

May 30, 2012

Kathy Bolten  
Des Moines Register  
715 Locust Street  
Des Moines, IA 50309

Dear Kathy:

The enclosed memory stick includes PDF files in response to your revised public records request of May 16, which was for "all emails to and from former Superintendent Nancy Sebring between Feb. 1 and May 10, 2012 that contain the word 'Omaha.' Also, all emails to and from Sebring during the same time period that contain the words 'charter school,' 'Nina Rasmussen' and 'Jennifer Kreashko."

The PDF files are organized chronologically in folders as follows:

- Folder 1 (A-F) contains emails from February 6 – February 19
- Folder 2 (A-E) contains emails from February 27 – March 18
- Folder 3 (A-F) contains emails from March 18 – April 4
- Folder 4 (A-D) contains emails from April 4 – April 16
- Folder 5 (A-E) contains emails from April 16 – April 29
- Folder 6 (A-E) contains emails from April 29 – May 11

In addition, any redactions are made as follows:

- Privileged attorney-client information is labeled as such;
- Personal information which fall under the exception of confidential personnel matters is pursuant to Iowa Code section 22.7(11);
- The remaining redactions fall under Iowa code section 22.7(18)(b).

If you have specific questions about any of the redactions, the district's general counsel, Pat Lantz, will be available to discuss them.

Let me know if you have any questions or need any additional information.

Sincerely,



Phil Roeder  
Director of Community Relations

---

**From:** Sebring, Nancy  
**Sent:** Monday, March 26, 2012 2:05 PM  
**To:**  
**Subject:** Re: Wow!

Thank you for saying those lovely things. I also thought that this morning was perfect...so nice to explore your body and be close to you. I must admit that a little insecurity set in after you left. I guess it comes with my personal history, so when I read your email I was overwhelmed and moved to tears. The past few days have been very emotional...but I keep reminding myself that Tina told me to try to find a little happiness, and suddenly you appeared in my life. You are an amazing gift and I will treasure you.

I want to write a longer email later, but first must send an email to the Board members about the Omaha job. I am dreading this! Wish me luck.

Nancy

Sent from my iPad

> From: [nancy.sebring@dmschools.org](mailto:nancy.sebring@dmschools.org)  
> To: \_\_\_\_\_  
> Subject: Hll  
> Date: Mon, 2 Apr 2012 03:27:56 +0000

>  
>  
> I just want to say "thanks" for spending time with me today. It was just what I needed, to get me out of the hypnosis I was in about my jobs...new and old. Tomorrow will be hard. I have a Cabinet meeting at 1:30, so I will have to face the team I assembled and tell them I'm leaving. I feel disloyal. They have been very supportive and more importantly they have worked very hard and done very good work. However, everyone is replaceable, even me! The next superintendent will bring in some great new ideas, I'm sure, and things will be fine. I just feel sad about it.

>  
> Have I told you what an incredibly sexy man you are? Right now I'm thinking about every inch of your body (including your ~~spine~~) and how wonderful it feels to be snuggled up against you! Tonight was very special and wonderfully fun. I still don't know how it happened that our paths crossed, but I am so very happy that they did.

>  
> Tonight I was also thinking that I hope you are getting as much as you give. It seems you entered my life at a time when I really needed you..a friend and more. But I think that you must need me too, or this "thing" between us wouldn't have happened. So I will be thinking about that in the future and working on it....paying more attention. I was worried about you when I got your email last Friday. My heart hurt when I read it...so I know there are times when those things inside of you need to be addressed and I want to be able to help you with that.

>  
> I hope you sleep well tonight and that you feel as good and happy and whole as I do right now. I will be thinking about you tomorrow and what an amazing time we had tonight. Also, I hope that if you are still ~~feeling~~ you will consider seeing a doctor. I'm serious.

> Goodnight. Thanks for a truly amazing experience!

> Nancy

>  
> Sent from my iPad

1

---

**From:** Sebring, Nancy  
**Sent:** Friday, April 13, 2012 2:43 PM  
**To:**  
**Subject:** RE: Thank you

No need to thank me...it should be the other way around. I am thrilled that you chose DMPS schools for  
As you found out, our students are pretty terrific, and are often underappreciated or misjudged by others in the  
adult world around them. I was so excited to hear from the various s at they had such a great day

... well. And, of course, I want to thank you for the  
want to walk into a large  
perfectly!

There are not very many people in the universe who even  
, but you trusted your abilities and everything seems to have gone

, you might be ready for an assignment as  
will be looking for some good leaders in Omaha!

!! Let me know when that time comes...!

I loved being with you last night, not just in my bed but also at the restaurant. It feels nice just being close to you. I  
must admit to having a bit of a struggle with wanting more of you than you can give...time, sex, friendship, support. But  
I keep reminding myself that whatever this is between us, it is unique and special, and doesn't require a lot of thinking  
or planning or analyzing. (For a planner and analyzer like me, it can be hard to accept that I am not in control of  
this!) At any rate, I just want you to know how special I think that you are, and how happy you make me. (I'm smiling!)

Nancy

---

**From:** Sebring, Nancy  
**Sent:** Sunday, April 15, 2012 6:56 PM  
**To:** {  
**Subject:** Re: Sorry

Ok. So maybe I shouldn't have been quite so concerned about my middle of the night texts, but I guess I think of you as off limits on the weekends (which is difficult for me, to be honest) but I don't want to create complications for you. If I overstep I trust you will tell me.

I must admit that I can't wait to try the things you described in your email...just reading it got my heart racing! It is just so exciting being with you!!!! I've become addicted to everything about you...your smile, your crazy, colorful body, your kisses, your [REDACTED]! The hard part is just not having enough time to spend together. I will go crazy when I move to Omaha!!!!

Of course, I don't want you to think that sex is all I think about when it comes to you. In fact, I have been thinking that some "vertical" time together would also be very nice. We haven't really talked for awhile, and I miss that. Maybe we can do lunch sometime this week? I promise: no Paneras!

This has been a very busy weekend: Friday night theater production at Roosevelt, Saturday night theater production at East (until the storm knocked out the power) and Sunday afternoon Senior Awards program (at which I had to speak.) Today I realized that the next six weeks will be a slow, drawn out goodbye to Des Moines schools. It will be sad I think. I really love our students and our schools and will miss it here. I don't think I've been in any other job where I had such a tremendous opportunity to impact students and families and it feels good. Our kids appreciate everything they get and it makes you want to do more for them.

I wish you were with me at this moment. I miss you. I hope that your weekend has gone well and that you feel good about the [REDACTED]; They were a great success! Do you know how much your hard work was appreciated? Everyone I have talked to thought they were a great success! What is next on your list of projects? Whatever it is, I will help if I can.

I can't wait to see you again. Be safe!  
nancy

**From:** Sebring, Nancy  
**Sent:** Monday, April 16, 2012 3:31 PM  
**To:** [REDACTED]  
**Subject:** Thinking of you

Hi

At the moment I am sitting at my desk, trying to read my board packet in preparation for the meeting tomorrow night. I'm having a nutritious late lunch: strawberry smoothie and a chocolate chip cookie from (yes, you guessed it) Panera. Have I told you I'm a chocoholic? I've really disciplined myself these past few months and only partake on very special occasions, and today is one of them! As bad as last Friday was for me, today is the opposite. First, of course, starting with an amazing morning in bed (more on that later) and then some good news from Omaha this afternoon. Apparently, according to my attorney, the Omaha Board is going to accept my counter-proposal to their contract offer. They are supposed to approve it at their meeting tonight and then (barring anything unforeseen) it will be finished! Watch for the headlines in the next few days...no doubt the DM Register will choose to portray me in some horrible way...lack of commitment...only thinking of money, blah, blah, blah. But the truth is the salary, while important, is not the reason I chose to leave Des Moines. It is a combination of things. Of course, I didn't see [REDACTED] walking into my life while I was planning and thinking about this! I don't know where or how you fit into this picture, but I am going to trust that you do fit in and look for ways to make that happen.

The new salary will allow me to do some things that I have wanted and needed to do...divorce being one of them. My husband will never leave Colorado, and I don't think I will ever live in Colorado again...[REDACTED]

[REDACTED] Now I just want him to find his own happiness and allow me to find mine. It occurred to me that while I was worrying (panicking) about the fact that you are married, I was conveniently ignoring the fact that I am also married, and it's time to take care of unfinished business. I have many regrets about the decisions I did or didn't make when I should have a long time ago, but I can't dwell on that anymore. You have caused me to think about my life and really living it every day. I am finding that I am changing inside...happier for one thing, but also more aware, like I am finally waking up from a long, meandering, mind-dulling dream. (Why don't I have dreams like yours??? You must have the most vivid dreams of any human being on earth...do you think it's from all of the ink that's been sucked into your body through your pores??? Just a theory...)

So, my heart is beating again, and my other body parts seems to be in good working order (though we should keep experimenting with them just to be sure) and my goal for the next 10-or-so weeks will be to find as many opportunities as possible to be with you. Maybe tomorrow morning? I have to be at work at 8:30, so I don't know if it can work in your schedule, but if so, I would love to see you!!!

As for today...I just want to say that every time we are together I feel more comfortable, more free and more excited to be with you. While I agree that we can always be "just friends" I can't imagine not sharing the awesome physical desire that we have for one another. I would NEVER have done with anyone else what I did this morning...but you make me feel very safe, very open and mind-blowingly aroused!! When I use my [REDACTED], it is NOT the same. There is a point, [REDACTED], that I absolutely crave a [REDACTED]...and I have to do without it. Today was like nothing I have ever experienced!!! All of the best of everything!!! I want to do it again!!! And, I am making a little mental list of other things I want to try...I hope you can be open to a little experimentation! (I'm saying this to a guy who sends me pictures of [REDACTED]!) It makes me [REDACTED] just thinking about this morning and about mornings to come...I look forward to them all. And did I tell you I love it when [REDACTED]???

I hope you are having a nice day! Tell your [REDACTED] that Nancy says "Hi!" I hope he doesn't have access to your email!!!

Talk soon,

**From:** Sebring, Nancy  
**Sent:** Wednesday, May 02, 2012 9:02 AM  
**To:**  
**Subject:** RE: Hi

Good morning! I'm sorry that I didn't get an email to you yesterday. My life gets a little more bizarre each day in my world of work...lots of confusion and stress for Board members who are in conflict about hiring the next (interim) superintendent. After getting home from the Board meeting last night, around 10:00, I got back-to-back calls from two of the veteran board members to complain about the board president and what she is, or is not, doing. She does seem to be dragging her feet, for reasons unknown (though I have my theories) and it is getting increasingly difficult to keep the Board focused and productive. Lately it has seemed to consume most of my time, thus my REAL work is pushed aside and I'm getting increasingly frustrated about that!!! There are only a few more weeks of this, and I am determined to make this transition positive for everyone...but I can see that it won't be easy.

I have a meeting at 9:00, but wanted to send a quick email to let you know I was thinking about you. I'm so happy to hear that you want to continue our relationship after I move...I truly don't want this to end. I think it can work out. What we may lose in quantity will be made up in quality!! I also enjoy being "experimental." I love the sense of adventure I feel when I am with you (maybe that's not the best word, but I hope you know what I mean.) It has brought me joy, something largely missing in my life. And I appreciate our friendship. I like talking with you, and listening to you and laughing with you. You have taught me to think about some things differently, which is a good thing, and I hope that you realize that I am your friend, and would never betray your trust.

Also, on another note, last night in bed I couldn't stop thinking about how exciting it was when you [REDACTED] and [REDACTED]....OMG, just thinking about it gets my heart racing!!! I will be v [REDACTED] every time you see me from now on!!!

I hope you have a good day...I am meeting with the CEO of the Omaha World Herald this morning, and he's bringing a couple of other business leaders from Omaha with him. He requested the meeting, and I'm anxious to hear what they have to say...could be interesting.

I have been thinking about your comments about church and God...I want to talk about that later.  
Take care,  
Nancy

---

From: [nancy.sebring@dmschools.org](mailto:nancy.sebring@dmschools.org)  
To:  
Subject: Re: Colorado again  
Date: Tue, 8 May 2012 05:49:55 +0000

Hi again. I have been thinking about you today...lots of random thoughts, all good. I have to share an odd coincidence. Late this afternoon I went to the rec center to work out. It was not a great experience because there were so many people there that it was very crowded...so I finally got a treadmill with full view of some serious body builders who were working out directly in front of me, and a TV. Channel 9 news was on (all the same people who were there when I lived in Colorado) and within 30 seconds of starting my run, there was a lengthy report on "guns found at Chaparral High School" which caught my attention because CHS was one of the eight high schools in the Douglas Co school district, where I worked before coming to Des Moines. But the thing that was coincidental is that The CHS mascot is the WOLVERINE!!! How many times in the normal course of a day do you think about wolverines and it came up twice today! Weird, huh???

By the way, I noticed that serious body builders love mirrors!!! Kind of cute really...they looked at themselves while everyone on treadmills looked at them. Here is the other thing I noticed...EVERYONE has a tattoo or several tattoos. It doesn't matter if they are young or old, male or female. So does that mean the art is becoming more popular, or that it's on the way out as a phenomenon of pop culture? I do want to get mine done before it becomes too passé AND before I move to Omaha. I guess I will have to schedule an appointment with you. I've got my ideas narrowed down to a couple of options and need your advice. Or if you prefer, I can call you. I don't want you to feel awkward if I just let me know.

On another subject, my mind has been occupied about some decisions I have to make at work. Foremost is the decision I've made to f... which has me feeling badly on several levels. I... but... looked good on... I... should...



...I've put it off as long as I can, hoping things would change. Not looking forward to that conversation. It's part of the job, but it doesn't get any easier for me no matter how many times I've had to do it. There are some other personnel decisions that have to be made which will not be well received. I don't think these folks will come to my farewell party (which, by the way, is going to be at Chuck's in Highland Park.) You should come!!! I didn't want a party, but my dear friend who is on the Board insisted. We compromised, so there is going to be a (hopefully) very low-key affair, with the usual crowd at Chucks, and plenty of pizza and beer. I will miss that place...a fun north and east side crowd, more blue collar than white, and a great gathering spot after football games and other events. They welcomed me with open arms when I first arrived in the district, and have been a loyal group ever since. There will be emptiness in my heart for that place when I leave.

I have been seriously missing you today...can't wait to feel your arms around me (and more) and hope we can be together again very soon. I think it's going to be difficult making the adjustment to more time and a longer distance between us, if this short trip to Colorado is any indication. I'm filled with nervous energy, which I attribute to being consumed by the desire to put my body next to yours with nothing but your tattoos between us and [REDACTED] until we have nothing left to give. Do you think about that? And I want to spend some time with you just being friends, talking and learning more about you, and I fear that the time is slipping away for those opportunities. I'm not worrying really, just wanting more of you at this time than you can reasonably give, so I'm trying to accept that and it's a bit of a struggle. I know it will work out, and I am remaining optimistic. At this moment however, all I'm really thinking about is that electric feeling that goes through my whole body when [REDACTED] and [REDACTED]...it makes me [REDACTED] just thinking about it!!!! can we do that again soon??? I had a fun idea today about something new to try...I'll tell you about it when we are together again...not sure what you will think of it...we may need to [REDACTED]. And I'm warming up to the idea of a little performance for you, [REDACTED] i [REDACTED]....it will be fun and exciting!!! I promise!!!

I leave late tomorrow to return to Des Moines...hard to leave this time because I won't see the baby again until July and she will have changed so much, but anxious to be home as well. That is always the case with me... feeling unsettled about where I am and where I think I want to be. The result of the nomadic life I've lived for 20+ years. I'm hopeful I will see you soon. Take care,  
Nancy