

Fond du Lac School District

72 W. Ninth St. • Fond du Lac, WI 54935
(920) 929-2900

James R. Sebert, Ed.D.
Superintendent of Schools

September 2, 2016

Khristy Knudtson



RE: Written Warning

Dear Ms. Knudtson:

On Friday, August 26, 2016 parents of a forensics student met with Marian Sheridan and provided her with a copy of text communication between you and a group of high school students from Saturday, June 4, 2016 thru Sunday, June 26, 2016. The discourse of these text messages is deemed inappropriate for a teacher and student relationship. Using profanity, discussing staff and student work is not professional. It is also problematic that you sent text messages on school days and during school hours. This type of behavior is a violation of District Policies 7.232 Staff Conduct and 7.23 Staff Ethics, which are attached.

I am directing you to cease communication with students via texts. All future communication and interactions with students must be consistent with the aforementioned policies.

This letter serves as a letter of reprimand and a written warning that any other incidence of this type or any other violations of School District policy could result in further disciplinary action including suspension and up to termination.

Sincerely,

Sharon Simon
Human Resources

cc. personnel file



The mission of the Fond du Lac School District, in partnership with the family and the community, is to promote high achievement and foster the continuous growth of the whole child, so that each becomes a creative, contributing citizen in a global society by providing personalized learning opportunities in a safe, nurturing environment.

7.23

Staff Ethics: An effective educational program requires the services of men and women of integrity, high ideals, and human understanding. To maintain and promote these essentials, all employees of the District are expected to maintain only the highest standards in their professional and personal conduct.

Adopted 2/27/95; Revised 9/10/12

7.232

Staff Conduct: The staff does have the freedom to express individuality and is encouraged to do so as long as staff members do not intrude upon and endanger the rights of others, as long as those actions do not reflect negatively on the school district and are not false or insubordinate in nature, and as long as those actions set a standard worthy of emulation by the students. These expressions should be consistent with school/District goals and District and community expectations.

Adopted 8/14/89; Revised 9/10/12