



WISCONSIN DEPARTMENT OF  
**Public Instruction**

Jill K. Underly, PhD, State Superintendent

June 16, 2025

**VIA EMAIL ONLY**

Matthew Steinbarth, District Administrator  
Fond du Lac Area School District  
72 West Ninth Street  
Fond du Lac, WI 54935  
steinbarthm@fonddulac.k12.wi.us

RE: In the Matter of the License of Deswin Gbala  
DPI Case No. 24-TL-069

I wanted to inform you that Dr. Gbala has agreed to surrender his license to the Department of Public Instruction (DPI). As a result, the DPI has closed its investigation in this matter.

In accordance with Wis. Stat. § 115.31(6)(c), DPI will maintain a record of this investigation and its outcome. This notice is provided to you pursuant to Wis. Admin. Code § PI 34.101.

Please feel free to contact me if you have any questions or concerns.

Sincerely,

Benjamin Jones  
General Counsel  
Office of Legal Services  
[benjamin.jones@dpi.wi.gov](mailto:benjamin.jones@dpi.wi.gov)  
(608) 266-9332

Recommendation to the school board - Nonrenewal Private Conference

**A. Basis for the Recommendation**

On behalf of the administration of the Fond du Lac School Board, I am recommending to the Board that Deswin Gbala's contract for the 2023-24 school year not be renewed for the 2024-25 school year, and that employment between the District and Deswin Gbala be ended. This recommendation is based on the falsification of his employment application and also his inappropriate behavior and comments during the term of his employment with the District.

**B. Employment Violations**

Both Mr. Gbala's resume (Exhibit A) and employment application (Exhibit B) indicated that he was last employed by the Racine School District. This was due to his failure to update his application to include his current employer at the time, the Kiel School District. This was an intentional omission on his part, performed to conceal his current employment status with the Kiel School District, where he was employed from September 7, 2022 through May 22, 2023. Mr. Gbala submitted his application for employment on the WECAN website. In fact, he applied for 3 different positions on March 13th, 14th, and 28th, all occasions on which he could have modified his applicant information to include the facts of his current employment, as well as submit an updated resume attachment, but he did not choose to do so. The WECAN application includes a section entitled "Authorization, Release, and Certification" in which he certified that the following statements were true and correct to the best of his knowledge and belief:

*"I authorize the Employer to investigate my personal employment history and I authorize any current/former employer, person, firm, corporation or government agency to give the Employer any information regarding my employment history.*

*If I should be offered a position, I understand that a criminal information records check will be conducted on me. (A criminal record does not constitute an automatic bar to employment. Non-felony convictions will be considered only if the circumstances of the conviction substantially relate to the particular job in question.)*

*In consideration of the Employer's review of this application, I release from all liability and/or legal claims the Employer and every person seeking or providing information, whether it be oral or written. A photocopy of this release shall be as valid as the original, and may be relied upon by all persons providing information.*

*Further, I certify that all information on this application is true, complete and correct to the best of my knowledge. I understand that any false or misleading statements made by me, or material omissions of information requested of me, shall constitute grounds for rejection of my application, or if employed, my immediate dismissal.*

*If employed, I agree to comply with all the rules and regulations of the Employer. I also understand that employment is subject to the satisfactory investigation of the application and a favorable physical examination report, including a chest x-ray or tuberculosis screening. I understand any false statements or misrepresentation of facts are grounds for dismissal.*

*By clicking the checkbox below, I hereby certify that the statements above are true and correct to the best of my knowledge and belief.*

Authorized on Sun Feb 26 2017

He was hired by the Fond du Lac School District as a Recovery Education teacher on April 10, 2023 (Exhibit C), a full 6 weeks before his employment ended with the Kiel School District. As written in Wis. Stats. 118.22(2),

*"No such board may enter into a contract of employment with a teacher for any period of time as to which the teacher is then under a contract of employment with another board."*

Mr. Gbala's concealment of his current contractual relationship with the Kiel School District resulted in the Fond du Lac School District unknowingly entering into an employment contract that violated this statutory language. He signed and entered into this contractual agreement knowing that he was under contract with another school district, in violation of Wisconsin State Statute 118.22 (2).

On May 22, 2023 the Kiel School District held an "executive session under Wis. Stats. 19.85(1)(c) and (f) to discuss and consider an employee resignation which involves confidential student information under Wis. Stats. s118.125". Following that meeting, the board reconvened "into open session at 4:40 p.m., to act upon items discussed in executive session" and "the Board accepted Dr. Gbala's resignation as discussed in executive session", as documented in their school board minutes. (Exhibit D)

This intentional concealment of his employment with the Kiel School District and falsification of his employment application is alone enough to recommend the nonrenewal of his teaching contract. There is, however, additional reason to proceed with nonrenewal.

**C. Violation of Professional Standards of Behavior Toward Students**

On Wednesday, April 12, 2024, a Fond du Lac High School employee reported to Assistant Principal Brooke Killian that Mr. Gbala had acted inappropriately with a student in the in-school suspension room. This student (Student A) also submitted a written statement to Assistant Principal Brooke Killian in response to Mr. Gbala's actions towards [redacted] on that same date (Exhibit E). In response to this report of inappropriate behavior, Mr. Gbala was placed on paid administrative leave on April 12, 2024, as required under Board Policy 8141 - Required Reporting of Staff Conduct. (Exhibit F)

In [redacted] written statement, as well as in an interview that I conducted with [redacted] on Monday, April 17, 2024, Student A recounted that during the first semester of the 2023-24 school year [redacted] had an English class in the room next to Mr. Gbala's classroom. Despite not knowing this student or having [redacted] as a student in his own classroom, Mr. Gbala began engaging verbally with [redacted] almost daily in the hallway. [redacted] reported that he would often ask [redacted] about [redacted] clothing, telling [redacted] that [redacted] didn't have any fashion sense and needed to dress nicer, and [redacted] reported that these constant comments made [redacted] uncomfortable. [redacted] would try to avoid him, but because of the proximity to the two classrooms, it proved impossible to avoid him as he stood in the hallway between class periods. In an interview with Student A's English teacher in the next room, I learned that this teacher noted these conversations and Student A's discomfort, and she told Mr. Gbala to leave the student alone. She also reported that before the school year started he told her that his last school thought he said something inappropriate to a girl. She figured that must have been disproven because he got hired in Fond du Lac.

Student A reported that after the end of the first semester (January 2024), [redacted] no longer had classes in that pod of the building and no longer had to see him, so there were no further incidents until April 12, 2024. On April 12, 2024, Student A [redacted] in [redacted] [redacted], which is located

directly across the hall from Mr. Gbala's classroom. As detailed in [redacted] written statement and interview with me, [redacted] in [redacted]. Mr. Gbala saw [redacted] in the hall and commented again on [redacted] clothing, saying that [redacted] needed to work on [redacted] fashion, and that he would be back to talk to [redacted]. He then went into his classroom, where he had a class that hour. He returned 15-20 minutes later (he still had a class of students in his room) and sat down near [redacted] and [redacted]. [redacted] reported that he was talking about all of his educational degrees. He then obtained a Post-It note from the [redacted] supervisor's desk, wrote his phone number on it and gave his phone number to Student A. [redacted] said that he was talking about fashion and told [redacted] whenever [redacted] is wearing a nice outfit [redacted] should text him. He told [redacted] he was available 2nd and 6th hour if [redacted] wanted to come and talk to him. [redacted] said [redacted] didn't know what to do in response to this, so [redacted] said "okay" and waited for him to leave.

The [redacted] supervisor gave additional details about the conversation that occurred between Student A and Mr. Gbala. In her written statement (Exhibit G) and interview with me she described that he seemed overly excited to see Student A and he told [redacted] to not go anywhere, that he would be right back to talk to [redacted] about fashion. When he returned he said, "Why didn't you take my class, I'm funnier than the other guy. Let's talk about fashion, my wife and I have a business and I can hook you up with fashions better than yours. Here's my phone number, I'm off 2nd, 6th, and 9th and you can come and see me. You'll love my fashion, it's better than yours. I want to see you wearing it. You can call me anytime." He told [redacted] he wanted to see [redacted] wearing the fashions, not in pictures, but in person. When he left the room, the [redacted] supervisor spoke with Student A, as [redacted] seemed upset, was red in the face, and seemed very uncomfortable. She asked Student A what all of that was about, and [redacted] replied that [redacted] didn't know.

The [redacted] suspension supervisor reported that other [redacted] students had reported to her that he was overly attentive to them and said things openly in class that made them uncomfortable. One had reported that [redacted] felt he had given [redacted] a grade that [redacted] didn't deserve and paid extra attention to [redacted]. In response to this information I interviewed three other [redacted] students that had been or are students in his classes.

Student B reported that he says random things that make [redacted] uncomfortable. [redacted] gave the example of a time they were typing for an assignment and he said to [redacted] and some other [redacted] "You must be good with your hands". [redacted] said that he talks about their boyfriends, asks if they were "smooching", talks about his many kids, and "talks crap" about his ex-wife. He says that every time he sneezes he thinks it's allergies so his ex-wife must be around. He is very much overly friendly. When he's not, he seems to get angry really quickly. [redacted] told the [redacted] supervisor about it, and [redacted] has told her mom about it. I spoke with Student B's mother by phone on April 17, 2024 and she recounted an incident that happened when she attended parent/teacher conferences. She said they were talking about girls being emotional or tough, and he said that's why he got rid of his ex-wife.

Student C reported that when [redacted] and [redacted] come into the room he tells them they look really good today. It didn't make [redacted] uncomfortable, but it's crossing a line because he's a teacher.

Student D reported that he said to one [redacted] "you're part of my heartbeat" and that he brings up the girls having boyfriends a lot; [redacted] thinks he's just trying to be funny. Occasionally he brings up race at weird times that aren't necessary because it's not related to what they are talking about. [redacted] reported that he told all of the Spanish-speaking students in the class that they needed to speak English because it is the language everyone speaks in this country.

Student E reported to [redacted] mother and to Assistant Principal Brooke Kilian that he told [redacted] has nice hands and nice hair, and that [redacted] will be gorgeous when [redacted] gets her braces off. [redacted] also reported that he told the

students in class that his ex-wife cheated on him all the time and spent his money getting hotel rooms to have sex with other men, but he stayed with her because the sex was good. (Exhibit H)

I spoke with Student E's mother, who said that Student E had been talking with [REDACTED] father over Spring Break about the things that Mr. Gbala was saying, and he told his wife that these things needed to be reported. She was concerned and began to do some research on Mr. Gbala, discovering his prior employment record with Kiel School District, the investigation of his teaching license, which she reported to me. Coming back from Spring Break, Student E's new semester schedule showed that [REDACTED] was assigned [REDACTED]. [REDACTED] begged [REDACTED] mother to not make [REDACTED] be in his [REDACTED] because [REDACTED] e said that he won't leave [REDACTED] r alone, and [REDACTED] won't be able to get work done. [REDACTED] came to [REDACTED] r mother crying after the first [REDACTED] d and they requested to change [REDACTED] schedule.

As mentioned previously, I interviewed the English teacher who taught in the room next to Mr. Gbala. In addition to the information related to Mr. Gbala's inappropriate comments to Student A, she told me that he would say weird things to the kids; asking them about their relationships, talking about money to the kids and tell them about the things he bought for his wife and how much he got paid. He would let kids sit in the hallway unsupervised. This teacher noted that her biggest issue with him was his work ethic and dependence on the other staff. He would attend CT meetings, but never really seemed to know what was going on, and took up a lot of another teacher's time. She noted that he is very social and she would have to keep her door shut because he was constantly interrupting her; he needed a lot of help because he was too busy socializing. 3-4 times a week he would ask her how to do things with his other class that she didn't teach with him, and he didn't seem to know what he was doing.

#### **D. Mr. Gbala's Response to Investigation**

Mr. Gbala was required to attend a meeting at the Human Resources office on April 23, 2024 to discuss the reported behaviors and the omissions related to his employment. The meeting was attended by me, Matt Steinbarth (Chief of Schools), Mr. Gbala, his wife Angela Gbala, Andy Brault (FEA representative), and his Uniserv representative, Mr. Horn. Prior to any questioning the Garrity Warning was read aloud by me. Mr. Gbala requested time to reread the warning and that was given. He was asked questions to determine his understanding of the warning. He signed and was given a copy of the warning. (Exhibits I and J)

I asked Mr. Gbala about the behavior reported by Student A in which he gave [REDACTED] his phone number. He said that he did give the student his phone number. When asked if he thought that was an appropriate thing to do, he sat forward and said "Absolutely" and said that he had a previously established relationship with this student in which they discussed fashion, looked at each other's clothes and teased each other. He told [REDACTED] "Text me when you have spring fashion and I'll come look at it because I'm teaching at that time. It's just us talking about fashion." This does not correspond with the student's written report or oral interview. I asked him if he knew that the comments he made to the student prior to this event made them uncomfortable; he denied knowing that. He did, however, admit that the English teacher in the next room told him to leave the student alone and he said he complied with that until the incident on April 12, 2024.

I told him that the English teacher next door to him reported that she was asked to watch his class while he took a [REDACTED] student upstairs to get treats from the English office. He denied this happened, then qualified his statement by saying that he didn't take a student into the English office, but had [REDACTED] stand outside the office and he got the treats for [REDACTED].

I asked him if he had told all of the Spanish-speaking students that they needed to speak English because that is the language of this country. He denied saying it, and told me to talk with the ELL teacher who supports

students in his room. When I told him I had already spoken with her about this, he then admitted that he had said it. He can't understand them in Spanish so he asked them to speak in English.

I asked him about the comments that students reported he had made to them about their appearance and their relationships; he said he did not remember any of these events or comments.

I told him the students had reported that he would talk often about his ex-wife, that he said he was allergic to his ex-wife, and when he sneezed, he would say it was because she must be around. He did admit to saying this and seemed to find it very funny. I told him that they reported that his ex-wife cheated on him a lot, that she used his money to get hotels to have sex with other men, and that he stayed with her because the sex was good. He denied this, and said he does not talk to kids about his intimate things. I told him that a parent reported that he made comments about his ex-wife during parent/teacher conferences and he also did not remember that event or comment.

I talked with Mr. Gbala about his employment application on WECAN that listed his last place of employment as the Racine School District, not the Kiel School District. I asked him why he was not honest on his application, or tell the District that he was currently working for and under contract with another school district. He told me that this was because he was done with that employment and was free to work where he wanted because he was not expected to fulfill the duties of his employment with them. I asked him directly a number of times if he was under contract with the Kiel School District when he applied for jobs and was hired by the Fond du Lac School District. He refused to give a direct answer to that question, continuing to say that he was free to look for other employment because Kiel didn't expect him to work any longer.

I asked him about the comment made by the English teacher in which he told her his last school district thought he said something inappropriate to a girl. He died saying this, telling me that they talked only about lesson plans and didn't hang out and hold conversations. This is the opposite of the behavior that the English teacher reported to me.

Mr. Gbala's license is currently under investigation by the WI DPI. I asked him if, to his knowledge, he still possessed a valid teaching license. He stated that he does, and that his license is under investigation because he filed a complaint against Kiel for racism. This is not factually correct, as this would not be a cause for investigation of his teaching license.

#### **E. Violations of Board Policy and Wisconsin State Statute 118.22**

Mr. Gbala's actions are in direct violation of a number of Board Policies and Wisconsin State Statute 118.22. In reference to his employment with the Fond du Lac School district, he falsified his employment application and signed a contract with the Fond du Lac School District in violation of the contract and Wisconsin State Statute 118.22. The nonrenewal of his teaching contract is allowed under Board Policy 3120 - Employment of Professional Staff, which reads in part:

*Any professional staff member's intentional misstatement of fact material to his/her qualifications for employment or the determination of salary shall be considered by this Board to constitute grounds for dismissal.*

Additionally, he certified in his WECAN application that he understood that making any false or misleading statements or material omissions of information requested would constitute grounds for his immediate dismissal.

His reported behavior with students violated Board policies 2266 – Nondiscrimination on the Basis of Sex in Education Programs or Activities, and 5517 - Student Anti-Harassment, which read in part:

*The Board prohibits sexual harassment that occurs within its education programs and activities.*

Sexual harassment is defined in these policies as "Unwelcome conduct determined by a reasonable person to be so severe, pervasive, and objectively offensive that it effectively denies a person equal access to the District's education program or activity." Mr. Gbala's behavior toward [REDACTED] students was severe, pervasive, and in the case of at least one student, denied [REDACTED] access to an education program or activity when [REDACTED] had to change [REDACTED] schedule to avoid having him as a teacher.

Mr. Gbala's behavior additionally violated Board Policy 3210(a)(c) - Staff Ethics which reads:

An effective educational program requires the services of employees of integrity, high ideals, and human understanding. To maintain and promote these essentials, the Board expects all professional staff members to maintain high standards in their working relationships, and in the performance of their professional duties, to:

- A. recognize basic dignities of all individuals with whom they interact in the performance of duties;
- C. exercise due care to protect the mental and physical safety of students, colleagues, and subordinates;

This behavior cannot be allowed to continue. In addition to the recommendation of non-renewal, the school district has signed a formal complaint and begun an investigation into this issue, as required under Title IX of the Education Amendments Act of 1972 and Board Policy 2266 - Nondiscrimination on the Basis of Sex in Education Programs or Activities, which reads in part:

*When the District has actual knowledge of sexual harassment in its education program or activity against a person in the United States, it shall promptly respond in a manner that is not deliberately indifferent.*

In the statement provided by the in-school suspension supervisor, Mr. Gbala said to Student A, "Let's talk about fashion, my wife and I have a business and I can hook you up with fashions better than yours." This statement implies that Mr. Gbala intended to attempt to sell goods from a private business to Student A. This behavior is in direct violation of the following Board Policies:

**3210(f) - Staff Ethics**

An effective educational program requires the services of employees of integrity, high ideals, and human understanding. To maintain and promote these essentials, the Board expects all professional staff members to maintain high standards in their working relationships, and in the performance of their professional duties, to:

- F. ensure that their actions or those of another on their behalf are not made with specific intent of advancing private economic interests;

**3230(B)(2)(G) - Ethics and Conflict of Interest**

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B. Professional employees, officers, and agents shall not engage in business, private practice of their profession, the rendering of services, anything of substantial value, or the sale of goods of any type where advantage is taken of any professional relationship they may have with any employee, student, client, or parents of such students or clients in the course of their employment or professional relationship with the School District.

Included, by way of illustration, rather than limitation are the following:

2. soliciting on school premises or under circumstances which are coercive for the private sale of goods or services to students or other employees;

G. Professional employees, officers and agents found to be in violation of this conflict of interest policy will be subject to disciplinary action up to and including termination of employment.

### **3231(A)(B) - Outside Activities of Professional Staff**

The Board expects professional staff members to avoid situations in which their personal interests, activities, and associations may conflict with the interests of the District. If such situations threaten a staff member's effectiveness within the School District, the Superintendent shall evaluate the impact of such interest, activity, or association upon the professional staff member's responsibilities.

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A. Staff members should not give work time to an outside interest, activity, or association without valid reason to be excused from assigned duties.

B. Staff members shall not use school property or school time to solicit or accept customers for private enterprises without written administrative permission.

The District administration is recommending nonrenewal of Deswin Gbala's teaching contract under the following Board Policies:

### **8141 - Required Reporting of Staff Conduct**

The Board of Education recognizes its responsibilities to effectively address criminal charges, convictions, or dismissal/non-renewal due to immoral conduct by staff members and, where determined appropriate, to provide a measured disciplinary response consistent with due process. In addition, with respect to any person licensed by the State Superintendent, such matters will be reported to the State Superintendent.

Pursuant to State law, immoral conduct means conduct or behavior that is contrary to commonly accepted moral or ethical standards and that endangers the health, safety, welfare or education of any student.

The Superintendent shall investigate any allegation of misconduct by District employees which affects the health, safety, or welfare of a student, and shall report the alleged misconduct to the State Superintendent as required by State law.

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3140 - Non-renewal, Resignation, and Termination - which allows for the non-renewal of a teacher's contract and states the guidelines for such processes.

**F. District Administration Recommendation to Non-Renew Teaching Contract**

The District administration believes that Mr. Gbala's intentional falsification of his employment application, acceptance of a contract in knowing violation of the terms of that contract, and patterns of inappropriate behavior with students are not consistent with the Board Policies and with the professional standards of behavior expected of the employees of this school district. We ask that you approve the non-renewal of his teaching contract, effective as of today's date.

Date: April 12, 2024

Deswin Robert Gbala



Deswin Robert Gbala:

Effective immediately, you are being placed on non-disciplinary paid administrative leave pending an investigation into possible misconduct. This leave is non-disciplinary in nature, and you will remain in paid status. Please note that you are not to take any steps that would constitute interference with the upcoming investigation, including but not limited to, contacting anyone regarding this investigation by phone call, text, email, or other means. During this administrative leave, you are to remain available via phone during your normal working hours. The phone number we have on file for you is ( ) please inform Human Resources immediately if a different number applies. Also, you may be asked to come to the school or district offices on short notice during your administrative leave to meet with the investigator. During this administrative leave, you are not to report to the worksite unless you have received prior authorization from the superintendent, from your supervisor, or from me.

I know that this can be a difficult time, and I encourage you to contact the Fond du Lac Employee Assistance Program at (920) 924-0614, or the Care Coach, Joe Pietrangelo at (877) 322-2427 extension 4378. If you have any questions about this matter, please contact me, Director of Human Resources Marisa Lombardo, at (920) 906-6441 or [lombardom@fonddulac.k12.wi.us](mailto:lombardom@fonddulac.k12.wi.us).

Sincerely,

A handwritten signature in cursive script that reads "Marisa Lombardo".

Marisa Lombardo

Director of Human Resources - Fond du Lac School District

**FDLSD**

CHANGING OUTCOMES IN OUR COMMUNITIES

**FOND DU LAC SCHOOL DISTRICT**  
72 W Ninth Street, Fond du Lac, WI 54935  
920-929-2900 • [fonddulac.k12.wi.us](http://fonddulac.k12.wi.us)

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Date: May 23, 2024

Deswin Gbala



Dr. Gbala :

On April 12, 2024 a student at Fond du Lac High School and a staff member at Fond du Lac High School reported to the administration that you had behaved inappropriately with a student. These reports resulted in an investigation by the Human Resources office in which additional conduct issues were discovered.

During this investigation a number of students and staff members were interviewed, and you were interviewed in a meeting attended by you and your representatives. Students interviewed in this investigation cited numerous instances of comments made by you to students that were not appropriate in the classroom environment, or to students in any environment. The reporting student described your interactions with [REDACTED] leading up to the incident on April 12, 2024 that resulted in you giving [REDACTED] your phone number and asking [REDACTED] to text or call you if [REDACTED] was wearing something nice.

As a result of this investigation the administration of the Fond du Lac School District has concluded that your behavior with students is outside the bounds of acceptable professional conduct, and in direct violation of the following Teacher Standards outlined for your professional practice:

Performance Standard 5: Learning Environment

The teacher uses resources, routines, and procedures to provide a respectful, safe, positive, student-centered environment that is conducive to student engagement and learning.

5.3 Establishes a climate of trust and teamwork by being fair, caring, respectful, and enthusiastic.

5.4 Promotes respectful interactions that challenge and engage all students within the learning environment

Performance Standard 6: Professionalism

The teacher demonstrates behavior consistent with legal, ethical, and professional standards, contributes to the profession, and engages in professional growth that results in improved student learning.

6.3 Adheres to school, district, legal, ethical, and procedural requirements.

Your ability to work effectively with students requires that you conduct yourself in a professional manner that maintains a psychologically safe environment for student learning. This is outlined in Board Policy 3210(a)(c) - Staff Ethics which reads:

An effective educational program requires the services of employees of integrity, high ideals, and human understanding. To maintain and promote these essentials, the Board expects all professional staff members to maintain high standards in their working relationships, and in the performance of their professional duties, to:

- A. recognize basic dignities of all individuals with whom they interact in the performance of duties;
- C. exercise due care to protect the mental and physical safety of students, colleagues, and subordinates;

Because of this inappropriate and unprofessional conduct, we are issuing you this disciplinary letter of reprimand, which will be placed in your employee personnel file. Additionally, you will continue on paid administrative leave for the remainder of the school year, at which time your employment with the Fond du Lac School District will end, due to the non-renewal of your teaching contract by the Fond du Lac School Board on May 20, 2024.

A copy of this letter will be placed in your personnel file.

Sincerely,

*Marisa Lombardo*

Marisa Lombardo  
Director of Human Resources

Cc: District Personnel File

**Sent via: Email and Certified Mail**

Dr. Deswin Gbala  


Re: Final Notice of Non-Renewal

Dear Dr. Gbala:

The Board of Education of the Fond du Lac School District issued you a preliminary notice of consideration of nonrenewal of your employment contract on April 23, 2024, pursuant to Section 118.22 of the Wisconsin Statutes. In that notice, you were informed that the Board was considering the recommendation of the Administration that your contract not be renewed for the 2024-2025 school year. The notice also advised you that you had the right to a private conference before the School Board concerning the possible nonrenewal of your employment contract. You requested a private conference with the School Board on April 25, 2024, pursuant to Section 118.22(3), Wisconsin Statutes.

The Board held a closed session on May 20, 2024 to conduct the private conference regarding the Administration's recommendation for nonrenewal, following your May 7, 2024 execution of a waiver of Section 118.22 time lines because of the unavailability of your Uniserv representative for a May 9, 2024 private conference. This waiver required that the District provide you notice on or before May 29, 2024. You were present at the May 20, 2024 conference, along with your representative, Uniserv Director John Horn. The Administration was represented by Director of Human Resources Marisa Lombardo. The procedures which were followed at the May 20, 2024 private conference were those which were identified in our legal counsel's May 16, 2024 letter to you and Ms. Lombardo.

During the private conference, you and the Administration were provided with the opportunity to submit documents and make presentations and arguments to the Board regarding whether your employment contract should be renewed for 2024-2025. Each party was also provided with the opportunity to respond to the documents and presentations made by the other party. Members of the Board were provided with the opportunity to question both parties. Following the submission of the respective cases, the Board evaluated and deliberated on the information which had been provided. After its deliberations, the Board voted in executive session regarding the recommendation for nonrenewal of your contract. By a vote of a majority of the full membership of the School Board, the Board has determined not to renew your contract for the 2024-2025 school year.

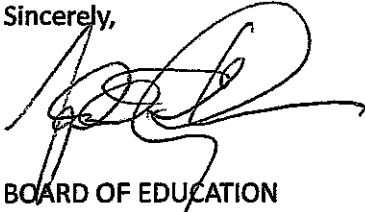
The decision not to issue you an employment contract in the District for 2024-2025 is based on the facts which were stated in the presentation which was made by Ms. Lombardo at the May 20, 2024 private conference.

As a result, your employment with the District will conclude effective June 10, 2024. Please contact Ms. Lombardo if you have any questions about this letter or your status for the remainder of the school year.

**FDSL**

CHANGING OUTCOMES IN OUR COMMUNITIES

Sincerely,



BOARD OF EDUCATION  
FOND DU LAC SCHOOL DISTRICT

By: Todd Schreiter, Board President

Cc: Dr. Jeffrey Fleig, Superintendent

**Preliminary Notice of Nonrenewal**

***SENT VIA FIRST CLASS MAIL & E-MAIL***

April 22, 2024


Deswin Gbala  
[REDACTED]

Dear Deswin Gbala:

Pursuant to Wis. Stats. Sec. 118.22 and your individual teaching contract, you are hereby put on notice that the Fond du Lac School Board of Education is considering the recommendation of the Administration that your current employment contract be nonrenewed.

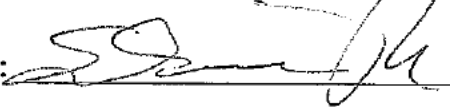
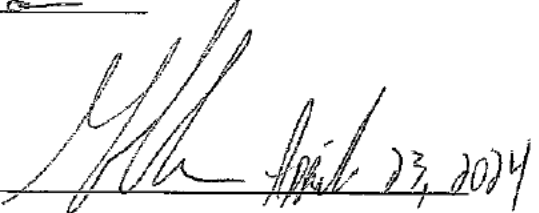
Please be advised that pursuant to Wis. Stats. Sec. 118.22, you have the right to file a request with the Board of Education for a private conference with the Board relative to the subject of the proposed nonrenewal of your contract. In order to make a request for a private conference, you must file a request for the private conference within five (5) days of your receipt of this notice. If you choose to make this request, please inform Marisa Lombardo, [lombardoM@fonddulac.k12.wi.us](mailto:lombardoM@fonddulac.k12.wi.us) within that time frame. At such conference, you may be represented by the counsel of your choice.

FOND DU LAC SCHOOL DISTRICT

By:   
Board President

By:   
Board Clerk

Receipt of Notice Acknowledged:

   
[Teacher Signature] [Date]

Cc: Personnel File



CHANGING OUTCOMES IN OUR COMMUNITIES