthbeachwood@gmail.com](mailto:truthbeachwood@gmail.com) is sent to the members of the Beachwood Board of Education alleging that players are being recruited by Bennett Adelson from [REDACTED] to live in homes that he owns and that this was being done with the knowledge of the Beachwood coach
  - Email also questions why Mr. Adelson and Mr. [REDACTED] are "always hanging out with these kids on the playing field?"
  - Attached is a photo of Bennett Adelson on the Beachwood football field with his arm around student [REDACTED] in his football uniform
- October 4, 2018
  - Superintendent Robert Hardis responds to [truthbeachwood@gmail.com](mailto:truthbeachwood@gmail.com) stating that the accusations will be investigated
- October 9, 2018
  - [truthbeachwood@gmail.com](mailto:truthbeachwood@gmail.com) emails Robert Hardis claiming that Bennett Adelson rides the middle school football team bus and buys them clothes, food and pays for their fees; the emailer lists 7 properties owned by Beachwood Properties, LLC (Mr. Adelson's company):  
[REDACTED]
- October 10, 2018
  - [truthbeachwood@gmail.com](mailto:truthbeachwood@gmail.com) emails Robert Hardis asking "Is part of your investigation sending my e-mail to Bennett Adelson?" and forwards email from Bennett Adelson to him/her asking, "Can I be of help to you?" and providing his phone number
  - Hardis responds to [truthbeachwood@gmail.com](mailto:truthbeachwood@gmail.com) stating "I did not do so. I do not know who would have done that."
  - [truthbeachwood@gmail.com](mailto:truthbeachwood@gmail.com) responds to Hardis "The e-mails were only directed to you and board. Should not be too strenuous of an undertaking to ascertain who."
  - Hardis responds to [truthbeachwood@gmail.com](mailto:truthbeachwood@gmail.com), "Understood. I don't operate that way. I will pursue this as well."

- October 16, 2018
  - Damion Creel forwards email from Athletic Director Ryan Peters to Bennett Adelson that includes the head official's report from the football team's game against Harvey High School during which a fight took place leading to multiple Beachwood player game suspensions
  - During a December meeting with me, Mr. Creel was asked why he sent this email. He stated that he was seeking Mr. Adelson's advice on how to respond to the game report.

#### November 2018:

- November 1, 2018
  - Date of [REDACTED]'s year-long lease for new residence, [REDACTED] home owned by Bennett Adelson
  - \$1,700/mo.
  - Lease signed by Rental Director Bob Derin
- November 1, 2018
  - Beachwood Middle School Head Football Coach James Basha reports to Superintendent Robert Hardis that he knows Bennett Adelson because he used to coach him "back in the 90's" and that Mr. Adelson attended home and away MS football games during the 2018 season and that his presence on the sidelines with the team was requested from, and approved by, AD Ryan Peters. He also reports that Mr. Adelson did NOT ride the team bus to or from any games and that he was unaware of any purchases Mr. Adelson made for the football players.
- November 3, 2018
  - Board member Josh Mintz forwards an email to Board President Brian Weiss and Superintendent Robert Hardis from Bennett Adelson to him from October 31, 2018 referencing their conversation from a few weeks prior at a game ("Hopefully the kids will have as good of an experience as we did in the 90s") and that he would like to obtain district records that may mention him or his company because of the anonymous emails received from [truthbeachwood@gmail.com](mailto:truthbeachwood@gmail.com)
- November 5, 2018
  - Bennett Adelson called Superintendent Robert Hardis to inform him that Board of Education member Josh Mintz had told him that the Board received an anonymous email about him being involved in recruiting and that it was being investigated
  - Mr. Adelson asked to meet with me stating that he wants to help the district by explaining his real estate business and that he was not trying to cause problems
- November 14, 2018
  - In response to a phone call from Director of Pupil Services Lauren Broderick, [REDACTED] [REDACTED]' mother emails stating that her family was not recruited to Beachwood
- November 14, 2018
  - In response to a phone call from Director of Pupil Services Lauren Broderick, [REDACTED] [REDACTED]'s mother emails stating that her family was not recruited to Beachwood
- November 15, 2018
  - In response to a phone call from Director of Pupil Services Lauren Broderick, [REDACTED] [REDACTED]'s father emails stating that his son was not recruited to re-enroll in Beachwood
- November 15, 2018

- During a meeting between Bennett Adelson and Superintendent Robert Hardis, Mr. Adelson denied that he or his company, Beachwood Properties, had been involved in any recruiting of football players
  - He also stated that he believed a former football player's father was making the anonymous allegations about him out of anger at Damion Creel. He stated that the father was angry Coach Creel did not name his son as team captain during his senior year. He stated that this father had called him and requested that Mr. Adelson pay him in order to stop making the recruiting allegations
- Various Beachwood Middle School football players reported to MS Principal Paul Chase that they knew Mr. Adelson from his presence with the team during the season and that he'd once purchased all of them Chipotle after a game

#### December 2018:

- December 5, 2018
  - Mr. Creel tells Superintendent Hardis that he knows nothing about the relationship between Mr. [REDACTED] and/or Mr. Adelson and parent [REDACTED]
- December 13, 2018
  - [REDACTED], transfer from [REDACTED] (Gd. [REDACTED]) enrolls
  - Year-long lease for [REDACTED] home owned by Bennett Adelson
  - \$1,700/mo.
  - Lease signed by Rental Director Bob Derin
- December 13, 2018
  - [REDACTED] withdraws [REDACTED] from Beachwood City Schools to attend [REDACTED] in Cleveland
- December 18, 2018
  - [REDACTED] tells MS Principal Paul Chase that he knows head football coach Damion Creel well and that he was aware that he was also the MS PE teacher
  - [REDACTED] told MS Counselor Lisa Gealy that he knows all the Beachwood football coaches
  - Mr. Creel did not recognize [REDACTED] when Ms. Gealy introduced the student to him in the gym when touring [REDACTED] to his classes

#### January 2019:

- January 4, 2019
  - [REDACTED] (Gd. [REDACTED]) and [REDACTED] (Gd. [REDACTED]), transfers from [REDACTED], enroll
  - Year-long lease for [REDACTED] home owned by Bennett Adelson
  - \$1,800/mo.
  - Lease signed by Rental Director Bob Derin
- January 9, 2019
  - [REDACTED] tells MS Principal Paul Chase that he knows recent Beachwood enrollees [REDACTED] and [REDACTED] because he played with them on [REDACTED], a youth football team, and that he knows "Coach" [REDACTED]
- January 14, 2019
  - In a meeting with school staff members, [REDACTED]'s mother tells them about [REDACTED]'s involvement in an all-star football program and that her family has known Damion Creel for many years.

**February 2019:**

- February 20, 2019
  - [REDACTED] obtains guardianship of [REDACTED] from Probate Court of Cuyahoga County

**March 2019:**

- March 12, 2019
  - [REDACTED] enrolls [REDACTED] (Gd. [REDACTED]) from [REDACTED] in Cleveland

**INVESTIGATION SUMMARY:**

In response to the Board's request for me to investigate the anonymous allegations lodged by truthbeachwood@gmail.com about recruiting for the football program, I have completed the investigation and found no direct evidence of recruiting. I did find that a network of connections exists among individuals directly and indirectly associated with the Beachwood Schools' football program. When considered in their totality, these connections present the appearance of influence over some families' enrollment in Beachwood Schools. Families rent homes owned by Bennett Adelson and enroll their children, or those they take legal guardianship over, in Beachwood Schools. Subsequently, those students join Beachwood's football teams. Although I have not found any direct evidence of recruiting, I have found this appearance of influence over students' enrollment to be circumstantial evidence that is problematic as evidenced by truthbeachwood@gmail.com's allegations.

It is reasonable to predict that parents from Beachwood or other districts, and/or staff from other districts, will likely make accusations of recruiting to the OHSA based upon this pattern of connections and/or perception of influence. Beachwood's football program, under Coach Damion Creel, has already been under OHSA-imposed probation during the 2017 and 2018 seasons for recruiting violations. Now, these circumstances could again yield unwanted attention for the district, with the OHSA unlikely to offer Beachwood broad latitude in considering any allegations. I am concerned about the potential impact of OHSA actions on our students who play football and their families.

**Persons Referenced in Timeline Above:**

- Damion Creel
  - Beachwood Varsity Football Coach (2015, 2016, 2017, 2018 seasons)
  - Beachwood City Schools teacher
  - Former Beachwood football player
  - Class of 1994
  - Beachwood Resident
- [REDACTED]
- [REDACTED]
- Bennett Adelson
  - Former Beachwood football player
  - Class of 1994
  - Provided sideline pass to 2018 season games by Damion Creel
  - Resident of Highland Heights