

11/18

Two teachers (Pam/Marvina) reported that they had heard some disturbing news from Esther (translator), that Laura was asking our students that speak Spanish not to speak Spanish during class. They mentioned that one student was asked to promise not to speak Spanish during class. This left the interpreter, and the two teachers feeling very uncomfortable about the situation. The student was a newcomer, and was told not to speak in Spanish. ([redacted] was the student).

11/21

Meeting with Esther:

She appeared upset and angry about the situation. When asked to "tell me more" about the situation regarding a promise and Mrs. Wilson asking students to speak English, not Spanish in class, Esther responded, Mrs. Wilson said "I don't want these kids talking in Spanish, just English", Mrs. Wilson told [redacted] and other students that speak Spanish.

Mrs. Wilson asked Esther, "ask [redacted] about the promise she broke", and that she broke her promise that she will not be speaking Spanish in the classroom. Esther explained that it was frustrating to hear that, because there are a few students that speak no English, and Spanish is how they communicate.

On Thursday, she told me (Esther) about the 3 boys talking to themselves, they were making fun of [redacted] for his language (Spanish), and now the kids (other students - non Spanish speaking students) are telling them to talk English too. Other students are joining in, and the Spanish speaking students feel sad.

Esther, as a teacher, said that it is not professional to ask that as a teacher to not speak Spanish. The students were upset that they were being told to, "talk English, talk English". [redacted] all told to speak English. Esther was upset, and feels as though a teacher should act like a professional, and that behavior is not professional. She was also angry that the other students were joining in and telling the students to, "speak English, not Spanish".

11/21

Interview with [redacted] (speaks Spanish)

Q: Please explain the promise that you were asked to make with Mrs. Wilson.

She was asked to make a promise to the teacher, her and [redacted]. She was asking to get her water bottle from her backpack, and she (Mrs. Wilson) said that she can go get it if she talked in English the whole day. She was told that this was the contract. Another student [redacted] was also going to give Mrs. Wilson a chocolate candy, and she said, "in English".

Q: Do the other students tell you to speak English too?

"Yes, the other students say, speak English, speak English"

Q: How does this make you feel?

She feels bad. Especially when the other students yell at her to speak English.

Q: Does Mrs. Wilson correct the students that speak Spanish in front of the class?

Yes, she does, except for [redacted] because she knows that he doesn't understand English very well at all.

Q: Do you feel like you are getting in trouble when you speak Spanish?

Yes, she () says she wants to speak English, but she keeps getting yelled at by the teacher.

() started to cry, and Esther reassured her that she was not doing anything wrong, and that she is absolutely allowed to speak Spanish in school.

11/22

Interviews - with Esther and the students individually

() (speaks Spanish)

Q: Have you ever heard of any rules about speaking Spanish in your class?

Yes, he is told that he should be speaking English. He is told to speak English by other students. Mrs. Wilson has mentioned to talk English in there too. Sometimes he feels sad because he wants to "talk the language" and because () are all yelling to speak English.

Q: Does Mrs. Wilson ever say anything when you are speaking Spanish?

Yes, to be quiet because we are talking too loud.

Q: Have you ever heard anything about a promise in class to speak English?

No

() (speaks Spanish)

Q: Are there any rules about what language should be spoken in the classroom?

English. Mrs. Wilson says we should be speaking in English.

Q: What happens when you speak Spanish?

The teacher tells me to speak in English.

Q: Do the other students say things when you are speaking Spanish?

Yes, they say, "Talk English".

Q: How do you feel when they say those things?

Bad. Because they keep telling me to talk in English.

Q: Have you ever had to make a promise with Mrs. Wilson?

I heard Mrs. Wilson tell () to promise to speak English.

() (speaks Spanish)

Q: Are there any rules about which language we should be speaking in class?

English, because the teacher will not know what we are saying.

Q: Does anyone ever say anything when you are speaking in Spanish?

() tells me not to speak Spanish, and to speak English.

Q: Does Mrs. Wilson ever say anything about speaking Spanish?

She says, "don't talk Spanish, just English."

Q: How do you feel when you hear those things?

At ease, (tranquilo)

Q: Have you ever made a promise with her?

Yes, I had to make a promise to speak English with Mrs. Wilson, and not Spanish. But I don't care.

Q: [redacted] (speaks both English and Spanish)

Are there any rules in your class about speaking Spanish?

Say something good, not bad. Mrs. Wilson says, don't talk in Spanish because you should be learning English.

Other students say, "English, no Spanish" [redacted], [redacted],)

Did you hear anything about a promise?

Mrs. Wilson usually says to [redacted], "They did a promise to not speak in Spanish, to speak in English. They were supposed to speak English".

12/1

Lupita and Nate made the phone call to [redacted] father, Cesar. They asked him 2 questions.

- 1. Did you attend parent teacher conferences in October?

Answer: Yes.

- 2. Did you request to have [redacted] speak only in English during class or at school?

Answer: No, he never requested to have [redacted] speak in only English, he wants her speaking in both languages. She does not know how to speak English.

12/2 (New Information)

Lupita came to Mr. Groves with a concern that students are yelling at [redacted] and the other students that speak Spanish to "speak English", and it is making them feel sad and uncomfortable. She reported the following concerns that go back to the end of last year:

Mrs. Wilson started saying that last year, near the end of the year, "remember, you have to speak English, don't speak Spanish". These were things said

She used to say, "we are practicing our English".

[redacted] said that last year she asked, "Why can't I speak Spanish?" Lupita wasn't sure, but reassured [redacted] that "maybe she thinks you are saying bad things, or things about other people".

[redacted] is currently afraid to speak in Spanish. [redacted] and some other kids are giving her a hard time today.

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Response to FDL School District Allegations in the Personnel File of Laural B. Wilson

November 2022:

I would like to note that on Wednesday, November 30th, 2022, there was a meeting at the district office building with Dean Nemoir (interim HR), Marissa Lombardo (incoming HR), Nate Groves (Chegwin Principal), Bill Morgan (FEA President) and myself. The following are the notes that were taken by myself. This was never put into my personnel file:

Wednesday, November 30th, 2022: Dean Nemoir (interim HR), Marissa Lombardo (incoming HR), Nate Groves, Bill Morgan and myself were at the meeting. Dean started the meeting asking if I had made a promise with a student? I wasn't sure what he meant. Dean then said that the interpreter was concerned because I made a promise with a spanish speaking student to speak just english and the student had broken that promise. Dean also said that the other spanish speaking children are told to speak english and yelled at by me and the other kids in the class. When it was my turn to talk, I shared MY story. I had made a "pinky promise" with Maria. On Thursday, November 17th, shortly after 11:00 she had asked me if she could read a book to me in English. I listened to her read the story and we discussed it all in english! I told her that she did an amazing job and asked her (more jokingly) if she had been playing me because she did such an amazing job. I asked if she thought she could go the rest of the day only speaking english and she replied yes....so we "pinky promised" that she could do it.(making "pinky promises" were something that the kids were doing a lot of in the classroom that fall) I had told the interpreter about the amazing job Maria had done reading and told her that Maria promised to go the rest of the day and only speak English. (I told the interpreter about the promise during lunch-the interpreter never questioned why I would be doing that nor did she say that it was not ok in her opinion). The "pinky promise" did not last long and jokingly, I told Maria I was so sad!! We laughed about it and that's where I thought it ended. I have asked the interpreter to speak to the spanish speaking kids in my room about talking spanish when it is not a talking time (circle time, instruction time, work time) she has spoken to them a couple times. I also told Dean that Maria's dad had asked at conferences that she only speak English in school. He said she needs to learn and get good at it. He also said that she has plenty of time to speak Spanish at lunch and recess and after school as well as at home. I also told Dean that I never raise my voice at school. That is not who I am. As far as the other kids telling kids to speak English, I know it's happened but not often. I told them that the other kids have asked the four to stop talking during times when they should not be talking. But I do not agree that other kids yell.

Dean asked if I have contacted the Spanish kids' parents, I said no because I spoke with the interpreter and did not ask her to call parents. I was asked how much time I have an interpreter in my classroom daily to which I replied 20 minutes a day.

On 5/26/22 Peggy Black and I were doing observations at Chegwin School related to the ELL department. Laurel and Peggy know each other, as she was the swimming instructor for Peggy's children, and their children had also participated in hockey together. After observing the ELL students and interpreter in Laurel's classroom, Peggy and I went into the nearby break room to discuss what we had seen that day. Laurel came in to talk to Peggy and was telling us that she never wanted to be a teacher; that she had wanted to run the pool at the YMCA but didn't get the job so she went into teaching. I do not remember the context immediately before the comment, but Laurel said that her husband said that she should just call ICE (Immigration and Customs Enforcement). She seemed to think that this was a funny thing to say, and then she left the room. Peggy and I were both shocked by the comment, especially because she knew that we were there to observe the practices in her 3rd grade classroom related to the services provided to non-English speaking students.

Marisa Lombardo

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May 26, 2022- A 'statement' from Marissa Lombardo was put into my personnel file, a statement which I was never made aware of and never had an opportunity to offer a rebuttal. The first time I was made aware of this statement was when there was a FOIA Request by public influencer/Chrissy Brennan, who then put this statement out on Facebook on Friday, March 13th, 2026. Although it was nearly four years, I do remember having a conversation with Margaret Swick (current name is Peggy Black) in the teachers' lounge at Chegwin Elementary School. While Margaret and Marissa were in my classroom, I knew that I knew Margaret from somewhere and after they had left my room, the lightbulb went on and I realized that I had her children many, many years ago in swimming lessons at the YMCA in Fond du Lac. I also remembered that her kids had played hockey at Blue Line in FDL. I had coverage in my classroom and I had gone down to make copies and Marissa and Margaret were in the lounge. At that time, I told Margaret that I finally figured out how I knew her. I remember the conversation being VERY pleasant. I also remember saying that I loved working in aquatics and loved working with kids. I also remember saying that I thought I really wanted to run a YMCA but there was no money in that so I decided to become a teacher because of my love of working with kids. I would NEVER, EVER say that I did not want to be a teacher, anyone who knows me knows that even when working in aquatics, becoming a teacher was always my true love. I know I had asked Margaret what her role was and after she told me, I told the ladies that my husband was a retired Federal Investigator with the Labor Department and had many dealings with immigrants, both documented and undocumented, and it was not an easy job due to language barriers. We ALL giggled about how the immigrants understand a whole lot more than us non-spanish speaking teachers understand. I do want to make it abundantly clear that there were NO students in the teachers' lounge while this conversation took place.

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