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Exhibit A - 12/22/08

To The Board of Education,

Nutley, N.J.

Honorable Sirs:

At the request of the President of the Board, made at the last meeting, the Curriculum Committee held a meeting at the Board room, the object being to investigate the charges made by Mrs. S. C. Williams against Mr. Snyder, one of the teachers in the High School. These charges were made in writing by her, and read at the last meeting of the Board.

Mrs. Williams charged that Mr. Snyder was not engaged to teach Latin, and that he is not a proper person to teach in our schools. She also criticised his use of the English language, and stated that he is not a refined gentleman. She also criticised the action of the Board in withdrawing the management of the High School from Mr. Meredith's control.

We consulted with Mr. Davis, Principal of the High School, and examined all the papers relative to Mr. Snyder's engagement, and found that his application and contract were in due form, and that with these, were filed several letters of reference, all recommending Mr. Snyder very highly as a teacher and as a man. These negotiations were conducted by Mr. Meredith. Mr. Snyder was engaged to teach the commercial course and other subjects, but no other particular subject was named in the contract or letters.

In reply to questions Mr. Davis answered that before Mr. Snyder assumed his duties at the school,

Mr. Meredith and Mr. Davis had a conference and considered the subjects which Mr. Snyder was to teach. At this conference it was agreed that Mr. Snyder would teach Latin.

Mr. Davis stated that he had kept closely in touch with Mr. Snyder's work and that he is perfectly satisfied with it. He has no fault whatever to find, and that he now considers Mr. Snyder a capable and painstaking teacher, and that he gives all his duties careful attention and full preparation. He states that Mr. Snyder is popular with the pupils and he is satisfied that he is getting good results.

By appointment, two members of the committee called upon Mrs. Williams at her home. She reiterated the statements made in her letter, except that she stated she was not qualified to judge as to his qualifications to teach Latin, but that she did object to his use of English.

Mrs. Williams stated that Mr. Snyder is not a refined gentleman, and could not be "spoken of in the same breath with Mr. Davis or Mr. Meredith."

She stated that Mr. Snyder came from a mining town, and was not the proper person to associate with our children, and that she would not care to have him at her table.

She stated that before writing her letter, she had called Mr. Meredith on the 'phone and asked him if she were justified in stating that Mr. Snyder was not engaged to teach Latin, and that Mr. Meredith stated that

she was justified in making the statement.

It was not made clear to the Committee how Mrs. Williams knew, previous to the conversation on the telephone, that Mr. Snyder was not engaged to teach Latin, or if such were the case, what was the effect of Mr. Meredith's agreement, and understanding with Mr. Davis, that Mr. Snyder was to teach Latin.

The burden of her complaint seemd to be that she was afraid her daughter would not be able to enter Vassar College, when she completed the High School course. She stated that she thought the Latin lessons were too long, and that it was "up to the Board" to see that her daughter was prepared for Vassar.

We were unable to find anything tangible or well founded in her line of complaints, and the whole case seems to be a personal animosity toward Mr. Snyder on her part, and as effort to criticise the Board and its management of the High School.

We later learned that Mr. Snyder was a class-mate of Rev. G. A. Hulbert at La Fayette College, and we interviewed Mr. Hulbert in regard to his opinion of Mr. Snyder. He stated that he knew him very well and considered him a gentleman of high standing, and he did not hesitate to speak of him in the highest terms. Mr. Hulbert also stated that he knew that Mr. Snyder's credentials were of the highest order, and if the Board wishes to satisfy itself on the subject, a letter to Mr. Fox,

President of La Fayette, would undoubtedly bring the desired information.



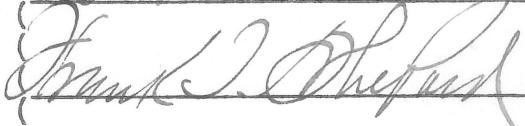
Now, after thoroughly investigating the nature of these charges, we have come to the conclusion that they are unfounded and unnecessary, and are therefore, in addition to being an outrage against Mr. Snyder, highly injurious to the welfare of the school.

It is also our judgment that if such unfounded attacks upon our teachers and school system are not stopped immediately, much injury will be done.

We therefore recommend that some action be taken by resolution, by this Board, looking to the discontinuance of such unfounded attacks. We also resent her criticism of the management of this Board.

Respectfully submitted

Curriculum Committee

R E P O R T
of

CURRICULUM COMMITTEE

December 18, 1908.