

April 14, 2021

Eric Kasperowicz
326 Banbury Circle
Gibsonia, PA 15044

RE: Summary of Hazing Investigation / Non-Renewal of Supplemental Contract

Dear Mr. Kasperowicz,

The purpose of this letter is to summarize the investigation related to reports of alleged hazing, bullying, harassment, and/or intimidation in the Pine-Richland football program. As discussed at your interview on March 29, 2021, the basis for this investigation emerged when a Policy 103A, Nondiscrimination in School and Classroom Practice complaint was addressed. That initial complaint was confirmed and verified. In the course of that investigation, a pattern of potential concerns about the off-the-field culture of the football program emerged.

Given the nature of the allegations, Mr. Sean Simmons, director of athletics, Mrs. Nancy Bowman, principal, and Mr. Thomas Salopek, assistant principal, conducted additional interviews from March 15, 2021 through March 30, 2021. In addition to the approximate 2.5 hour interview with you, the investigation team met with 19 current/former student-athletes, 4 current/former coaches, and 4 parents.

As mentioned earlier, allegations included hazing, bullying, harassment, and/or intimidation in the football program. Pine-Richland School District Hazing, Policy #247, is intended to promote a safe, healthy environment that is free from hazing. Hazing is defined as *any action or situation which recklessly or intentionally endangers the mental or physical health or safety of a person or which willfully destroys or removes public or private property for the purpose of initiation or admission into or affiliation with, or as a condition of continued membership in, any organization.*

Findings from the investigation confirm the following:

- Incidents of hazing, "rites of passage," and intimidation occurred in and around the football program, particularly in the locker room for years.
- No consistent approach to locker room supervision by staff was provided and a portion of your response in your interview was, "*you aren't paying me enough to sit in the locker room and watch the kids.*"
- At least five off-the-field fights occurred in and around the locker room or stadium over a period of years. One was reported to administration by a parent. Neither you nor any of the coaches on your staff reported these incidents to the director of athletics or administration.
- No reports were shared by you to the director of athletics or high school administration, including the fights, to ensure appropriate interventions and/or consequences were administered.
- Multiple students experienced harm from the behaviors and unsupervised environment over a period of years.



- Based on the professional judgement of those conducting your interview, you expressed minimal concern for the hazing or empathy for the students. Instead you responded with excuses and blame. At one point, you turned the questioning to Mrs. Bowman and asked about high school related experiences under her leadership.

From this secondary investigation, it was concluded that a pattern of hazing, "rites of passage", and intimidation occurred in and around the locker room and stadium area for years. The lack of ownership by you is concerning.

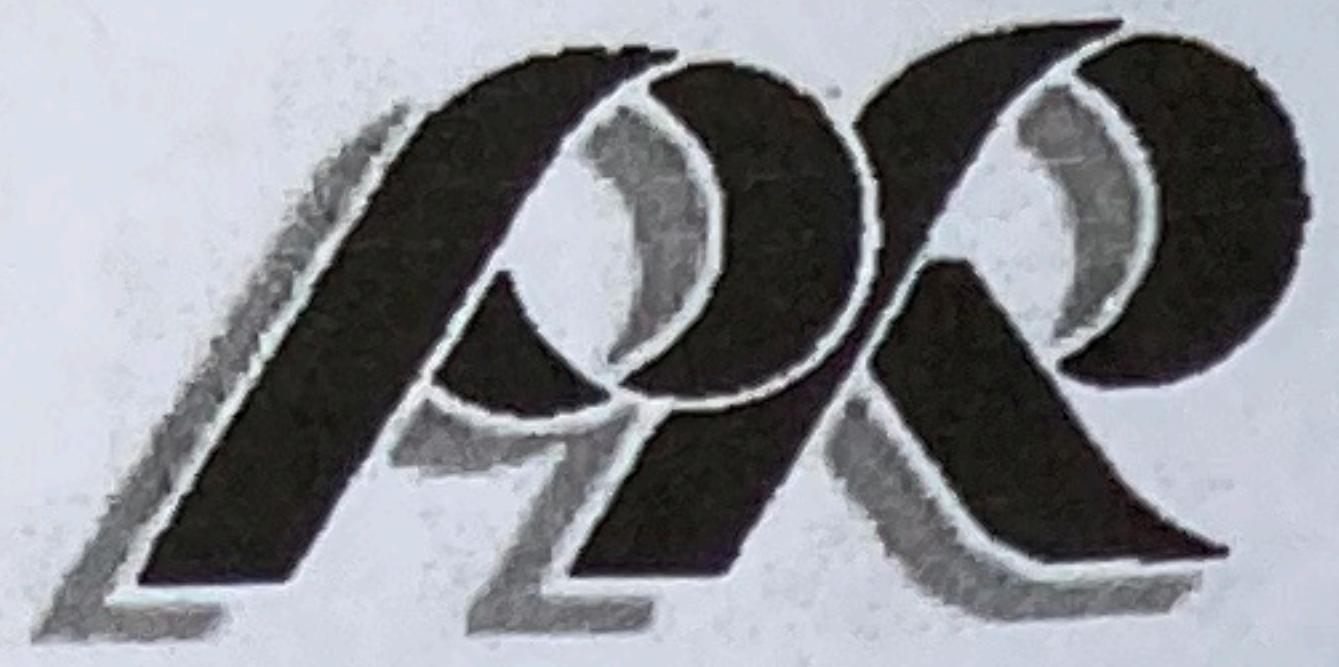
The next step involves consideration of consequences for you as the varsity head coach and program manager. To determine the appropriate next steps, we reviewed the results of the current investigation, prior evaluations, and your 2018-2019 Program of Improvement Plan. We also considered your responses and demeanor during the most recent 2.5 hour interview.

The consistent theme illustrated by this review is the fact that you do not accept responsibility for managing some critical aspects of the program. Each identified need from your 2018-2019 program of improvement was exhibited again (i.e., program management, communication with the director of athletics, and alignment with the district's mission, vision, and values). Further, you stated, "*I am going to quit signing these because I don't agree with them.*" Your patterns of behavior align with this statement. You consistently blamed one prior assistant coach or the previous director of athletics for each concern.

There are examples where you failed to report serious matters. Specifically, you were aware that recruiting occurred with an assistant coach and never reported it. In that case, the recruited junior quarterback completed the enrollment process. You accepted no responsibility even for your failure to report the violation. These actions undermine the integrity of the organization. This is merely one example of action that led to a period of suspension for you and the initiation of a program of improvement. Similar concerns have been noted in end-of-season evaluations.

You indicated that the program is not about winning and losing. However, that statement is inconsistent with your actions and behaviors. Everything about the program is focused on winning and championships. Your stated desire for a "college experience" and significant "wish list" shared with the booster program during a recent TD Club meeting is evidence of that. Our district clearly values winning but not at the expense of the mission, vision, and values. Your comment about deserving a job for *work in the school.*"

Over your tenure at Pine-Richland, you have invested considerable time, energy and expertise into the football program and players. The training and preparation have resulted in significant on-the-field success, championships, individual recognition for players and coaches, and scholarship opportunities. However, your unwillingness and/or inability to align with the mission, vision, and values and pattern of behaviors over years have led to the following recommendation:



Pine-Richland School District
Pine-Richland Athletic Department
702 Warrendale Road, Gibsonia, PA 15044
Phone: (724) 625-4444
www.pinerichland.org

Your supplemental contract as the Pine-Richland Varsity Head Football Coach will not be renewed. You will not be offered a supplemental contract for the 2021-2022 football season. The position will be posted on Friday, April 16, 2021. You have been fully compensated for the 2020-2021 supplemental contract. There is no expectation for any additional work.

Mr. Simmons will communicate a brief message to your assistant coaches today, April 14, 2021, indicating the varsity head coach position will be posted and high school assistant coaches' supplemental contracts will not be renewed as part of the regular process. The assistant coaches may be considered for an interview, if appropriate, by the next varsity head coach. You and your coaches will receive an email from Mr. Simmons and Mrs. Bowman that outlines end-of-year logistics.

Mr. Simmons will also communicate a brief message to the TD Club President. No personnel information will be discussed. He will share that the position will be posted and effort will be made to support the student-athletes in both the short- and long-term.

If you would like to share a written response, please send it to Mr. Brian Glickman, Director of Human Resources at bglickman@pinerichland.org.

Sincerely,

Three handwritten signatures are stacked horizontally. From left to right: Sean Simmons, Nancy Bowman, and Thomas Salopek.

Mr. Sean Simmons, director of athletics

Mrs. Nancy Bowman, principal

Mr. Thomas Salopek, assistant principal

cc:

Michael Pasquinelli, Ed.D, assistant superintendent for secondary education and curriculum
Mr. Brian Glickman, director of human resources