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October 28, 2025

VIA ELECTRONIC DELIVERY

Ms. Laura Kitaeff

Lms715@gmail.com

Re: Freedom of Information Act Request

Dear Ms. Kitaeff:

This correspondence is in response to your Freedom of Information Act (“FOIA”) request received by the District on October 14, 2025. You requested the following records:

Copies of all email and text message communications, including attachments, sent or received by Superintendent David Palzet, Kathleen Tomei, any members of the Pleasantdale School District 107 Board of Education, and any members of TAP, between January 1, 2024, and the present, that contain any of the following keywords in the subject line or body:

“Almir Emso,” “Emso,” “Almir,” “complaint” or “complaints,” “allege,” “alleged,” “allegedly,” “allegation” or “allegations,” “accuse,” “accused,” “accusation,” “investigation” or “investigations,” “misconduct,” “harassment,” “grievance,” or “report.”

This request specifically seeks communications **concerning Mr. Emso’s professional conduct, performance, or workplace behavior** and **expressly excludes** any records related solely to student discipline or student-specific matters that do not involve or reference allegations concerning Mr. Emso.

As you are aware from prior FOIA requests and correspondence, the District already understands the nature and subject matter of the information being sought. My request is not speculative or open-ended—it targets communications and records directly related to complaints or investigations concerning Mr. Emso’s conduct as a District employee.

As an initial matter, the District does not maintain a list of TAP members and is unable to search records by TAP membership. Moreover, even if the District had this capability, it would be unable to share records indicating TAP membership as this is prohibited under 5

ILCS 140/7.5(yy) (Information that is prohibited from being disclosed pursuant to the Illinois Educational Labor Relations Act); 115 ILCS 5/3(d)(No employer shall disclose any information personally identifying employee membership or membership status in a labor organization). With this in mind, the District searched records sent or received by Superintendent Dave Palzet, Kathleen Tomei, and/or members of the Pleasantdale School District 107 Board of Education between January 1, 2024, and the present that contained the key words you identified.

Enclosed please find records responsive to your request. Please be advised that records have been redacted or withheld pursuant to the following exemptions set forth in the Freedom of Information Act:

- 5 ILCS 140/7(1)(b) – Private information as defined by the Act;
- 5 ILCS 140/7(1)(c) – Personal information, the disclosure of which would constitute a clearly unwarranted invasion of personal privacy;
- 5 ILCS 140/7(1)(f) – Preliminary drafts , notes, recommendations memoranda, and other records in which opinions are expressed, or policies or actions are formulated;
- 5 ILCS 140/7(1)(m) – Communications between a public body and an attorney representing the public body that would not be subject to discovery in litigation;
- 5 ILCS 140/7(1)(n) – Relating to public body's adjudication of employee grievances or disciplinary cases (however this does not extend to the final outcome of cases in which discipline is imposed)
- 5 ILCS 140/7(1)(p) – Records relating to collective negotiating matters between public bodies and their employees or representatives;
- 5 ILCS 140/7(1)(r) - Records, documents, and information relating to real estate purchase negotiations; and
- 5 ILCS 140/7.5(r) – Information prohibited from disclosure pursuant to the Illinois School Student Records Act.

To the extent your request has been denied by the District Freedom of Information Officer, you may appeal this decision to the Illinois Attorney General -Public Access Bureau, 500 S. 2nd Street, Springfield, Illinois 62701, 877-299-3642 [publicaccess@ilag.gov]. You may also appeal this decision by filing suit for injunctive relief in the circuit court for Cook County, Illinois.

Respectfully,

Griffin Sonntag
Pleasantdale School District 107 FOIA Officer