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## CONTRACT FOR SUPERINTENDENT

IT IS HEREBY AGREED, by and between the Fond du Lac School District, ("District") and Jeffrey J. Fleig, Ph.D. ("Superintendent" or "Dr. Fleig"), that the District does hereby employ Dr. Fleig in the position of Superintendent of Schools and both parties agree that such employment shall be governed by the terms and conditions in this contract.

### 1. **Contract Duration/Renewal**

1.01 Duration/Renewal. This contract shall be in effect for the period July 1, 2021 through June 30, 2023, unless it is superseded by a new contract mutually agreed to by the Board and the Superintendent. Unless the Board shall decide on or before the last day of February of each calendar year that the term of this contract shall not be extended, the same will, without further action, be automatically extended for another year (that year being July 1-June 30) under the same terms and conditions thereof, subject to salary or benefit adjustments, if any. Notice not to extend this contract for an additional year shall be given in writing by registered mail addressed to the Superintendent at Superintendent's last known address as disclosed for income tax purposes to the Board's Business Office. Prior to giving notice of refusal to renew the contract, the Board shall give the Superintendent preliminary notice in writing by registered mail on or before January 15 prior to the expiration of the contract that the Board is considering nonrenewal of the contract, and that if the Superintendent files a written request with the Board within seven (7) days after receiving such notice, the Superintendent has the right to a hearing before the Board prior to being given written notice of refusal to renew the contract. The written request for a hearing shall include a statement requesting either a private hearing or a public hearing before the Board. If a hearing concerning nonrenewal of the contract is requested, the reasons upon which the Board is considering nonrenewal may also be requested and the Board shall furnish such reasons before the hearing in writing. The Board in its sole discretion and with or without cause may decline to extend this contract for an additional year. Further, if requested by Superintendent, this contract shall not be extended. In either event, the contract shall continue only for the applicable term. When such contract extension occurs, the Clerk of the Board shall issue a new contract to the Superintendent. The terms of this contract shall remain in effect throughout the course of the Superintendent's continuing employment by the Board, except as may be modified by mutual consent of the Board and Superintendent and the new provisions shall become part of this contract.

1.02 118.24. The renewal or non-renewal of this contract shall be covered by Section 118.24 of the Wisconsin Statutes, except as modified herein.

## 2. Termination of Contract

- 2.01 Expiration. This contract shall expire and the employment relationship between the Superintendent and the District shall terminate on the expiration date established by the duration provisions set forth in Section 1.01, above.
- 2.02 Termination by Mutual Agreement. Upon mutual written agreement by the District and the Superintendent, this contract may be terminated. If this contract is terminated by mutual agreement, the District shall pay the Superintendent all accrued remuneration and all accrued benefits and expenses that are unpaid as of the date of the termination of the contract.
- 2.03 Termination by Resignation of the Superintendent. The Superintendent agrees to provide at least five (5) months written notice to the Board in the event he unilaterally resigns as Superintendent prior to the expiration of this contract. In the event that the Superintendent terminates this contract by resignation, the District shall pay the superintendent all accrued remuneration and all accrued benefits and expenses that are unpaid as of the date of termination of this contract.
- 2.04 Termination by Board Without Cause. The District may terminate this contract without cause by giving the Superintendent written notice at least ninety (90) days in advance of the effective date of termination. In the event the Board terminates this contract without cause, the District shall pay the Superintendent one year's salary and benefits, or the remaining term of the contract, whichever is greater, including tax shelter annuity, health and dental insurance, life insurance, long term disability insurance and retirement.

## 3. Responsibilities of the Superintendent of Schools

- 3.01 Certification. The Superintendent shall maintain throughout the remainder of the life of this contract and all subsequent contracts a valid and appropriate State of Wisconsin District Superintendent's license/certificate, as may be required by the laws of the State of Wisconsin.
- 3.02 Scope of Services. The Superintendent agrees to devote full time to the duties and responsibilities normally expected of the Superintendent position during the term of this contract. The Superintendent shall faithfully perform the services prescribed by the Board whether or not said services are specifically described in this contract, provided that the services are consistent with or are a part of his general job description, and he shall abide by the rules, regulations and policies as established by the Board from time to time. The Board shall furnish the Superintendent with a written copy of all such rules, regulations and policies. The Superintendent acknowledges that, this being a full-time position, his responsibilities may extend beyond normal working hours. Therefore, the Superintendent shall not engage in any pursuit that interferes with the proper discharge of his duties and responsibilities. Although the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other

professional engagements that do not interfere with the proper discharge of the Superintendent's duties and responsibilities, the Board reserves the sole right to determine whether such outside pursuits or other employment materially interfere or conflict with the Superintendent's duties and responsibilities.

3.03 Professional Development. The Board expects that the Superintendent shall endeavor to maintain and improve his professional competence by available appropriate means, including subscription to and reading of appropriate periodicals, maintenance of membership in appropriate professional organizations, and attendance at a reasonable number of professional meetings and/or in educational courses or seminars or executive coaching. The District shall provide an annual budget to pay for the costs associated with such subscriptions, memberships and/or attendance (including costs of travel and lodging), and the Superintendent shall provide an accounting annually for that budget upon Board request. The Superintendent shall annually report to the Board regarding the nature and content of the Superintendent's professional development activities. The Superintendent shall give the Board prior notice of planned attendance at any professional meeting and/or educational course or seminar that occurs out-of-state.

3.04 Community Activity. The Board also desires and expects that the Superintendent be engaged actively in the community. As a result, the District shall pay the cost of membership and related fees for the Superintendent to participate in civic, business and service organizations in the community where there is a benefit to the District of such memberships and/or participation.

#### 4. **Contract Year and Leaves**

4.01 Basic Work Year. The Superintendent's employment year shall be considered as a 12-month period beginning July 1 and ending June 30. He shall be on duty in any emergency, natural or unnatural, unless he is otherwise excused by the Board or its designee.

4.02 Vacation. The Superintendent shall be eligible for 20 working days of annual paid vacation each contract year. Vacation time shall not be cumulative, but unused vacation from the previous year may be taken within the first 3 months of the following contract year. Alternatively, the Superintendent has the option to be paid for not to exceed 5 days of unused vacation at the Superintendent's then-applicable salary per diem rate; provided, however, this payout option shall not be cumulative.

4.03 Holidays. The Superintendent shall be entitled to the statutory holidays as shown in the school calendar and such other holidays as designated by the Board.

4.04 Sick Leave. The Superintendent shall earn sick leave at the rate of 12 days per year which may be accumulated to a maximum of 140 days. The Superintendent shall be granted 24 days of sick leave effective with his first day of employment in the District.

- 4.05 Emergency Leave. The Superintendent may be granted emergency leave during the contract year at the discretion of the Board or its designee.
- 4.06 Medical Leave. If the Superintendent is unable to perform his duties because of illness or disability and has exhausted all sick leave credit available, or has become eligible for long term disability compensation, he may, upon request, be granted a medical leave of absence up to one year in duration without pay. A request for medical leave of absence pursuant to this section shall be accompanied by a doctor's written statement detailing the Superintendent's state of health and estimating the time at which the Superintendent is expected to be able to resume his normal responsibilities. The Superintendent when on medical leave of absence is eligible to continue to participate in the District's group insurance programs specified herein and the Board shall continue to pay its regular share of the premium.
- 4.07 Personal Days. The Superintendent shall be entitled to 2 personal days during each contract year. The personal days shall not be cumulative. The personal days are intended to be used by the Superintendent for the conduct of his personal business only. A personal business day cannot be used to extend a holiday period.

## 5. Insurance

- 5.01 Health and Hospitalization Insurance. If the Superintendent waives participation in and the benefit of the District's health and hospitalization insurance plan, the District shall offer the Superintendent a tax-sheltered annuity payment in an amount equal to the premium for a single health and hospitalization insurance plan. This tax-sheltered annuity is in addition to the tax-sheltered annuity described in Section 6.02, below.
- 5.02 Life Insurance. The District shall provide the Superintendent with a life insurance plan, specified as term life insurance, with a benefit in the amount of two times the Superintendent's previous calendar year's WRS earnings, payable upon the Superintendent's death to his named beneficiary(s), provided the Superintendent is insurable as a normal risk for his age group. The premium for said plan shall be paid by the District.
- 5.03 Long Term Disability. The District shall provide at its expense a long-term disability insurance plan for the Superintendent which includes a benefit of 90% of the Superintendent's regular monthly compensation, not to exceed the specific amount determined per year, and with a waiting period of not more than 60 calendar days after the day the disability occurs. The benefits of the plan shall continue until the Superintendent reaches age 65 or until such time prior to age 65 that the Superintendent is no longer disabled. Notwithstanding the preceding, the District shall provide the Superintendent with a compensation "bridge" at the Superintendent's then-applicable salary per diem rate in order to cover the interim between the Superintendent's accumulated sick leave and the long term disability waiting period.

- 5.04 Liability Insurance. The District shall provide an errors/omissions liability insurance policy covering the Superintendent in an amount at least equal to that carried for other District employees.
- 5.05 Dental/Vision Insurance. If available to the employees of the District, the District shall provide the Superintendent a dental and vision insurance plan at least equal to that of other District employees.
- 5.06 Claims Against the School District. The parties of this contract agree that any description of insurance benefits contained in this contract is intended to be informational and the eligibility of the Superintendent for benefits shall be governed by the terms of the insurance policies purchased by the District pursuant to this section. It is understood that the District's only obligation is to purchase the above-noted insurance policies and pay the amount agreed to in this contract. No claim shall be made against the District as a result of a denial of insurance benefits by any insurance carrier.

**6. Other Benefits**

- 6.01 Wisconsin Retirement System. The District shall pay the balance of the required deposit to the State employee trust fund (WRS) in excess of the amount the Superintendent is statutorily required to deposit himself.
- 6.02 Tax Sheltered Annuities/Deferred Compensation. The Superintendent will be eligible to participate in a tax-sheltered annuity plan pursuant to the United States Public Law No. 87-370 as well as applicable Wisconsin statutes and District policy.

In addition to the contribution described in Section 5.01, above, for the contract year July 1, 2021 through June 30, 2022, the Board shall contribute \$10,000 to be used by the Superintendent at his discretion for the purpose of investing an additional amount to either his tax-sheltered annuity or to a deferred compensation plan. Contributions, if any, subsequent to the July 1, 2021/June 30, 2022 contract year shall be determined by the Board at its sole discretion on a year-to-year basis.

- 6.03 Retirement Insurance. Upon retirement from the District, the Board shall provide the Superintendent with a health and hospitalization insurance plan and a dental insurance plan at least equal to that provided to other District administrators as outlined in the Administrator Management Plan.

In the event the Superintendent retires and is or subsequently becomes eligible for Medicare, a Medicare "carve out" plan will be substituted for regular coverage.

- 6.04 Automobile Expenses. The Superintendent will be compensated for authorized use of his private automobile at the rate of \$4,200 per contract year for in-Wisconsin use and at a rate applicable to other District employees for employment-related use outside Wisconsin. The automobile rate described above shall be added to the Superintendent's base salary.

- 6.05 Membership in Professional Organizations. The Board agrees to pay the membership fees for the Superintendent to belong to the American Association of School Administrators, the Wisconsin Association of School District Administrators, the Association for Supervision and Curriculum Development, and such other organizations that may annually be agreed upon by the Superintendent and the Board.
- 6.06 Conferences and Meetings. The Superintendent shall be expected to be engaged in activities that assure professional growth, including, without limitation, attendance at the annual National Conference for the American Association of School District Administrators. The Board shall pay all legally valid expenses and fees for attendance at Board-approved professional conferences and meetings. Expense amounts shall be as provided for in the District's annual budget.
- 6.07 Annual Physical Exam. The Board agrees to pay the entire cost of an annual physical examination for the Superintendent. The Superintendent retains the right to select the physician who will conduct the annual physical examination.
- 6.08 Personal Computer/Cell Phone. The Board will provide the Superintendent, at its cost, a suitable laptop computer and cell phone. The laptop and the cell phone shall remain the property of the District unless otherwise expressly agreed in writing. The Superintendent shall provide his number to all Board members and administrators.
- 6.09 Moving Expenses. The Board acknowledges that the Superintendent intends to move from his current residence in the South Milwaukee, Wisconsin area to a residence within the District. The District shall reimburse the Superintendent for all usual and customary moving expenses that are actually incurred by the Superintendent in moving to the District. The Superintendent shall provide receipts verifying the reimbursable moving expenses.

## 7. Salary

- 7.01 Salary. In consideration for services rendered, the Board shall pay the Superintendent a salary in an amount to be annually determined for each year of this contract. The Superintendent's salary for July 1, 2021 through June 30, 2022 shall be \$167,500. The Superintendent's salary for subsequent years under this contract shall be agreed upon prior to the July 1 start of the new contract year but shall not be less than the salary for the previous year. The agreed-upon salary shall be paid by the Board from its payroll less deductions required by the Internal Revenue Service, the State Revenue Department, or other relevant governmental authorities. The agreed-upon salary shall also be reduced by authorized deductions as permitted by Board policy. The Superintendent shall engage in no other employment, consultative service or other activity for which an honorarium is paid without obtaining prior written approval from the Board.

8. **Evaluation**

- 8.01 Timing. By December 1, 2021 and by December 1 of each subsequent year of this Contract, the Board will provide the Superintendent with an evaluation of the Superintendent's performance.
- 8.02 Closed Session. Unless otherwise required by law, the Board shall conduct the annual evaluations in closed session.
- 8.03 Self-Appraisal. Prior to the Board's evaluation of the Superintendent, the Superintendent may provide the Board with a self-appraisal of his performance for the contract year. The Board may take this self-appraisal into account in conducting the evaluation of the Superintendent's performance.
- 8.04 Format. The Board and the Superintendent shall agree on the forms and report formats to be used by the Board in conducting the evaluation of the Superintendent's performance.
- 8.05 Continuous Improvement. In addition to the evaluation protocol described above, both the Superintendent and the Board shall make reasonable efforts to bring specific issues and concerns to each other as soon as possible rather than initiating discussion of such specific issues and concerns during the formal evaluation process. However, failure to do so does not constitute a waiver of either party's rights under this contract.

9. **Other Provisions**

- 9.01 Liquidated Damages. It is further agreed by the parties hereto that, in the event the Superintendent breaches his contract by termination of services during the term hereof, the sum of \$10,000.00 is determined to be reasonable liquidated damages that the parties, looking forward, reasonably anticipate will follow from such a breach and the Board may, at its option, demand and recover from the Superintendent such amount of liquidated damages; provided, however, that this expressed intent to liquidate the uncertain damages and harm to the District expected from such a breach is not the exclusive remedy or right of the Board but is, rather, an alternative right and remedy and shall not, unless the Board elects to rely on the same, preclude the Board from seeking and recovering the actual amount of damages resulting from such a breach by the Superintendent. This provision shall be waived automatically if the Superintendent provides at least five months' advance written notice of his intent to terminate.
- 9.02 Contract Controlling. This contract and the rules, regulations and policies adopted by the Board from time to time are intended to supplement and complement each other and shall, where possible, be thus interpreted. If, however, any provision of this contract irreconcilably conflicts with a duly-adopted Board rule, regulation or policy, the provision imposing the greater duty or obligation on the Superintendent shall govern.

9.03 Severability. If any article or part of this contract is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any part should be restrained by any tribunal, the remainder of this contract shall not be affected thereby.

9.04 Dispute Resolution. The parties shall attempt to settle any claim or controversy arising out of or relating to this contract, or the performance or breach thereof, through negotiation in good faith and in a spirit of mutual cooperation. If those attempts fail, then the dispute shall be mediated by a mutually agreed upon mediator chosen by the parties within 45 days after written notice by one to the other demanding mediation. The parties shall share the costs of mediation equally. Neither party may unreasonably withhold consent to the selection of the mediator, but in the event the parties are unable to agree on the mediator, a mediator shall be selected from a panel provided by the American Arbitration Association.

If the dispute cannot be resolved through mediation, and if the parties mutually agree, the dispute shall be submitted to binding arbitration administered by the American Arbitration Association in accordance with its "National Rules for the Resolution of Employment Disputes."

If the parties cannot agree on the submission of the dispute to binding arbitration, they reserve the right to pursue their respective remedies in a court of competent jurisdiction or such other forum having jurisdiction over the dispute.

This contract shall be effective upon the signature of the officers of the Board after authorization for the execution of this contract is given by the Board at a duly-noticed meeting.

IN WITNESS WHEREOF, the parties hereto have executed this Contract as of the latest date reflected in the signature section below.

FOND DU LAC SCHOOL DISTRICT

By: Mark Jurgella  
Mark Jurgella, President

Date: 4/30/2021

By: Dr. Susan Jones  
Susan Jones, Ph.D., Secretary/Clerk

Date: 4/29/21

Jeffrey J. Fleig  
Jeffrey J. Fleig, Ph.D.

Date: 4-29-21

**CONTRACT FOR SUPERINTENDENT**

IT IS HEREBY AGREED, by and between the Fond du Lac School District, ("District") and Jeffrey J. Fleig, Ph.D. ("Superintendent" or "Dr. Fleig"), that the District does hereby employ Dr. Fleig in the position of Superintendent of Schools and both parties agree that such employment shall be governed by the terms and conditions in this contract.

**1. Contract Duration/Renewal**

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## 2. Termination of Contract

- 2.01 Expiration. This contract shall expire and the employment relationship between the Superintendent and the District shall terminate on the expiration date established by the duration provisions set forth in Section 1.01, above.
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## 3. Responsibilities of the Superintendent of Schools

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- 3.02 Scope of Services. The Superintendent agrees to devote full time to the duties and responsibilities normally expected of the Superintendent position during the term of this contract. The Superintendent shall faithfully perform the services prescribed by the Board whether or not said services are specifically described in this contract, provided that the services are consistent with or are a part of his general job description, and he shall abide by the rules, regulations and policies as established by the Board from time to time. The Board shall furnish the Superintendent with a written copy of all such rules, regulations and policies. The Superintendent acknowledges that, this being a full-time position, his responsibilities may extend beyond normal working hours. Therefore, the Superintendent shall not engage in any pursuit that interferes with the proper discharge of his duties and responsibilities. Although the Superintendent may undertake consultative work, speaking engagements, writing, lecturing, or other

professional engagements that do not interfere with the proper discharge of the Superintendent's duties and responsibilities, the Board reserves the sole right to determine whether such outside pursuits or other employment materially interfere or conflict with the Superintendent's duties and responsibilities.

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#### 4. **Contract Year and Leaves**

- 4.01 Basic Work Year. The Superintendent's employment year shall be considered as a 12-month period beginning July 1 and ending June 30. He shall be on duty in any emergency, natural or unnatural, unless he is otherwise excused by the Board or its designee.
- 4.02 Vacation. The Superintendent shall be eligible for 20 working days of annual paid vacation each contract year. Vacation time shall not be cumulative, but unused vacation from the previous year may be taken within the first 3 months of the following contract year. Alternatively, the Superintendent has the option to be paid for not to exceed 10 days of unused vacation at the Superintendent's then-applicable salary per diem rate; provided, however, this payout option shall not be cumulative.
- 4.03 Holidays. The Superintendent shall be entitled to the statutory holidays as shown in the school calendar and such other holidays as designated by the Board.
- 4.04 Sick Leave. The Superintendent shall earn sick leave at the rate of 12 days per year which may be accumulated to a maximum of 140 days. The Superintendent shall be granted 24 days of sick leave effective with his first day of employment in the District.

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- 4.06 Medical Leave. If the Superintendent is unable to perform his duties because of illness or disability and has exhausted all sick leave credit available, or has become eligible for long term disability compensation, he may, upon request, be granted a medical leave of absence up to one year in duration without pay. A request for medical leave of absence pursuant to this section shall be accompanied by a doctor's written statement detailing the Superintendent's state of health and estimating the time at which the Superintendent is expected to be able to resume his normal responsibilities. The Superintendent when on medical leave of absence is eligible to continue to participate in the District's group insurance programs specified herein and the Board shall continue to pay its regular share of the premium.
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## 5. Insurance

- 5.01 Health and Hospitalization Insurance. If the Superintendent waives participation in and the benefit of the District's health and hospitalization insurance plan, the District shall offer the Superintendent a tax-sheltered annuity payment in an amount equal to the premium for a single health and hospitalization insurance plan. This tax-sheltered annuity is in addition to the tax-sheltered annuity described in Section 6.02, below.
- 5.02 Life Insurance. The District shall provide the Superintendent with a life insurance plan, specified as term life insurance, with a benefit in the amount of two times the Superintendent's previous calendar year's WRS earnings, payable upon the Superintendent's death to his named beneficiary(s), provided the Superintendent is insurable as a normal risk for his age group. The premium for said plan shall be paid by the District.
- 5.03 Long Term Disability. The District shall provide at its expense a long-term disability insurance plan for the Superintendent which includes a benefit of 90% of the Superintendent's regular monthly compensation, not to exceed the specific amount determined per year, and with a waiting period of not more than 60 calendar days after the day the disability occurs. The benefits of the plan shall continue until the Superintendent reaches age 65 or until such time prior to age 65 that the Superintendent is no longer disabled. Notwithstanding the preceding, the District shall provide the Superintendent with a compensation "bridge" at the Superintendent's then-applicable salary per diem rate in order to cover the interim between the Superintendent's accumulated sick leave and the long term disability waiting period.

- 5.04 Liability Insurance. The District shall provide an errors/omissions liability insurance policy covering the Superintendent in an amount at least equal to that carried for other District employees.
- 5.05 Dental/Vision Insurance. If available to the employees of the District, the District shall provide the Superintendent a dental and vision insurance plan at least equal to that of other District employees.
- 5.06 Claims Against the School District. The parties of this contract agree that any description of insurance benefits contained in this contract is intended to be informational and the eligibility of the Superintendent for benefits shall be governed by the terms of the insurance policies purchased by the District pursuant to this section. It is understood that the District's only obligation is to purchase the above-noted insurance policies and pay the amount agreed to in this contract. No claim shall be made against the District as a result of a denial of insurance benefits by any insurance carrier.

**6. Other Benefits**

- 6.01 Wisconsin Retirement System. The District shall pay the balance of the required deposit to the State employee trust fund (WRS) in excess of the amount the Superintendent is statutorily required to deposit himself.
- 6.02 Tax Sheltered Annuities/Deferred Compensation. The Superintendent will be eligible to participate in a tax-sheltered annuity plan pursuant to the United States Public Law No. 87-370 as well as applicable Wisconsin statutes and District policy.

In addition to the contribution described in Section 5.01, above, for the contract year July 1, 2023 through June 30, 2024, the Board shall contribute \$10,000 to be used by the Superintendent at his discretion for the purpose of investing an additional amount to either his tax-sheltered annuity or to a deferred compensation plan. Contributions, if any, subsequent to the July 1, 2021/June 30, 2022 contract year shall be determined by the Board at its sole discretion on a year-to-year basis.

- 6.03 Retirement Insurance. Upon retirement from the District, the Board shall provide the Superintendent with a health and hospitalization insurance plan and a dental insurance plan at least equal to that provided to other District administrators as outlined in the Administrator Management Plan.

In the event the Superintendent retires and is or subsequently becomes eligible for Medicare, a Medicare "carve out" plan will be substituted for regular coverage.

- 6.04 Automobile Expenses. The Superintendent will be compensated for authorized use of his private automobile at the rate of \$4,200 per contract year for in-Wisconsin use and at a rate applicable to other District employees for employment-related use outside Wisconsin. The automobile rate described above shall be added to the Superintendent's base salary.
- 6.05 Membership in Professional Organizations. The Board agrees to pay the membership fees for the Superintendent to belong to the American Association of School Administrators, the Wisconsin Association of School District Administrators, the Association for Supervision and Curriculum Development, and such other organizations that may annually be agreed upon by the Superintendent and the Board.
- 6.06 Conferences and Meetings. The Superintendent shall be expected to be engaged in activities that assure professional growth, including, without limitation, attendance at the annual National Conference for the American Association of School District Administrators. The Board shall pay all legally valid expenses and fees for attendance at Board-approved professional conferences and meetings. Expense amounts shall be as provided for in the District's annual budget.
- 6.07 Annual Physical Exam. The Board agrees to pay the entire cost of an annual physical examination for the Superintendent. The Superintendent retains the right to select the physician who will conduct the annual physical examination.
- 6.08 Personal Computer/Cell Phone. The Board will provide the Superintendent, at its cost, a suitable laptop computer and cell phone. The laptop and the cell phone shall remain the property of the District unless otherwise expressly agreed in writing. The Superintendent shall provide his number to all Board members and administrators.

## 7. Salary

- 7.01 Salary. In consideration for services rendered, the Board shall pay the Superintendent a salary in an amount to be annually determined for each year of this contract. The Superintendent's salary for July 1, 2023 through June 30, 2024 shall be \$ [Note: **Insert the new salary once determined by the Board of Education.**]. The Superintendent's salary for subsequent years under this contract shall be agreed upon prior to the July 1 start of the new contract year but shall not be less than the salary for the previous year. The agreed-upon salary shall be paid by the Board from its payroll less deductions required by the Internal Revenue Service, the State Revenue Department, or other relevant governmental authorities. The agreed-upon salary shall also be reduced by authorized deductions as permitted by Board policy. The Superintendent shall engage in no other employment, consultative service or other activity for which an honorarium is paid without obtaining prior written approval from the Board.

- 7.02 Performance Bonus. The Board believes in the importance of the Superintendent in the success of the District's schools. The Board also believes that successful leadership performance is multi-dimensional. Therefore, it is necessary to consider the measurement and reward of a broad array of leadership activities. Consequently, as an incentive for the Superintendent, the Board agrees to provide the Superintendent with additional compensation in the form of a performance bonus by using the District's State of Wisconsin Department of Public Instruction Annual Report Card ("DPI Report Card") together with the District's Annual Success Plan ("Scorecard") as the relevant measurements to be used for evaluating and rewarding the Superintendent, as follows:

Performance Bonus for DPI Report Card

- (a) If all 14 of the District's schools meet expectations the Superintendent is entitled to a 1% bonus based on his then current salary payable within 30 days of confirmation of the DPI Report Cards.
- (b) If all 14 of the District's schools meet expectations and there are 7 schools that exceed expectations the Superintendent is entitled to a 4% bonus based on his then current salary payable within 30 days of confirmation of the DPI Report Cards.
- (c) If all 14 of the District's schools meet expectations and there are 10 schools that exceed expectations the Superintendent is entitled to a 6% bonus based on his then current salary payable within 30 days of confirmation of the DPI Report Cards.
- (d) If all 14 of the District's schools exceed expectations the Superintendent is entitled to a 10% bonus based on his then current salary payable within 30 days of confirmation of the DPI Report Cards.
- (e) An executive session must take place for the Board to approve the aforementioned performance bonuses.

Performance Bonus for Scorecard

- (a) If 80% of the Scorecard goals have been met the Superintendent is entitled to a 1% bonus payable on June 30 of the relevant year.
- (b) If 100% of the Scorecard goals have been met the Superintendent is entitled to a 1.5% bonus payable on June 30 of the relevant year.
- (c) An executive session must take place for the Board to approve the aforementioned performance bonuses.

8. **Evaluation**

- 8.01 Timing. By December 1, 2023 and by December 1 of each subsequent year of this Contract, the Board will provide the Superintendent with an evaluation of the Superintendent's performance.
- 8.02 Executive Session. Unless otherwise required by law, the Board shall conduct the annual evaluations in executive session.
- 8.03 Self-Appraisal. Prior to the Board's evaluation of the Superintendent, the Superintendent may provide the Board with a self-appraisal of his performance for the contract year. The Board may take this self-appraisal into account in conducting the evaluation of the Superintendent's performance.
- 8.04 Format. The Board and the Superintendent shall agree on the forms and report formats to be used by the Board in conducting the evaluation of the Superintendent's performance.
- 8.05 Continuous Improvement. In addition to the evaluation protocol described above, both the Superintendent and the Board shall make reasonable efforts to bring specific issues and concerns to each other as soon as possible rather than initiating discussion of such specific issues and concerns during the formal evaluation process. However, failure to do so does not constitute a waiver of either party's rights under this contract.

9. **Other Provisions**

- 9.01 Liquidated Damages. It is further agreed by the parties hereto that, in the event the Superintendent breaches his contract by termination of services during the term hereof, the sum of \$10,000.00 is determined to be reasonable liquidated damages that the parties, looking forward, reasonably anticipate will follow from such a breach and the Board may, at its option, demand and recover from the Superintendent such amount of liquidated damages; provided, however, that this expressed intent to liquidate the uncertain damages and harm to the District expected from such a breach is not the exclusive remedy or right of the Board but is, rather, an alternative right and remedy and shall not, unless the Board elects to rely on the same, preclude the Board from seeking and recovering the actual amount of damages resulting from such a breach by the Superintendent. This provision shall be waived automatically if the Superintendent provides at least five months' advance written notice of his intent to terminate.

9.02 Contract Controlling. This contract and the rules, regulations and policies adopted by the Board from time to time are intended to supplement and complement each other and shall, where possible, be thus interpreted. If, however, any provision of this contract irreconcilably conflicts with a duly-adopted Board rule, regulation or policy, the provision imposing the greater duty or obligation on the Superintendent shall govern.

9.03 Severability. If any article or part of this contract is held to be invalid by operation of law or by any tribunal of competent jurisdiction, or if compliance with or enforcement of any part should be restrained by any tribunal, the remainder of this contract shall not be affected thereby.

9.04 Dispute Resolution. The parties shall attempt to settle any claim or controversy arising out of or relating to this contract, or the performance or breach thereof, through negotiation in good faith and in a spirit of mutual cooperation. If those attempts fail, then the dispute shall be mediated by a mutually agreed upon mediator chosen by the parties within 45 days after written notice by one to the other demanding mediation. The parties shall share the costs of mediation equally. Neither party may unreasonably withhold consent to the selection of the mediator, but in the event the parties are unable to agree on the mediator, a mediator shall be selected from a panel provided by the American Arbitration Association.

If the dispute cannot be resolved through mediation, and if the parties mutually agree, the dispute shall be submitted to binding arbitration administered by the American Arbitration Association in accordance with its "National Rules for the Resolution of Employment Disputes."

If the parties cannot agree on the submission of the dispute to binding arbitration, they reserve the right to pursue their respective remedies in a court of competent jurisdiction or such other forum having jurisdiction over the dispute.

This contract shall be effective upon the signature of the officers of the Board after authorization for the execution of this contract is given by the Board at a duly-noticed meeting.

IN WITNESS WHEREOF, the parties hereto have executed this Contract as of the latest date reflected in the signature section below.

FOND DU LAC SCHOOL DISTRICT

By: 

Mark Henschel, President

Date: 3/27/23

By: Linda Uselmann  
Linda Uselmann, Secretary/Clerk

Date: 3-13-23

Jeffrey J. Fleig  
Jeffrey J. Fleig, Ph.D.

Date: 3-29-24

# Baker-Eubanks

DUE DILIGENCE FOR EXECUTIVE SCREENING & ASSESSMENT

## CONFIDENTIAL EXECUTIVE DUE DILIGENCE REPORT

**JEFFREY JOHN FLEIG  
A.K.A. JEFF FLEIG**

This due diligence investigation was completed on April 6, 2021, pursuant to a request by Hazard, Young, Attea & Associates, the inquiring party, on behalf of Fond du Lac School District to examine the background of Jeffrey John Fleig a.k.a. Jeff Fleig, for the position of Superintendent. This report, including any supplemental reports, reflects investigation of the following areas:

- Personal Profile Summary**
- Social Security Number Verification**
- Residential History**
- Federal Criminal Record History**
- County Criminal Record History**
- County Civil Court Record History**
- National Criminal Search**
- National Sex Offender Registry Search**
- Department of Motor Vehicles License Information**
- Education/ Degree Verification**
- Postsecondary Education Institution Accreditation**
- Academic Program Accreditation**
- Transunion Credit History**
- News Media Review (Supplemental Report)**
- Social Media Review (Supplemental Report)**

### Personal Profile Summary

The investigation confirmed that Jeffrey John Fleig a.k.a. Jeff Fleig was born on [REDACTED] and is assigned Social Security Number [REDACTED]. Dr. Fleig holds Wisconsin Driver's License number [REDACTED]. Dr. Fleig's current address has been confirmed as [REDACTED].

All known jurisdictions of residence, employment and education during the past 7 years have been included in the investigation. Jurisdictions include both locations identified by the applicant and locations discovered in the course of the investigation and analysis.

In some cases, additional detail is contained in our files and can be made available upon request. If desired, Baker-Eubanks is available to assist in the further investigation of

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## CONFIDENTIAL NEWS MEDIA REVIEW

### JEFFREY JOHN FLEIG A.K.A. JEFF FLEIG

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A news media review is a valuable tool through which the characteristics determining a candidate's cultural fit can be identified and analyzed. This service is intended to provide clients with a historical perspective of a candidate's personality, patterns of behavior, priorities, public persona, etc. Baker-Eubanks' News Media Review sources draw upon over 28,000 specialized publications and 900 newswires in 200 countries and include 30 years of credible archived information.

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By Alec Johnson

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Along with support at the meeting, Heller has received a lot of support on social media and through a Change.org petition that had 3,144 signatures as of Feb. 20.

The board did not make a final decision on Heller's position or the budget at the meeting.

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Heller said she currently works three hours per day at the school while working a second job in the evenings to receive healthcare benefits. She has a bachelor's degree in nursing with 18 years of experience, as well as an extensive educational background in psychology.

Heller said she didn't know about the proposal beforehand — and neither did Dehli. Dehli only found out when Heller told her.

"They hadn't even discussed this with her (Dehli) to see how it would impact her job, or to even get her thoughts on how she felt about it because that's another unlicensed staff member that she'll be required to train and oversee," Heller said.

Heller said she offered to increase her hours and decrease her pay, but she said the district refused.

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An email from South Milwaukee School District superintendent Jeff Weiss ahead of the Feb. 19 presentation said that the meeting would be the first of multiple discussions regarding the 2020-21 budget.

"Our discussion is focused on finding ways we can organize ourselves to be more beneficial to our students. I want to be clear that these are not budget cuts. There is no net cost or savings to the items being presented (Feb. 19)," said Weiss.

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Specifically, the proposal called for revising the three-hour nurse position to a six-hour paraprofessional aide position to better accommodate the school's "constant" health needs throughout the day. Heller is at the school over the lunch period. Secretaries handle health issues in the morning and later afternoon.

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'I do this job for every single student'

Heller said that if her job is cut, it would violate the recommendations of the American Academy of Pediatrics (AAP) best practices, which call for one full-time nurse per school. She said the South Milwaukee School District comes nowhere close to that standard, which is also supported by the National Association of School Nurses.

"A survey of area districts demonstrates that a model of one district nurse (or less) who supervises health room aides is the norm," the packet said.

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Heller also said nurses help in educating students on the importance of being in school and give them the tools to make healthy life choices so they can be at school to learn. She also said nurses offer a safe place for students to come talk about medical/mental health issues and provide appropriate resources, and advocate for students and their health needs.

"We do so much more than I think people realize," Heller said.

She said that she's been offered jobs elsewhere, and even full-time work at her second job, but has turned the offers down.

"I do this job for every single student in this room," she said. "The thousand students that did not come tonight that go to the high school and all the students that will be coming to the high school at some point and time in their school careers here at South Milwaukee."

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By Ben Hutchison  
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GLENDALE, Wis. —

It's not easy to talk to children about suicide and prevention, but some parents at Glen Hills Middle School said it needs to be done.

Dozens of parents showed up Wednesday night for a forum at the school.

"All the kids in the classroom look at the desk and know he's not coming back," one parent said.

The meeting came just days after a 14-year-old classmate of their children died by suicide. In a suicide note, he said he had been bullied.

"We do have to listen," Glen Hills Middle School Principal Jeff Fleig said.

Some showed concern that students are bullied regularly but shared how they've dealt with it in the past.

"Nine times out of 10, I go to the other parent and they have no idea their child's the bully," a mother said. "They always fix it."

The district said they investigate all information that is brought to them, but there isn't a formal reporting system for parents.

"I don't need to know what the outcome is, I just need to know what the protocol is," said a parent. "I need to know there are steps, a treatment plan or involved parent."

The district will take all the comments into consideration and discuss them at a round table next month.

### III. "It's still going strong:" The fuss over fidget spinners

[www.fox6now.com](http://www.fox6now.com)

By Jenna Sachs

08 JUN 2017

MILWAUKEE -- Fidget spinners are the latest toy trend, but will the hot fad last?

It used to be the only fidgeting device people needed was a pen -- clicking or twirling it on their finger. It's the original fidget spinner. Now, people have options for fidgeting devices.

At Ruckus and Glee in Wauwatosa, owner Matt Paulson sold more than 250 fidget spinners in 40 days.

"We saw it really taking off, I'd say in February, March this year, it's still going strong," Paulson said. "This is the hot item I don't know how long that's going to last."

At Ruckus and Glee, a fidget spinner can be purchased for \$19.99. However, keeping the device in stock hasn't been easy.

"I ordered a bunch. I just decided to go whole hog," Paulson said.

An item most people had never heard of before Christmas, now seems to be at the fingertips of every kid.

Kameron Boser is graduation 8th grade at Glen Hills Middle School in Glendale. At Boser's school, fidget spinners are banned during instruction time.

"Most of the teachers got annoyed," Boser said.

It's easy to understand why the spinners were a distraction in class. Each individual spinner makes noise. So, imagine the sound being multiplied by several students using them at the same time.

"Students were spending more time focusing on the fidget spinners than instruction and passing them back and forth," explained Chris Guthrie, a teacher at Glen Hills Middle School.

Guthrie says he doesn't see the spinners sticking around.

"I'm pretty sure it's a fad. It's middle school. So, it's gonna be here for a couple months and then something new will come," Guthrie said.

Glen Hills Principal Jeff Fleig says the spinners appeared a few months ago -- practically overnight. He tells students to leave them in their lockers for recess.

"If you're approved as part of your educational plan you can use them in the classroom and we have one student who has that," Fleig explained.

Boser is the one student approved to use a fidget spinner during instruction time.

"It helps me focus a lot more in class, I'm not talking to everybody else in the room," Boser said.

Boser said he focuses better when his hands are busy.

"Certain classes I need it more, but usually it's on me," Boser said.

FOX6's Contact reached out to a dozen or so districts to see if they have banned fidget spinners. Among those that responded, most have not banned them saying they're letting teachers manage it on a classroom level.

Parents should know that fidget spinner can be a choking hazard.

Recently, a 10-year-old girl in Texas swallowed one of the toy's weight bearings. An x-ray showed the quarter-sized part stuck in her esophagus. The girl is doing fine after surgery, but it's a reminder the toys should never go in your mouth. In addition, they spinners should stay out of the hands of young kids.

Fidget devices as a whole are nothing new. Parents may already be familiar with thinking putty or the fidgeting cube.

One reason these devices are so popular is they give people a way to release built up energy and tension. Plus, they're fun.

At Ruckus and Glee, Paulson predicts fidget spinners are a fad, but fidget devices are here to stay.

"I think we're gonna see a lot of fidget toys this is not the peak of all fidget toys," Paulson said.

#### **IV. Jeff Fleig has been named the new principal at Central High School**

<https://lacrossetribune.com>

By Staff Writer

01 JUN 2011

The district pegged Fleig as its next principal three years ago, promising him the job as soon as Barth retired.

Prior to becoming an administrator, Fleig — who will be the school's 14th principal — taught at Logan Middle School. He later served as the associate principal at Onalaska High School and Tomah Middle School.

"Jeff brings a wealth of knowledge and leadership skills to the position," Associate Superintendent of Human Resources Steve Salerno said in a statement. "He is a proven leader and advocate for students in the school district of La Crosse."

Fleig received a bachelor of science degree in elementary education from the University of Wisconsin-La Crosse in 1993 and a master of science degree in educational administration from the University of Wisconsin-Superior in 1998.

"I'm excited for the opportunity to lead an outstanding high school with a tradition of excellence," Fleig said in a statement. "There are challenges ahead, but Central has an extremely talented and committed staff, as well as great students and supportive families."

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END OF NEWS MEDIA REVIEW

**BAKER - EUBANKS, LLC**  
7510 MORRELL LANE, DURHAM, NC 27713  
PHONE (866) 317-3832; FAX (312) 873-4660

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The district will take all the comments into consideration and discuss them at a round table next month.

### III. "It's still going strong:" The fuss over fidget spinners

[www.fox6now.com](http://www.fox6now.com)

By Jenna Sachs

08 JUN 2017

MILWAUKEE -- Fidget spinners are the latest toy trend, but will the hot fad last?

It used to be the only fidgeting device people needed was a pen -- clicking or twirling it on their finger. It's the original fidget spinner. Now, people have options for fidgeting devices.

At Ruckus and Glee in Wauwatosa, owner Matt Paulson sold more than 250 fidget spinners in 40 days.

"We saw it really taking off, I'd say in February, March this year, it's still going strong," Paulson said. "This is the hot item I don't know how long that's going to last."

At Ruckus and Glee, a fidget spinner can be purchased for \$19.99. However, keeping the device in stock hasn't been easy.

"I ordered a bunch. I just decided to go whole hog," Paulson said.

An item most people had never heard of before Christmas, now seems to be at the fingertips of every kid.

Kameron Boser is graduation 8th grade at Glen Hills Middle School in Glendale. At Boser's school, fidget spinners are banned during instruction time.

"Most of the teachers got annoyed," Boser said.

It's easy to understand why the spinners were a distraction in class. Each individual spinner makes noise. So, imagine the sound being multiplied by several students using them at the same time.

"Students were spending more time focusing on the fidget spinners than instruction and passing them back and forth," explained Chris Guthrie, a teacher at Glen Hills Middle School.

Guthrie says he doesn't see the spinners sticking around.

"I'm pretty sure it's a fad. It's middle school. So, it's gonna be here for a couple months and then something new will come," Guthrie said.

Glen Hills Principal Jeff Fleig says the spinners appeared a few months ago -- practically overnight. He tells students to leave them in their lockers for recess.

"If you're approved as part of your educational plan you can use them in the classroom and we have one student who has that," Fleig explained.

Boser is the one student approved to use a fidget spinner during instruction time.

"It helps me focus a lot more in class, I'm not talking to everybody else in the room," Boser said.

Boser said he focuses better when his hands are busy.

"Certain classes I need it more, but usually it's on me," Boser said.

FOX6's Contact reached out to a dozen or so districts to see if they have banned fidget spinners. Among those that responded, most have not banned them saying they're letting teachers manage it on a classroom level.

Parents should know that fidget spinner can be a choking hazard.

Recently, a 10-year-old girl in Texas swallowed one of the toy's weight bearings. An x-ray showed the quarter-sized part stuck in her esophagus. The girl is doing fine after surgery, but it's a reminder the toys should never go in your mouth. In addition, they spinners should stay out of the hands of young kids.

Fidget devices as a whole are nothing new. Parents may already be familiar with thinking putty or the fidgeting cube.

One reason these devices are so popular is they give people a way to release built up energy and tension. Plus, they're fun.

At Ruckus and Glee, Paulson predicts fidget spinners are a fad, but fidget devices are here to stay.

"I think we're gonna see a lot of fidget toys this is not the peak of all fidget toys," Paulson said.

#### **IV. Jeff Fleig has been named the new principal at Central High School**

<https://lacrossetribune.com>

By Staff Writer

01 JUN 2011

The district pegged Fleig as its next principal three years ago, promising him the job as soon as Barth retired.

Prior to becoming an administrator, Fleig — who will be the school’s 14th principal — taught at Logan Middle School. He later served as the associate principal at Onalaska High School and Tomah Middle School.

“Jeff brings a wealth of knowledge and leadership skills to the position,” Associate Superintendent of Human Resources Steve Salerno said in a statement. “He is a proven leader and advocate for students in the school district of La Crosse.”

Fleig received a bachelor of science degree in elementary education from the University of Wisconsin-La Crosse in 1993 and a master of science degree in educational administration from the University of Wisconsin-Superior in 1998.

“I’m excited for the opportunity to lead an outstanding high school with a tradition of excellence,” Fleig said in a statement. “There are challenges ahead, but Central has an extremely talented and committed staff, as well as great students and supportive families.”

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END OF NEWS MEDIA REVIEW

**BAKER - EUBANKS, LLC**  
7510 MORRELL LANE, DURHAM, NC 27713  
PHONE (866) 317-3832; FAX (312) 873-4660

# Baker-Eubanks

DUE DILIGENCE FOR EXECUTIVE SCREENING & ASSESSMENT

## CONFIDENTIAL SOCIAL MEDIA REVIEW

**JEFFREY JOHN FLEIG**  
**A.K.A. JEFF FLEIG**

This Social Media Review was completed on April 6, 2021, pursuant to a request by Hazard, Young, Attea and Associates, the inquiring party, to examine the online activity of Jeffrey John Fleig a.k.a. Jeff Fleig.

Baker-Eubanks works with a leader in digital online research, using innovative technology designed to search and filter websites and identify potential candidate-generated content. Digital filtering is followed by careful manual review and composition of a Report that is FCRA, EEOC, and state law compliant.

Any opinions expressed below are reported as found at the source, and do not reflect opinions held by Baker-Eubanks, its officers and agents.

**Content found meets no alert criteria** (please see "Alert Criteria" at the end of this Report to view alert criteria categories).

*\*Please Note: The term candidate-generated indicates that the candidate played a role in posting content to a website. Websites, if any, on which there is content about or related to the candidate that the candidate did not play a role in generating are not within the scope of this Report.*

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## Social Media Review Summary

The types of websites searched for *candidate-generated\** content are listed below.

### Social Networks *Examples include:*

### Micro-blogging Websites *Examples include:*

### Blogging and Forums *Examples include:*

### Picture and Video Sharing Websites *Examples include:*

### Music Websites *Examples include:*

### eCommerce Websites *Examples include:*

### Dating Network Websites *Examples include:*

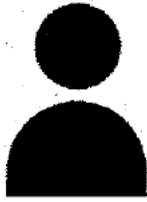
  

### Geo Social Network Websites *Examples include:*

### Other Websites

**CANDIDATE INFORMATION**



Jeffrey John Fleig

[Redacted]  
[Redacted]  
[Redacted]  
[Redacted]

**EMPLOYMENT**

South Milwaukee High School & Middle School-  
School District Of South Milwaukee, Principal

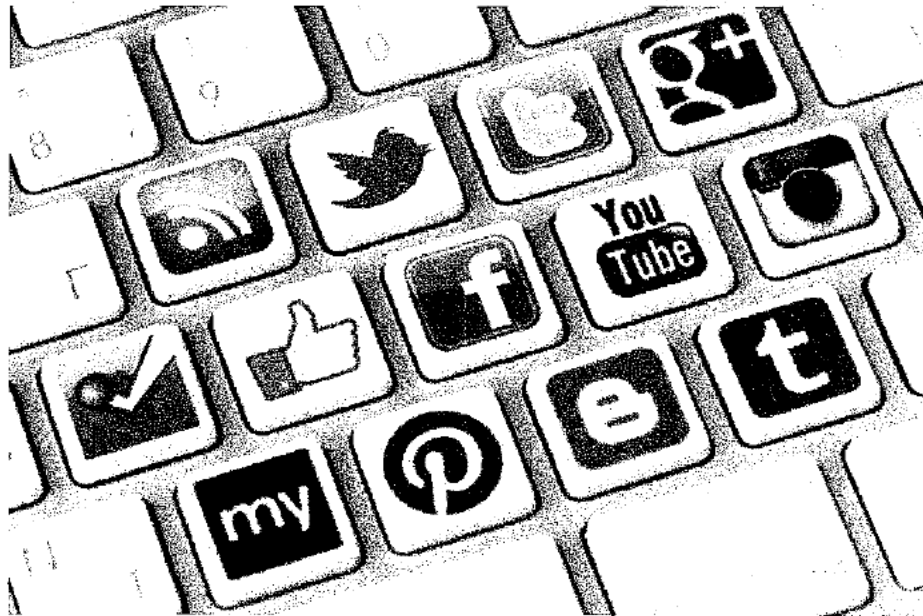
**EDUCATION**

University Of Wisconsin, Madison, 2019

Our analyst team has completed a search of publicly available online information. After reviewing sites Dr. Fleig was active on, we did not find negative material related to the filters selected. The following sites were identified and reviewed to determine if user-generated material met any alert criteria:

**Identified and reviewed**

- LinkedIn
- Facebook
- Strava
- Instagram
- Academia
- ResearchGate



# ALERT CRITERIA

Clients will be explicitly alerted if user-generated content meets the following criteria:

## **Potentially Unlawful Activity**

- Photos, Videos or references to drugs
- Possible other unlawful activity
- References to theft, fraud, or other unlawful activities
- Solicitation
- Underage alcohol consumption

## **Potentially Violent Behavior**

- Aggressive online behavior/cyber bullying
- Display or use of force or violence
- Flagrant display of weapons
- Other potential violent behaviors or actions
- Potentially aggressive phrasing

## **Racism and/or Demonstrations of Intolerance**

- Participation in groups or discussion boards that are potentially derogatory or intolerant
- Potentially derogatory behavior against or towards a protected group of people
- Potentially derogatory photos or videos against or towards a protected group of people
- Potentially derogatory verbiage against or towards a protected group of people

## **Sexually Explicit Material**

- Audio
- Pictures
- Text
- Video

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*This information is furnished in response to an inquiry for a background investigation for the purpose of evaluating the potential employment capabilities of the named candidate. The information has been obtained from sources deemed reliable, however, Baker-Eubanks cannot guarantee the accuracy of the information. By accepting this report, the inquirer agrees to indemnify the Baker-Eubanks and any of its servants or associates for any claims arising from the use or misuse of this information, and this report is furnished in reliance upon that indemnity representation. Upon acceptance of this report full responsibility is taken for any use or disclosure of this report or its contents. This report must be held in strict confidence.*

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*NOTE: If any information in this investigation may cause you to make a decision that adversely affects an employment decision regarding the applicant, the applicant must be notified as soon as you are contemplating making the adverse decision and before the decision has been made. A copy of this investigation, Baker-Eubanks' contact information and A Summary of Your Rights Under the Fair Credit Reporting Act must be given to the applicant in the case of a possible adverse decision.*

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**END OF SOCIAL MEDIA REVIEW**

**BAKER - EUBANKS, LLC**  
**7510 MORRELL LANE, DURHAM, NC 27713**  
**PHONE: (866) 317-3832; E-FAX: (312) 873-4660**

EMPLOYMENT STATUS: Regular Contract  
LTSE  
Previous LTSE

x

START DATE: 7/1/21  
TI SCORE:

PRIMARY PLACEMENT contract

DPI ENTITY # 61817  
WISE ID 6854810508

NAME

FLEIG JEFFREY J  
Last First Middle Other

ADDRESS

[Redacted] [Redacted] WI [Redacted]  
Street City State Zip Code

SOCIAL SECURITY # [Redacted]

PHONE NUMBERS [Redacted]

DATE OF BIRTH [Redacted]

MARITAL STATUS m

CONTRACT AMOUNT \$167,500  
plus \$4,200 auto allowance

SALARY SCHEDULE POSITION Skyward JFLEI

% OF TIME (FTE) 1.000

# OF GRADUATE CREDITS

RACE

ASSIGNMENT

Superintendent

LABOR DISTRIBUTION: 10-E-801-111-232100-000

was Sharon Simon

\*\*Did you participate in WRS with a previous employer prior to July 1, 2011? yes

NUMBER OF CHECKS 26 BI-WEEKLY SALARY

INSURANCE PACKET PROVIDED

HIGHEST DEGREE RECEIVED PhD YEAR RECEIVED 2019

PREVIOUS YEARS EXPERIENCE 27

Name

Jeffrey Zeig

Date

5/16/21

### NEW EMPLOYEE CHECKLIST

- Contract
- Sign-Off Form
- Compensation Plan or Salary Schedule
- Calendar(s)
- I-9 -- Signed by Employee & Employer
- Criminal Background Check
- W-4 & WI Tax Form
- Health Exam Policy Letter
- Personnel Policies
- Harassment and Bullying Policies
- Acceptable Internet Use Policy
- Code of Interpersonal Communication Behaviors
- Bully Prevention Administrative Rules & Procedures
- Duties and Responsibilities of Classroom Teachers
- Email / Skyward Password Reset through Microsoft
- Employee Access Instructions
- Evaluation Process
- Mentoring
- Email & Keyless Entry Card Info
- 403b Universal Availability Notice
- Insurance Marketplace Information
- Insurance Packet, including 403B & 457
- Original Transcript
- License
- Employee Photo ID (see receptionist)
- AESOP Training
- NVCI (Non-Violent Crisis Intervention Training)
- Number of Paychecks?

Date

X

X

**\*\*\*Did you participate in WRS with a previous employer prior to July 1, 2011? \_\_\_\_\_**

Regular Contract: X LTSE: \_\_\_\_\_  
 Building Assignment(s): Admin  
 Area: Supt. FTE: 1.0  
 Level Placement: \_\_\_\_\_  
 Number of Contract Days: 2100  
 Salary Schedule Amount: \$167,500  
 Special Ed Stipend: \_\_\_\_\_  
 Date Offered: \_\_\_\_\_ Start Date: 7/1/21

*Add \$4200 transp.*

**Jeffrey J. Fleig, Ph.D.**



**PROFESSIONAL OBJECTIVE:**

To obtain a superintendent position where I can change academic and life trajectory of our students.

**CERTIFICATION:**

Superintendent	5003
Principal	51 (Pre-K-12)
Elementary	118 (1-8)
Elementary/Middle Grades	859 (1-9)

**GRADUATE COURSEWORK:**

Doctor of Philosophy  
 Focus: K-12 Leadership and Policy Analysis  
 Graduation: May 2019  
 GPA: 3.91  
 Total Credits Completed: 60  
 University of Wisconsin, Madison, Wisconsin

Master of Education Candidate (September 1996 – May 1998)  
 Focus: School Administration; K-12 Principalship  
 Graduation: Spring 1998  
 Current GPA: 3.71  
 Total Credits Completed: 33  
 University of Wisconsin-Superior, Superior, Wisconsin

Master of Education Candidate (January 1994 – Spring 1997)  
 Focus: Theory of Curriculum and Instruction: Implementation, Interpersonal Communication, Schools of the 21<sup>st</sup> Century, Educational Research  
 Current GPA: 3.82  
 Total Credits Completed: 26  
 University of Wisconsin-La Crosse, La Crosse, Wisconsin

**UNDERGRADUATE COURSEWORK:**

Bachelor of Science in Education (September 1988 – December 1993)  
 Graduation: December 1993  
 Major: Elementary Education WI 118 (1-8)  
       Elementary/Middle Level Education WI 859 (1-9)  
 Minor: Special Education  
 University of Wisconsin-La Crosse, La Crosse, Wisconsin

## **ADMINISTRATIVE EXPERIENCE:**

Principal, Grades 9-12 (July 2019 – Present)

Focus: School Culture, Equity, and Data Literacy

South Milwaukee High School, School District of South Milwaukee, Wisconsin

Significant Accomplishments

- Built collaborative relationships with staff, students, and families.
- Led a review of the current bell schedule in collaboration with the staff resulting in the high school moving from a 4x4 block schedule to an 8-period day schedule.
- Established a plan in collaboration with district office administration and teachers to increase rigor in math and English courses by focusing on core instruction.
- Focused on employee engagement through surveys and individual rounding meetings with staff resulting in an increase in employee engagement and satisfaction.
- Led a group of 17 teachers who researched the possibility of AVID being implemented at South Milwaukee High School resulting in Board approval to implement in 20-21 school term.

Principal, Grades 4-8 (August 2016 – 2019)

Focus: Equity and Excellence for students and staff

Significant Accomplishments

- Conducted equity audits to drive school improvement plan
- Eliminated all barriers to accelerated math in grades 6<sup>th</sup> & 7<sup>th</sup> as well as Algebra in 8<sup>th</sup> grade.
- Supported the implementation of Reader's and Writer's Workshop
- Implemented Advancement Via Individual Determination (AVID) which is K12 college readiness systems that prepares students for college and career
- Created a culture of high expectations for each and every student
- After three years of focused continuous improvement, Glen Hills Middle School Exceeded Expectations on the State Report Card.

Principal, Grades 9-12 (July 2011 – July 2016)

Focus: Equity and Excellence for students and staff

Central High School, School District of La Crosse, Wisconsin

Significant Accomplishments

- Conducted equity audits to drive the school improvement plan
- Engaged the staff in continuing discussions and staff development on racial equity, poverty, disability, and LGBTQ issues at Central High School
- Eliminated all low-level courses for students. All students have access to a core curriculum and AP curriculum.
- Eliminated teacher signatures so all students can have the access and opportunity to Honors/AP Courses.
- Led the successful implementation of Advancement Via Individual Determination (AVID) for both high schools in La Crosse School District
- Hired an outside consultant to interview marginalized student groups on their educational experience at Central High School
- Moved from a culture of teaching to a culture of learning where doing whatever it takes to help students achieve is the expected practice.

- Fully implemented the tenets of a Professional Learning Community which focused on collaboration and assessment
- Developed a schedule where students have intervention time four days a week

Associate Principal Grades 9-10-11-12 (August 2005 – June 2011)

Focus: Attendance; Discipline; Supervision; Instructional Responsibilities

Committees: Alternatives and Options; TAPS; Academic Intervention Team; Technology Central High School, School District of La Crosse, Wisconsin

Associate Principal Grades 9-10-11-12 (August 1998 – August 2005)

Focus: Discipline, Attendance, Security, Supervision, Athletics, and Facilities

Committees: Code of Conduct; School Site Council; Educational Technology; Principal's Cabinet; & Co-Curricular  
Onalaska High School, School District of Onalaska, Wisconsin

Assistant Principal Grades 6-7-8 (August 1997 – July 1998)

Focus: Discipline, Attendance, Special Education, Athletics, and Supervision

Committees: District Wide Athletic Review, Retention/Promotion  
Tomah Middle School, District of Tomah, Wisconsin

#### **TEACHING EXPERIENCE:**

Teacher Grades 6-7-8 (August 1996 – June 1997)

Focus: Alternative School, All Subjects

Explanation: Co-Developer of Multi-Age Site Based Educational Program for At-Risk Middle Level Students

Committees: Alternative School, Aggression/Discipline, and Student Council Advisor  
Logan Middle School, District of La Crosse, Wisconsin

Teacher Grade 7 (August 1994 – June 1996)

Focus: Social Studies, Language Arts, and Mathematics

Committees: Staff Development, Aggression/Discipline, and Student Conduct Code  
Logan Middle School, District of La Crosse, Wisconsin

#### **SPECIAL RECOGNITIONS/PRESENTATIONS**

- Taught Leadership for Equity & Diversity at UW-Madison for the Department of Educational Leadership and Policy Analysis (Summer 2019)
- Received the Leadership Award from the La Crosse Public Education Foundation for my commitment to social justice and the implementation of AVID at both high schools in La Crosse. (Jan 2016)
- Published a manuscript in *Journal of Cases Educational Leadership* in March of 2016 titled: The Yearbook Photo and Graduation Speech: Intersections of Sexual Identity, Gender Identity, Gender Expression, and Race
- Presented Central High School's implementation of Integrated Comprehensive Systems (ICS) to Dr. Colleen Capper's courses at UW-Madison (Summer 2015, Fall 2015)

- Presented Central High School's implementation of Integrated Comprehensive Systems (ICS) to Dr. Terrence Green's course at University of Texas-Austin (Spring 2016, Spring 2017, Fall 2018)
- Presented Central High School's commitment to an inclusive school for LGBTQ students at The National Leadership for Social Justice Institute at UW-Madison (Summer 2015, 2016)
- AVID Staff Developer for Leadership for Implementation. (2016 - 2018)
- AVID Staff Developer for Culturally Relevant Teaching Strand (2017 - Present)
- AVID Lead Curriculum Writer for Culturally Relevant Teaching Strand (2017 - Present)
- Presented Central High School's implementation of Integrated Comprehensive Systems to the Asheville City School District; North Carolina (February 2017)
- Presented Central High School's implementation of Integrated Comprehensive Systems to the State Support Team Region 5 in Ohio. (January 2017)
- Presented Central High School's implementation of Integrated Comprehensive Systems to the State Support Team Region 5 in Ohio. (December 2016)
- Presented Central High School's and Glen Hills Middle School implementation of Integrated Comprehensive Systems at American Education Researchers Association Annual Meeting (April 2017)
- Presented Leadership for Equity Systems Change at UW-Madison's Social Justice Principal Cohort (November 2017)
- Presented Leadership for Equity Systems Change for Dr. Colleen Capper's course at UW-Madison. (February 2018.)

### **Professional References**

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Madison, Wisconsin 53706-1326



[capper@education.wisc.edu](mailto:capper@education.wisc.edu)

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University of Texas at Austin

1912 Speedway D5400

Austin, Texas 78712-1601

(512) 471-5975

[Tgreen@austin.texas.edu](mailto:Tgreen@austin.texas.edu)

Dr. James Moore III, Executive Director, Todd Anthony Bell Resource Center on the African American Male & EHE Distinguished Professor of Urban Education

The Ohio State University

Department of Educational Studies, College of Education and Human Ecology

PAES Building, Room A444

305 W. 17<sup>th</sup> Avenue

Columbus, OH 43210



[Moore.1408@osu.edu](mailto:Moore.1408@osu.edu)

**1. Please share a key initiative you launched and describe the resulting outcomes.**

After completing my doctoral coursework, I wanted to pursue one more high school principalship. I was fortunate to have been hired by School District of South Milwaukee to serve as high school principal. Over the course of the last 18 months, I have led South Milwaukee High School (SMHS) through a number of changes and initiatives to improve the high school experience for our students. I will discuss two interrelated initiatives that worked to improve outcomes for students.

After I was hired by the board of education, I immediately reviewed achievement data, graduation rate, and attendance rate from the previous ten years. Furthermore, I examined College Clearinghouse data which measures the number of graduates from each graduating class who obtain a two-year or a four-year degree. I concluded the graduation and attendance rates were very good, but the achievement data and College Clearinghouse data were in need of improvement. I met with the superintendent and discussed structural changes and cultural changes were needed.

Structurally, I presented a plan to the superintendent to change the bell schedule from a 4x4 block schedule to an 8-period day. The plan included a step-by-step process I would follow over the course of 3 months to study a change in the schedule. The process included a Strengths Weaknesses Opportunities Threats (SWOT) analysis of the current schedule, review of research on school bell schedules, conducted small focus groups with stakeholders, surveyed the staff, and then facilitated a staff vote. I updated the school board monthly with an executive summary. Three months after I began the process, sixty-eight percent of the teachers voted to change the schedule. I recommended that the high school change their bell schedule from a 4x4 block to an 8-period day. The school board passed it unanimously.

Culturally, in collaboration with the superintendent, I started to make a shift in creating an environment of excellence around core instruction. I observed every teacher in the high school at least once the first three months of the school year. I saw patterns of low expectations for students with disabilities. As a result, I worked with the pupil services director to hire a consultant to lead the special education department through a process of program evaluation for the 20-21 school year. The pandemic did not get in the way of the program evaluation as we forged on to create a service delivery framework to best serve students with disabilities as well as work to change teacher perspectives of students with disabilities.

I attribute the success of both initiatives to collaboration, transparency, and intentional planning with the superintendent, district office administrators, and teachers. I am excited to see the impact of these changes for the 21-22 school year.

**2. What does it mean for you to have a commitment to diversity, equity and inclusion in leading schools? How have you demonstrated that commitment in previous roles, and how would you see yourself demonstrating it here?**

My dissertation studied the roles and practices of the superintendent in equity systems changes. It is the only study that specifically addressed what the superintendent must do to lead a school district committed to diversity, equity, and inclusion. My study revealed four roles of the superintendent in equity systems change. I have consistently demonstrated each of these roles in my principalships and am confident in my ability to do this as a superintendent. Next, I will briefly explain each of these roles.

The superintendent must accept the role as chief equity officer for the district and not defer decisions of equity to other administrators. The superintendent must use their positional power to advance equity, diversity, and inclusion in the district.

Second, the superintendent must be engaged in the equity efforts to the point of leading the work. The superintendent must prioritize equity in the strategic plan; set a foundation for equity change; hold staff accountable; respond to incidents of hate and bias, create an equity plan; engage in courageous conversations; and hold themselves and the district accountable. These are all practices I have engaged in at a school level as a principal.

Third, in the role of community leader for equity, the superintendent must respond to incidents of hate and bias in the community; initiate identity development training for the school and community; and collaborate with community resources for equity. During my time as principal at La Crosse Central, I was recognized by the La Crosse Education Foundation as a recipient of their Leadership Award for my work in advancing equity and social justice in the School District of La Crosse.

The final role calls for the superintendent to partner with principals in leading for equity. This includes collaborating with principals on their equity efforts and providing them the resources they need to effectively lead the equity efforts. In my role as principal, I worked closely with the associate principals to advance their knowledge of equity. In a district of 7000 students, this role may not appear practical. Nonetheless, as superintendent I will make time to support principals in their equity efforts as they are working hand in hand with teachers in raising the achievement of each and every student.

The superintendent cannot advance the district any further than their own identity development across race, social class, ability, gender, language, and sexual orientation. As a leader, the superintendent must engage in ongoing identity development which may include continuing education, meeting with community leaders, and attending diversity events in community. These are all roles and practices I have engaged in as a principal.

**3. Describe how you would build authentic relationships with stakeholders. Provide examples of your past success.**

Authentic relationships are extremely important to build with stakeholders as it fosters a climate of trust and engagement. I plan to accomplish this by attending school events, establishing membership in civic organizations, and conducting superintendent linkage session with various stakeholders. I learned over the years as a high school principal the job never ends as there are always opportunities to meet parents and community leaders to build relationships.

First, I look forward to attending high school athletic events, concerts at all levels, as well as other school events to watch. I really believe this sets the tone of being visible and accessible to our families and students. Additionally, it provides me an opportunity as superintendent to observe the great things our students are doing in school.

Second, I believe it is important for the superintendent to assume the role of community leader. To assume that role, the superintendent must give back to the community, and I believe this can be accomplished by membership in civic organizations and serving on community boards. While I worked in La Crosse, I served two terms on the City of Onalaska Police and Fire Commission as well participated in charitable fundraisers for the La Crosse Education Foundation. Both of these experiences allowed me to give back to the school and community.

Superintendent linkage sessions with each school in the district as well as community organizations will be norm as I work to build additional relationships with stakeholders. Linkage sessions are scheduled in advance and stakeholders are provided with typically 2-3 questions prior to the meeting to start the discussion that I want to gather feedback on. After those questions are discussed, I would leave it open for stakeholders to ask me questions that are not on the agenda. Part of being a leader is being vulnerable in front of your staff and stakeholders, and I believe this is imperative when building trusting relationships. Additionally, I would encourage board members to join me in these linkage sessions especially when I meet with the staff from each school.

I have found employee engagement is paramount in any organization if one wants to make change. As a principal, I conducted surveys which measure trust, communication, and engagement with employees. These survey results were shared with the staff and I made a plan from the data to improve based on the survey. Furthermore, I regularly organized rounding meetings with staff, so they have an opportunity to ask questions about the organization.

In closing, authentic relationships are built through being accessible, vulnerable, and honest. I believe this is a strength of my work.

#### **4. How would you move a school district to become a top performing district in Wisconsin?**

The Fond du Lac School District met expectations on the 18-19 State Report Card, but Fond du Lac High School met few expectations. According to the continuous improvement plan on the Fond du Lac School District website, the mission of the school district is to prepare all students for career and college readiness. High Schools are the flagship school of any school district, and it is not acceptable to have a high school that meets few expectations as defined by the Wisconsin State Report Card System. The journey to becoming a top performing school district will include three steps. The first being a defined process for continuous improvement with accountability. Second, communicating the pursuit of excellence to all stakeholders will be imperative in this journey. Third, a vertical process of communication and support which focuses on defined autonomy for principals. I will explain each of these steps in the journey next.

All departments of the school district from School Nutrition to Human Resources to each school must be engaged in a continuous improvement process of plan, do, study, act. To become a top performing district, not only do all 3<sup>rd</sup> grade students need to be able to read at proficient level, but the district must provide excellence customer service in each of the buildings and work to improve internal processes to improve outcomes for students. These lofty benchmarks require a process of continuous improvement where there is accountability to the process first and the outcome second.

The superintendent must provide opportunity for stakeholder input on how the district is doing in meeting the needs of students to build the why for the journey to excellence. The superintendent must be transparent with stakeholders in regard to the feedback and share it publicly. As I stated above this move to becoming a top performing school district is a journey not a destination, the superintendent must message the process and updates on the journey to excellence to staff, board of education, and the community. The superintendent can do this through community events, board meetings, and district communications. The why for the journey must never waver in this process as a means to build a sense of common vision for the students in the district.

Lastly, the superintendent must work with district office administrators and principals to establish defined autonomy for the principals. School principals are the drivers for student success. They must know what is expected of them and know when how to ask for help. District administration must support the work of the principals and value their work through accountability to the process first and outcomes second.



### License Details

When viewing the license details of an educator, the Stage displayed on a license that expires this year may not reflect the actual Stage for which the educator has been approved. If verifying current licensure for employment, it is recommended that the applicant provide proof of accurate licensure via a copy of their license certificate.

For information about license statuses, please review [Check My Educator License Status](#).

Information valid as of 06/22/2021 03:40 PM

All paid applications will be reviewed by DPI. The length of the review process (and possible approval) will vary due to the complexity of each application and overall volume of applications received. This process may take at least 6-8 weeks.

Click "Search Results" to return to the Search Results list.

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### FLEIG, JEFFREY J

Entity Number: 61817

Last Background Check Submitted: 2020

License Type:	A001 - Administrator
Stage:	Lifetime License
License Number:	2590000309
Original License Date:	09/22/2017
Most Recent Application/Payment Received:	02/09/2019 10:10:17 AM
Valid From:	09/22/2017
Expires On:	
License Status:	Valid for Dates Shown
Renewal Guidelines:	Valid w/ Employment & Background Check
Pending Renewal/Extension:	No

Position/Subject:	5051 - Principal
Developmental Level:	N/A
Low Grade:	Pre-kindergarten
High Grade:	Grade 12

License Type:	A001 - Administrator
Stage:	Lifetime License
License Number:	2001037922
Original License Date:	07/01/2019
Most Recent Application/Payment Received:	
Valid From:	07/01/2019
Expires On:	
License Status:	Valid for Dates Shown
Renewal Guidelines:	Valid w/ Employment & Background Check
Pending Renewal/Extension:	No

Position/Subject: 5003 - Superintendent-District Administrator  
 Developmental Level: Early Childhood-Adolescence  
 Low Grade: N/A  
 High Grade: N/A

License Type: T001 - Teacher  
 Stage: Lifetime License  
 License Number: 1590058206  
 Original License Date: 09/22/2017  
 Most Recent Application/Payment Received:  
 Valid From: 09/22/2017  
 Expires On:  
 License Status: Valid for Dates Shown  
 Renewal Guidelines: Valid w/ Employment & Background Check  
 Pending Renewal/Extension: No

Position/Subject: 1088 - Elementary/Middle Level Education  
 Developmental Level: N/A  
 Low Grade: Grade 1  
 High Grade: Grade 8

Position/Subject: 1859 - Adaptive Education  
 Developmental Level: N/A  
 Low Grade: Grade 1  
 High Grade: Grade 9

License Type: A001 - Administrator  
 Stage: Professional Educator  
 License Number: 2001014885  
 Original License Date: 07/01/1998  
 Most Recent Application/Payment Received:  
 Valid From: 07/01/2013  
 Expires On: 06/30/2018  
 License Status: Valid for Dates Shown  
 Renewal Guidelines: 6 Credits or PDP Accepted  
 Pending Renewal/Extension: No

Position/Subject: 5051 - Principal  
 Developmental Level: N/A  
 Low Grade: Pre-Kindergarten  
 High Grade: Grade 12

License Type: T001 - Teacher  
 Stage: Professional Educator

License Number: 1001059702  
 Original License Date: 07/01/1994  
 Most Recent Application/Payment Received:  
 Valid From: 07/01/2013  
 Expires On: 06/30/2018  
 License Status: Valid for Dates Shown  
 Renewal Guidelines: 6 Credits or PDP Accepted  
 Pending Renewal/Extension: No

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Position/Subject: 1088 - Elementary/Middle Level Education  
 Developmental Level: N/A  
 Low Grade: Grade 1  
 High Grade: Grade 8

---

Position/Subject: 1859 - Adaptive Education  
 Developmental Level: N/A  
 Low Grade: Grade 1  
 High Grade: Grade 9

---

License Type: A201 - School Board Requested  
 Stage: One Year Administrator  
 License Number: 2201003896  
 Original License Date: 07/01/1997  
 Most Recent Application/Payment Received:  
 Valid From: 07/01/1997  
 Expires On: 06/30/1998  
 License Status: Expired  
 Renewal Guidelines: First Time Request  
 Pending Renewal/Extension: No

---

Position/Subject: 5051 - Principal  
 Developmental Level: N/A  
 Low Grade: Pre-kindergarten  
 High Grade: Grade 12

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**TO:** Michael Gerlach, Director of Business Services

**FROM:** Dr. Jeff Fleig, Superintendent

**DATE:** May 18, 2022

**INFO COPIES:** Administrators Listed

**SUBJECT:** Supplemental Stipend for Administrators

Each of the administrators listed below is to be paid a supplemental stipend in the amount of \$144.17. As per the Administrator Management Plan, this supplemental stipend results from the unused portion of the amount provided for tuition reimbursement for administrators.

Barkovich-Smith, Kelly
Buchholz, Stacey
Daniels, Catherine
Fleig, Jeffrey Dr
Garcia-Bankowski, Alexandra
Gerlach, Michael
Gunderson, Arik
Hughes, Jessica
Jahn, Amy
Kunstman, Amy
Lombardo, Marisa
McDonald, F. Troy
Michalkiewicz, David
Moder, Katie
Noonan, Nicole
O'Hara, Katherine
Reichenberger, Andrea
Rettler, Amy
Ryan, Donald
Sarah, Kelly
Schipper, Timothy
Scottberg, Timothy
Seyfert, Troy
Shultis, Nicholas
Snyder, Laurice
Steinbarth, Matthew
Suemnicht, Paula
Williams, John
Wolfert, Matthew



Bauer, Shawn <bauers@fonddulac.k12.wi.us>

### Vacation Payout for Dr. Fleig

1 message

**Bauer, Shawn** <bauers@fonddulac.k12.wi.us>  
To: Michael Gerlach <gerlachm@fonddulac.k12.wi.us>

Thu, Jun 16, 2022 at 2:38 PM

Please compensate Dr. Fleig for five (5) days of unused vacation for 2021-22. Per the Superintendent's contract, he has the option to be paid out for five (5) days of unused vacation at his per diem rate. Dr. Fleig currently has 13 days of vacation and will have a balance of eight (8) days remaining after being paid out for five (5) days.

Thanks,

Shawn

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**Shawn Bauer**  
Secretary to the Superintendent  
Fond du Lac School District  
(920) 906-6502 | bauers@fonddulac.k12.wi.us  
72 West 9th Street, Fond du Lac, WI 54935

