

Fond du Lac School District

FOND DU LAC HIGH SCHOOL

801 Campus Dr • Fond du Lac, WI 54935

Office: (920) 929-2740

Fax: (920) 929-2854

May 17, 2018

Mr. Felipe Ramirez

RE: Written Warning

Dear Mr. Ramirez:

This is a summary of the discussions I've had with you regarding students. On Wednesday, May 2nd, I had a conversation with you about making sure students were not eating in the receiving room and custodial office. I also stated that no adult should be giving students a ride home.

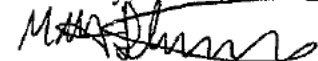
On Thursday, May 3, 2018, a student's friend requested a meeting with Officer Meilahn regarding a conversation two female students had with him. The student discussed with Officer Meilahn and I, different occasions where you had said or done something, to make the girls feel uncomfortable. After talking with the student and young ladies, we were able to view the pictures, videos, and texts. At this point I discussed with you the importance of not having any contact with the young ladies, not hosting lunches, and not driving students home.

On Wednesday, May 17, 2018 I received a call from Dave Velasco that you had requested a meeting with the two girls in question. While talking with the girls he said the girls and himself became very uncomfortable with the direction the conversation was going and Dave directed them to leave and report to work.

This type of behavior is not acceptable. I am directing you to refrain from having any contact with the students involved and to leave all matters regarding student custodians to the supervision of Mr. Velasco. If a concern should arise involving a student during the day, you will bring the matter to myself or an assistant principal.

This communication serves as a letter of counsel. Future violations of School Board Policy 7.27 or other School District policies, could result in further disciplinary action including suspension and up to termination.

Sincerely,



Matt Steinbarth

Principal

Fond du Lac High School

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

May 29, 2018

Felipe Ramirez



RE: Notice of Disciplinary Suspension

Dear Mr. Ramirez:

Matt Steinbarth and I met with you and Mike Muellenbach on May 23, 2018 to address two areas of concern: your relationship with student custodians and compliance with directives given by Mr. Steinbarth. At the meeting, you admitted to text-messaging two female students. In text messages, you referred to the students as "bitches" and "besties" and one of these students you call a "disleccis (dyslexic) blond broad." You also admitted to slapping a female student on her bottom with a clipboard and later apologized for your actions. In a picture captured by the students, you have your head resting on the shoulder of one of the students.

On May 2, 2018 Mr. Steinbarth gave you a directive not to have students eat in the receiving room or custodial office and not to give students rides home from school. He met with you again on May 3, 2018. At this meeting, he specifically directed you not to have contact with two female students. Mr. Steinbarth reiterated that you were not to have students eat in the receiving room or custodial office, and you were not to give students rides home from school. During our May 23, 2018 meeting, you admitted that you did not follow these directives.

At the May 23, 2018 meeting, you admitted that you had requested a meeting with the two female students with whom you had been directed not to have contact. The two female students and the night lead custodian, Dave Velasco, were present at the meeting, which took place on May 17, 2018. During the meeting with the students, you admitted to saying, "I know how to forgive and forget," "It is over for you, but not for me," and "If something was wrong, you needed to tell me, not go to someone else." Mr. Velasco stopped the meeting and requested that the students return to work because he believed that the questions that you were directing to these students were improper and inappropriate.

During the investigation, you were placed on administrative leave until a determination could be made regarding your employment status.



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.

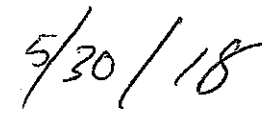
The investigation performed by the District has confirmed that you engaged in conduct that is unacceptable and unprofessional. Your interactions with these students is in violation of Fond du Lac School District Policy 7.23, 7.232 and 7.27.

In view of the above, the Administration has determined that your conduct violated standards of acceptable performance of duty as an employee of the District, and that such abusive and unprofessional conduct therefore constitutes grounds for potential termination of your employment. The District will continue to employ you, subject to the terms of this Agreement and subject to a three-day suspension to begin on May 30, 2018 and end on June 1, 2018. Therefore, as a condition precedent to the continuation of your employment, you agree to the following:

1. You agree to access the Employee Assistance Plan (EAP) and to follow and successfully complete any recommended treatment program. In addition, you will sign a waiver and release so that the Administration can obtain periodic reports to monitor your attendance and participation in any recommended treatment program.
2. You agree that you will comply with all School District policies and rules related to your employment, as well as all terms of this Agreement.
3. You understand and agree that if you violate any terms of this Agreement, you will be subject to immediate termination of your employment, and that you knowingly and voluntarily waive any right to file a grievance regarding such termination pursuant to any grievance procedure adopted by the District to comply with Section 66.0509 of the Wisconsin Statutes.
4. In entering into this Agreement, each party expressly states that it has read, and fully understands, the terms of this Agreement; that the Agreement has been fully explained to them by their respective attorneys, agent, or representatives; that they entered into this Agreement voluntarily and of their own free will; and that this Agreement constitutes a full, final and binding resolution in settlement of the matters covered by this Agreement. Each party further states that its willingness to enter into this Agreement was not induced by, or based upon, any representation by any other party hereto, or its agents, attorneys, or representatives, which is not contained in this Agreement.



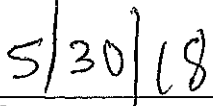
 Felipe Ramirez



 Date



 Sharon Simon



 Date

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

Fond du Lac School District Office of Human Resources

MEMORANDUM

TO: Michael Gerlach, Director of Business Services
FROM: Sharon Simon, Director of Human Resources
DATE: May 30, 2018
RE: Felipe Ramirez – Three-Day Suspension Without Pay

Felipe Ramirez, head custodian at Fond du Lac High School, is suspended for three days without pay for the following dates: May 30, May 31, and June 1. Please make the necessary payroll adjustments.

SS:es

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.

Fond du Lac School District

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

August 27, 2018

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

Felipe Ramirez



RE: Letter of Counsel

Dear Mr. Ramirez:

This letter is to confirm the conversation that took place on Friday, August 24, 2018. Mr. Steinbarth and I met with you to discuss a situation that had occurred on or about August 5, 2018. Mr. Dave Velasco (Lead Night Custodian--in charge of the Student Custodial Program) notified several student custodians via email that they were no longer needed for summer work. You contacted Mr. Velasco to let him know that you needed one student, who you named in the email, to complete some work for you. Mr. Velasco emailed you stating that the student was no longer needed and that he could help to meet your needs. Even after this exchange, the student reported to work the next day. When Mr. Steinbarth and I met with you on August 24, 2018, you stated that you had contacted the student to come into work.

In the future, the lead night custodian will communicate with student custodians regarding work hours unless an administrator has given permission. You are not to communicate with students via email, texting or any other medium. Students will no longer be allowed in the receiving area or custodial office unless specifically directed by the lead night custodian or an administrator.

Any violations of these directives or other District policies could lead to suspension and up to termination.

Sincerely,

A handwritten signature in black ink that reads "Sharon Simon".

Sharon Simon

Director of Human Resources



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.

Fond du Lac School District

Internal Investigation

[Felipe Ramirez]

I. On May 2, 2018 Mr. Steinbarth met with you to address concerns related to your contact with student custodians.

A. Did you attend this meeting? Yes

B. Were you directed not to have students eat in the receiving or custodial office during the students lunch time? I do not recall.

C. Were you directed not to give students rides home from school?

Sharon: You don't remember being told not to give students rides home?

Toby: I remember hearing it.

In a way. I remember mentioning I had permission from parents.

D. Do you understand why you were given these directives? Yes

Did you comply with them? Not 100%

II. On May 3, 2018 Officer Meilahn was contacted by a student custodian regarding a conversation that this student had with two other students. At this meeting the student shared pictures, videos, and text messages, from you, and to you.

A. Did you or have you ever text-messaged with student custodians? Yes

1. With whom? Several, mainly about work. [REDACTED]

2. Why did you text with them? Mainly about work, schedules. We always tell students to check their email. Or I would wish them Merry Christmas. Nothing more meaningful than that.

B. In a January text message exchange between the students, did you use the word "bitches"? (In referring to these students?) Yes

1. Which students? [REDACTED] It wasn't meaningful, just joking wise.

2. Why did you use this term? I hear them talk like that. I was trying to relate to them.

- C. Did you ever refer to the student custodians as “besties”? Jokingly
1. What does this mean? It was jokingly. I have my favorites, refer to them as besties.
 2. Why did you use this term? They have falling outs. I was trying to get along with them.
- D. Did you ever refer to a student custodian as “dyslexic blond broad”? Yes, but not personally.
1. What does this term mean? I was making a joke.
 2. Why did you use this term?
- E. Do you understand that this kind of correspondence, and the use of these terms directed at students, is inappropriate and unacceptable? Yes, it makes sense. I was trying to relate to them. I realize now it can be hurtful.

III. On May 3, 2018 Mr. Steinbarth met with you again to address concerns related to your contact with student custodians. (in Mr. Steinbarth’s office)

- A. Did you attend this meeting? Yes. Who else was at the meeting? I don’t recall.
- B. Were you told not to have contact with two female students? Yes
1. Who told you this? Mr. Steinbarth Is he your supervisor? Yes
 2. Do you understand why he told you this? For the safety of the two girls and myself.
- C. Were you directed not to have students eat in the receiving or custodial office during the students’ lunch time? Yes
1. Who gave you this directive? Mr. Steinbarth Is he your supervisor? Yes
 2. Do you understand why he told you this? Yes
- D. Were you directed not to give students rides home from school? I don’t remember that being mentioned again.
1. Who gave you this directive? Is he your supervisor?
 2. Do you understand why you are not to give students rides?
- E. Have you complied with these directives?

IV. On May 7, 2018 Mr. Steinbarth was contacted by Mr. Dave Velasco--lead night custodian--regarding a meeting that occurred between you and two female custodians. Mr. Velasco also attended the meeting.

A. Did you request this meeting? Yes

1. Why did you do so? I found out they were still coming down to receiving during their lunch.
2. Who else was at the meeting? [REDACTED] and Mr. Velasco

B. Were you given a directive not to have contact with these two students? Yes

1. Who told you this? Mr. Steinbarth Is he your supervisor? Yes
2. Do you understand why he told you this? Yes

C. Did you say to the students, "I know how to forgive and forget. You're lucky for that"? I did not use "lucky" in that sentence.

1. Why did you say this?
2. What did you mean? I've endured stuff in my life. I was forgiven by my family. It takes a lot of energy to hate.
3. Why were they "lucky"?

D. Did you say to the students, "It is over for you, but not for me"? Yes.

1. Why did you say that? Knowing I had to meet with you. They could show some remorse for what could happen.
2. What did you mean? They can easily walk away. I can have consequences: family, job, reputation.

E. Did you say to the students, "You were trying to get me fired"? No, I did not.

1. Why did you say that?
2. What would have gotten you fired?

F. Did you say to the students, "If something was wrong, you needed to tell me, not go to someone else"? If they were uncomfortable or had concerns, I wish they would have said something.

1. Why did you say that to the students?
2. What was wrong? The situation. I don't know why they had to take it this far. What did I do wrong besides the verbal stuff? They have some accountability--they were joking around, too.
3. Why was it wrong?
4. How was it wrong?

- G. Did Mr. Velasco stop the meeting and ask the students to return to work? Yes
1. What happened after that? He went to check on the girls.
 2. Why did he stop the meeting? He was in corrections. He's smart and has experienced these things.
 3. Have you had any contact with these students since May 17? No
 4. What contact have you had?
- V. Have you ever hugged or touched students? Not knowingly. Two or three years ago I had graduating students I hugged goodbye. As far as an emotional hug, no.
- A. Who have you touched? Why? One instance [REDACTED] to embarrass her I put my arm on her shoulder. I'm a jokester, didn't mean anything by it.
- B. Have you slapped a female student on her bottom, with a clipboard? Yes
Did you later apologize to this student? Yes
- VI. Is this a picture of you? Yes
- A. What were you doing? The girls were taking pictures without me knowing. I said, "Here, take a picture of this."
- B. What were you doing? [REDACTED] Who is the student? [REDACTED]
- VII. Do you understand that this kind of interaction with students is improper, and unacceptable to the School District? Yes

Sharon: Do you have any questions for us or anything you'd like to say before we conclude?

Toby: I enjoy working with kids. Pictures students take of me and others can be used to incriminate people. The students have some accountability.

Sharon: At the end of the day, we are the role models.

Toby: Comparing to 10-20 years ago...

Sharon: It is still unacceptable. People may do things, but it is never acceptable.

Toby: I wanted to be friendly and got too comfortable and too trusting.

Sharon: We count on the adults to keep that separation.

Sharon: You are not their supervisor. Their communication should be with their supervisor, Dave. When did you stop being their supervisor?

Toby: When I took the job as head custodian in July. But don't I oversee that at the high school? The kids took well to me. When they heard I was leaving, they weren't happy. At first they didn't like Dave. I had to meet with him. I didn't tell him why. Dave likes things perfect right away. I told him the students would come around.

There was nothing evil behind it. Everybody is thinking that.

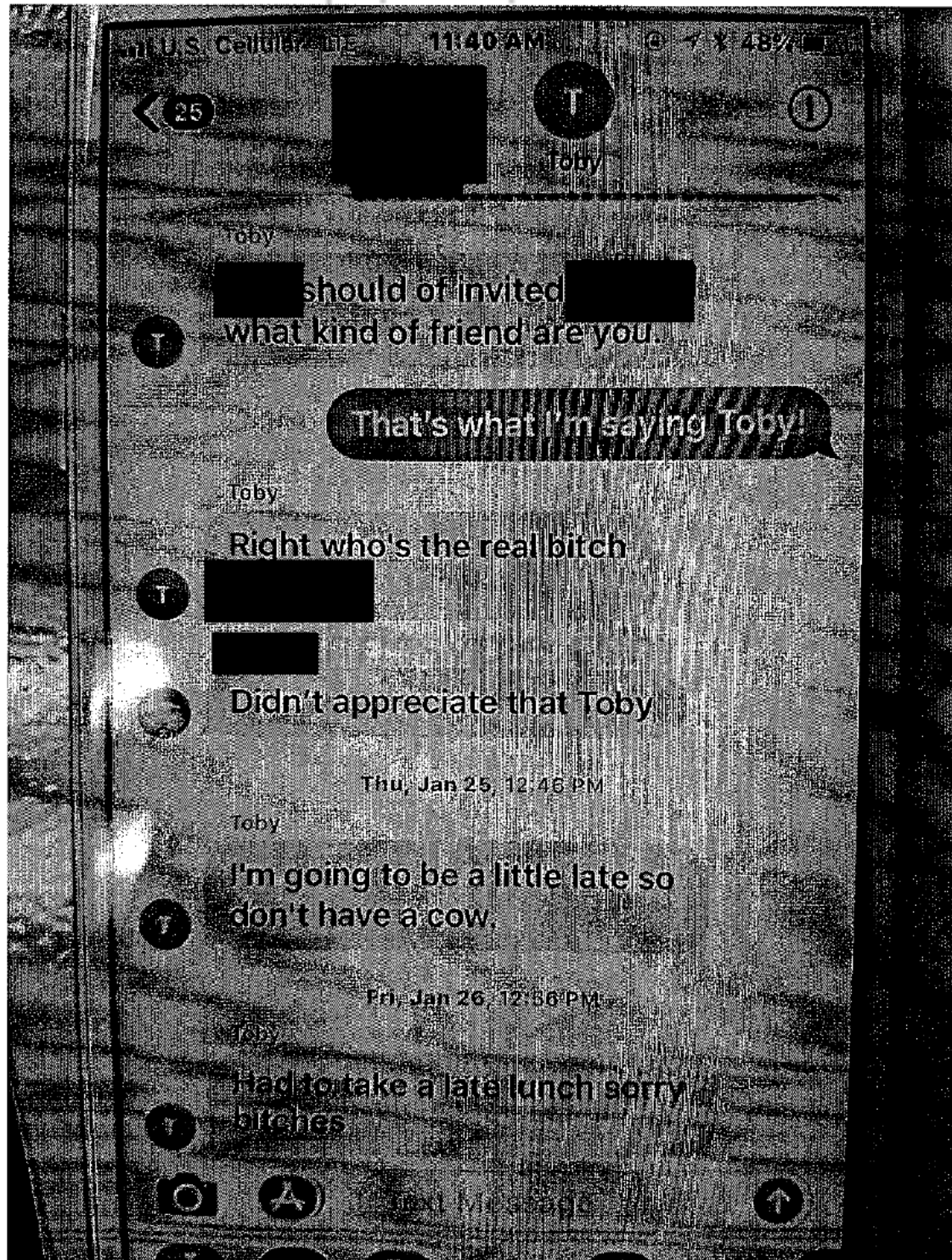
Sharon: Don't worry about what others are thinking. We are just trying to gather facts. We will meeting one more time and get back to you in 24 hours.

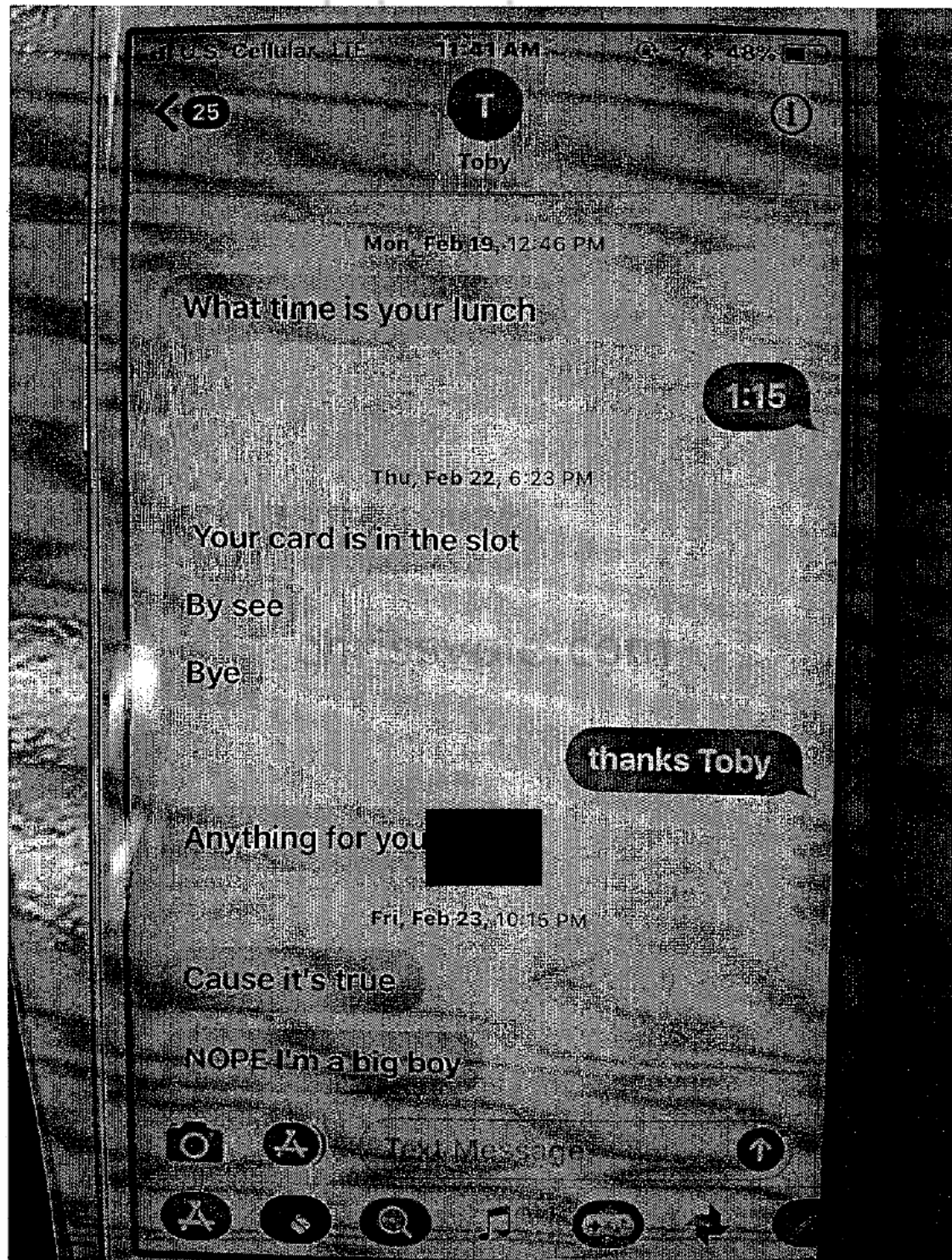
Mike Muellenbach: I think he is well aware and will correct things if given a chance.

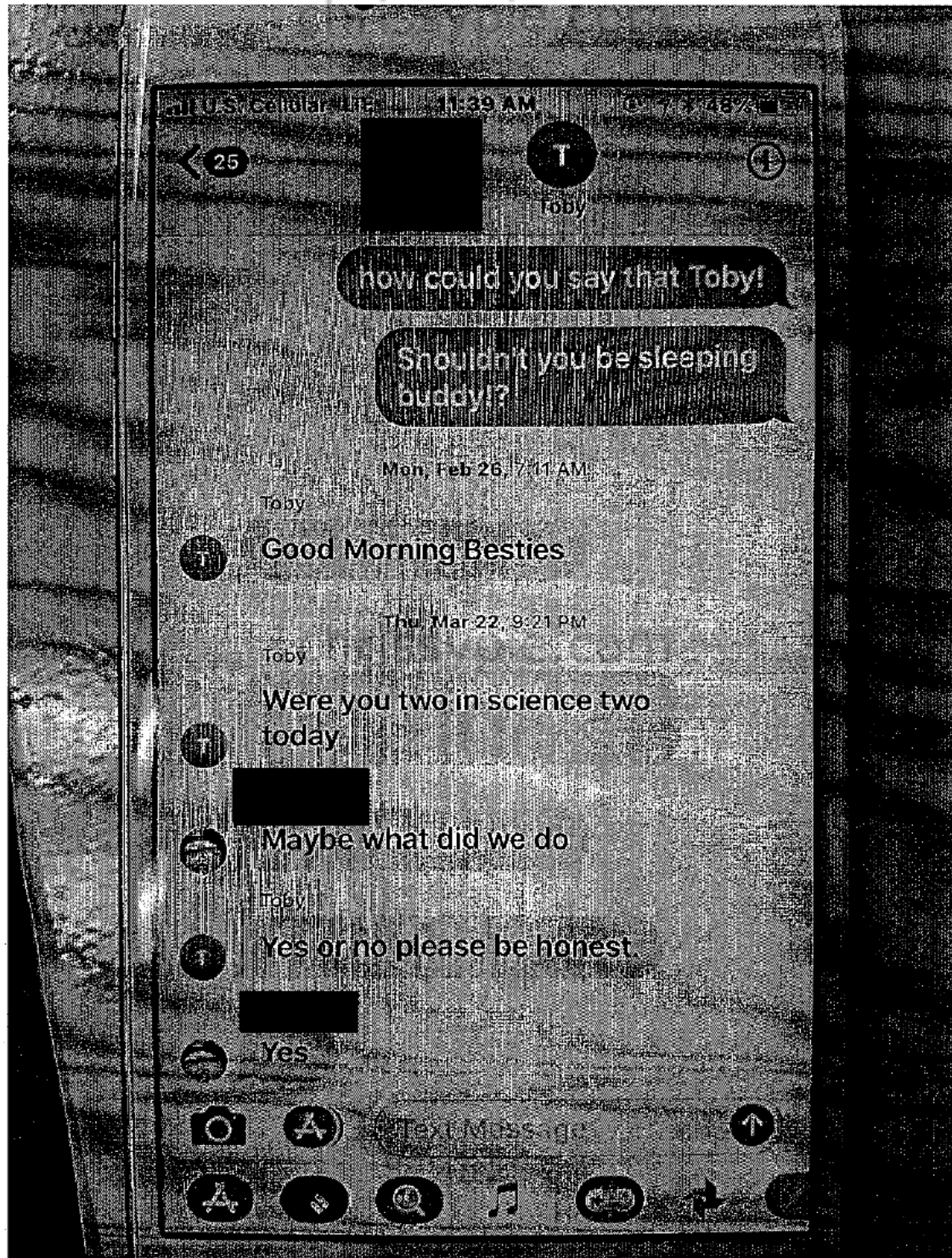
May 2, 2018

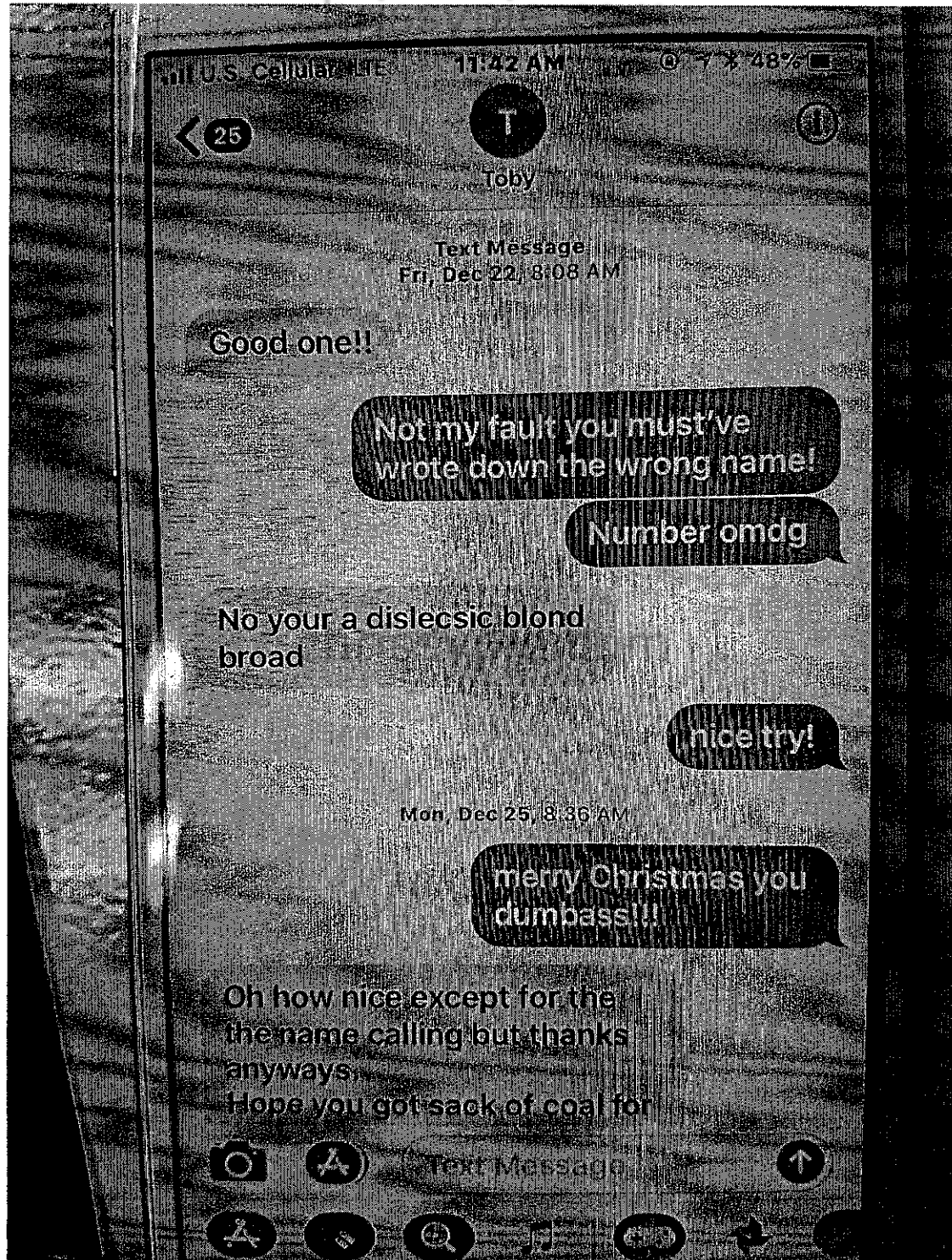
Video

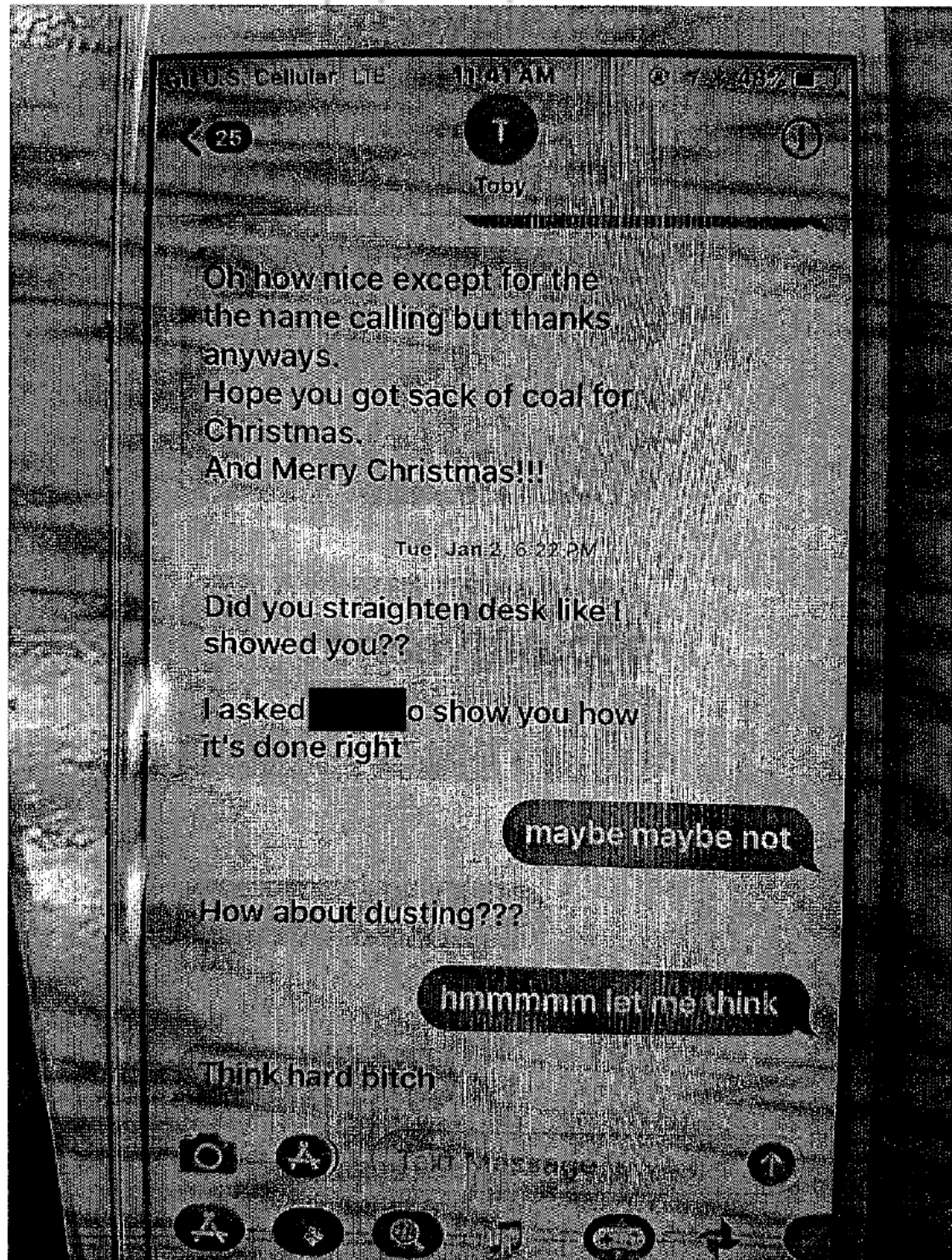


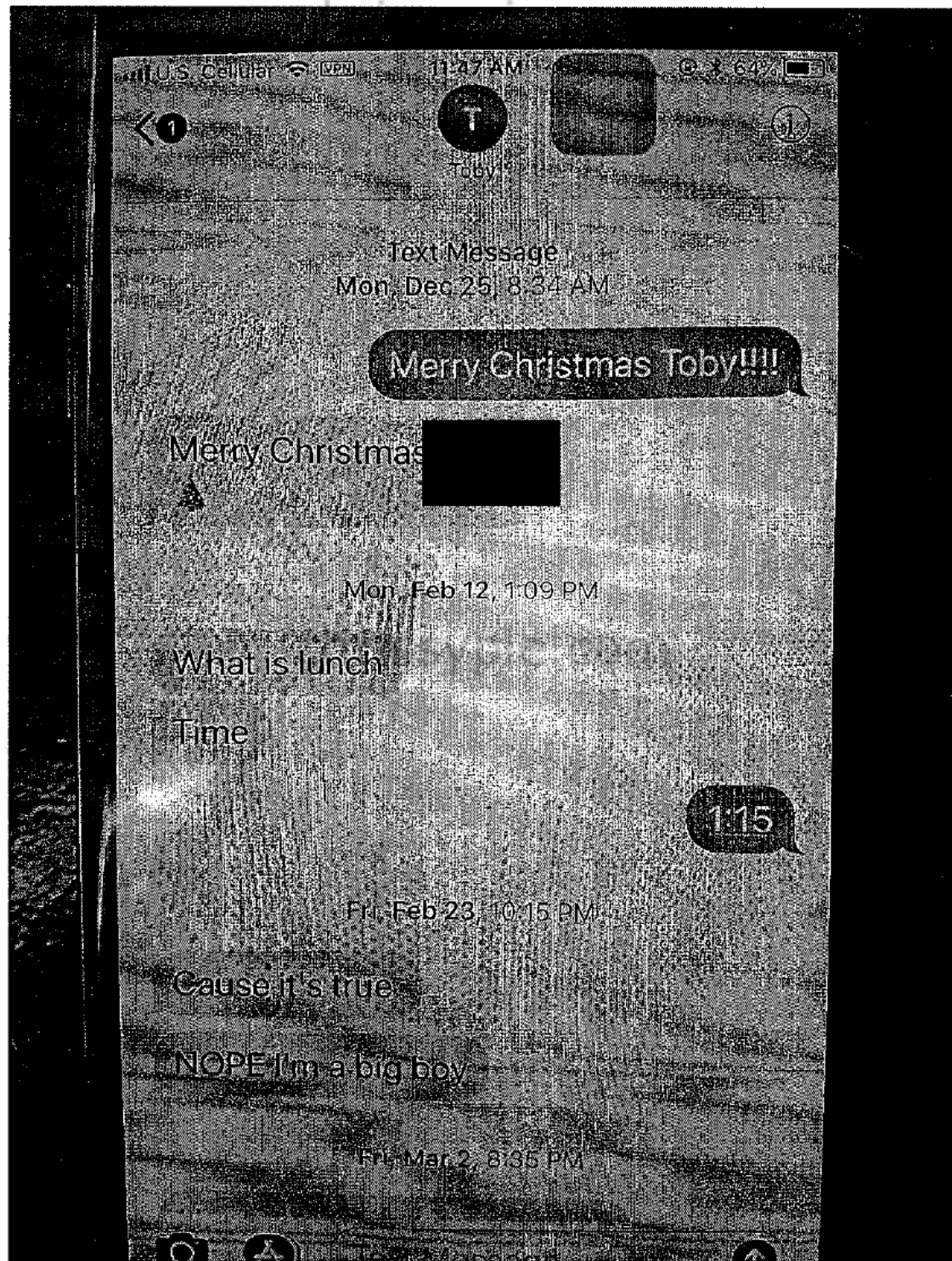


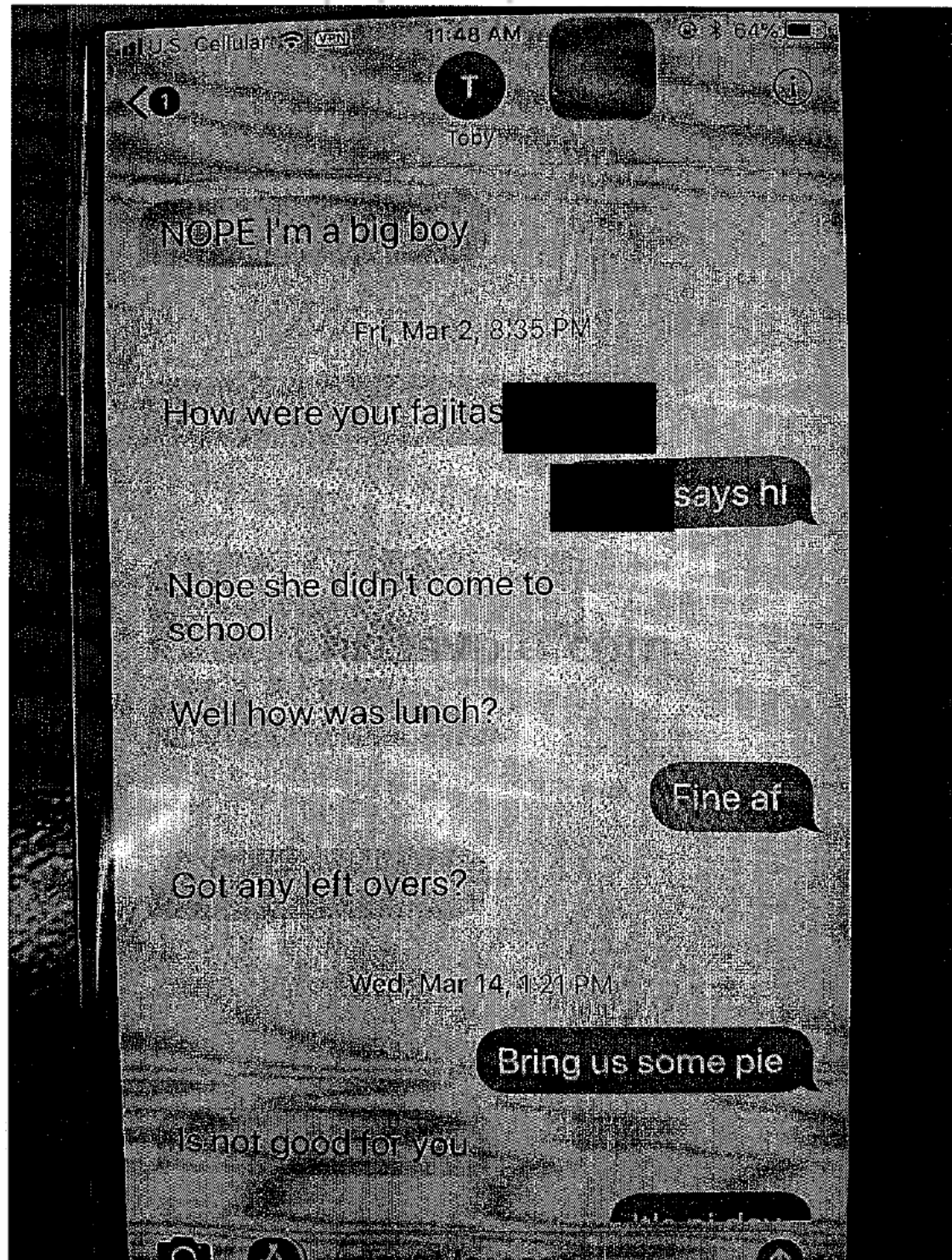












NOPE I'm a big boy

Fri, Mar 2, 8:35 PM

How were your fajitas

says hi

Nope she didn't come to school

Well how was lunch?

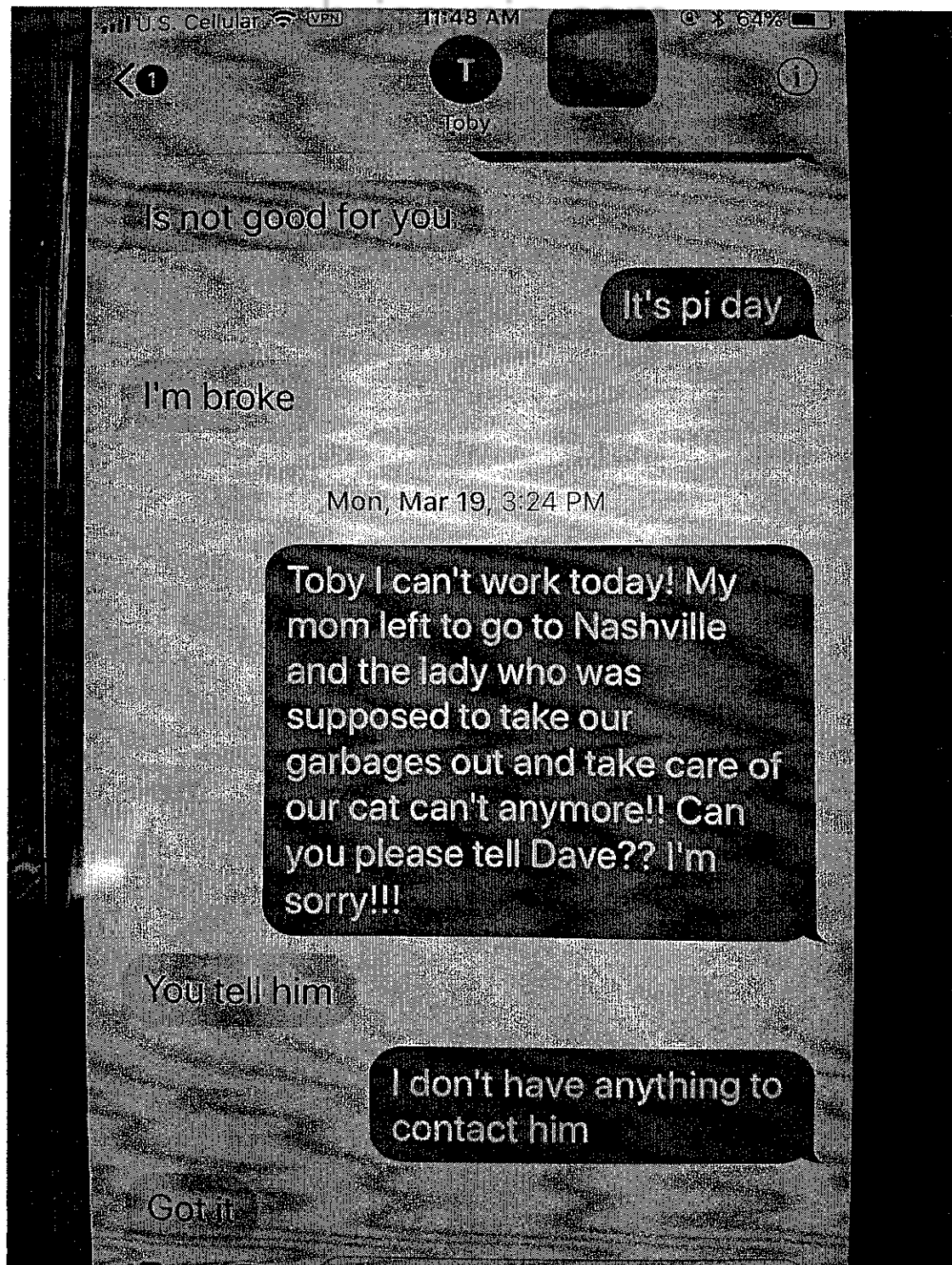
Fine af

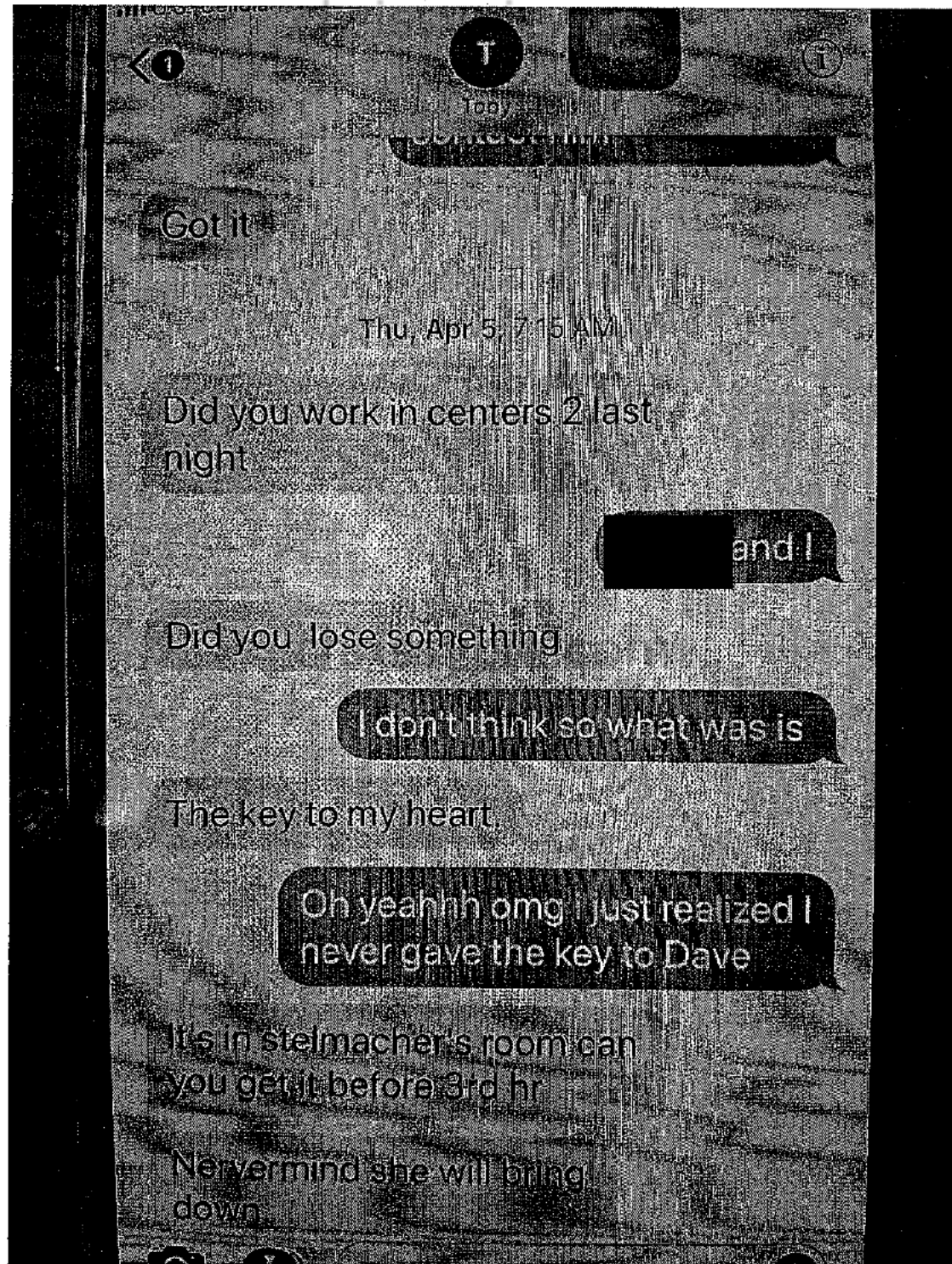
Got any left overs?

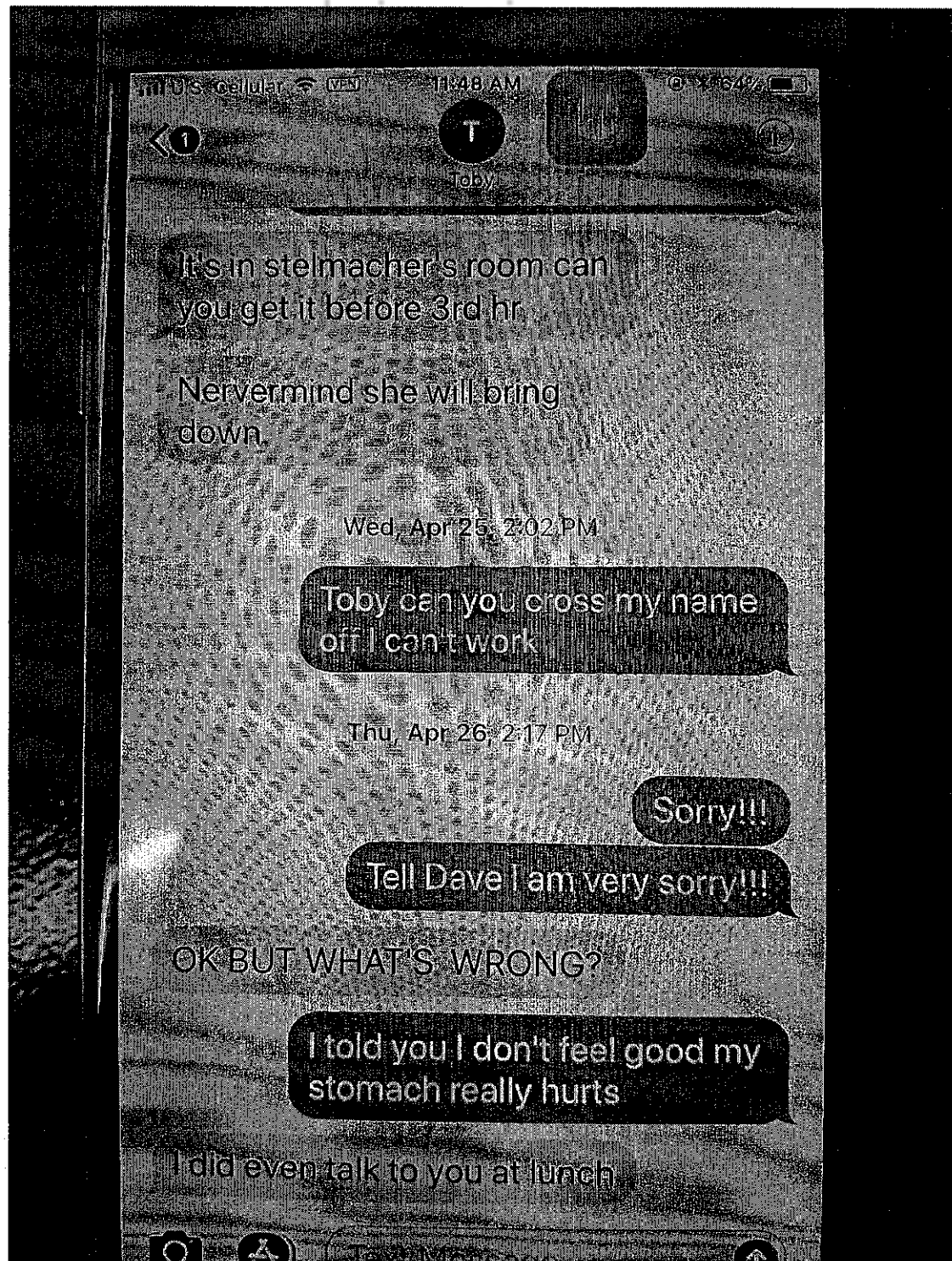
Wed, Mar 14, 1:21 PM

Bring us some pie

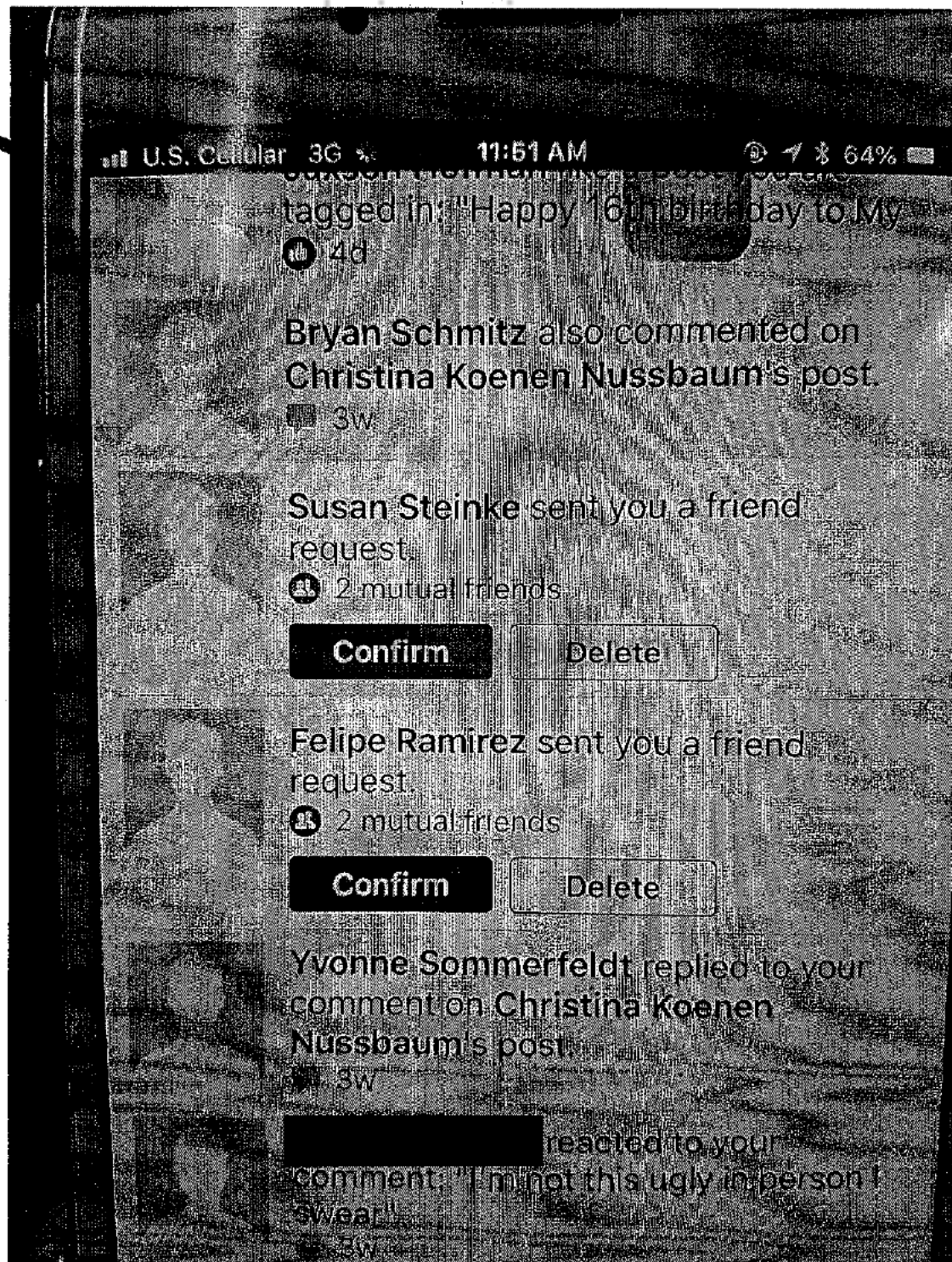
Is not good for you







Facebook



On Monday, August 6th, Mr. Velasco requested to meet with me regarding our Head Custodian, Mr. Ramirez. At this meeting, he stated that he did not feel comfortable with the way Mr. Ramirez was working with female students. Specifically, he thought it was unprofessional for Mr. Ramirez to have a female student custodian in the custodial office and that Mr. Ramirez has been making coffee for this young lady.

Below is an email exchange between Mr. Velasco and Mr. Ramirez regarding a student custodian coming in when she wasn't needed. Mr. Velasco explicitly emailed Mr. Ramirez that [REDACTED] was not needed and that he would take care of the job that expected to be finished. Mr. Velasco believes that Mr. Ramirez was having outside contact with the students in question.

The first was Mr. Velasco's email to the student:

From: **Velasco, David** <velascod@fonddulac.k12.wi.us>

Date: Sat, Aug 4, 2018 at 4:09 PM

Subject: No Work

To: [REDACTED]

David Velasco

<velascod@fonddulac.k12.wi.us> [REDACTED]

You are receiving this email because you did not turn a time on request in for work. With only three more summer work weeks left, there is not enough work available to add you to the schedule. Thanks for the hard work you did this summer and enjoy the rest of your time off before school year '18-'19 begins. Thanks.

As you can see by the time stamp, Mr. Ramirez then contacted Mr. Velasco about the student working. You will also see Mr. Velasco's response below. The student then showed up to work that morning.

From: **ramirezf** <ramirezf@fonddulac.k12.wi.us>

Date: Sun, Aug 5, 2018 at 4:59 PM

Subject: This week

To: David Velasco <velascod@fonddulac.k12.wi.us> [REDACTED]

I will need [REDACTED] to go through all the emergency info and route maps through all class rooms this week. I noticed there are a few missing in class rooms. She has done this for me before one summer. Thanks

Sent via the Samsung Galaxy S8 Active, an AT&T 4G LTE smartphone



1:30 PM (1 hour ago)

Velasco, David

to me

----- Forwarded message -----

From: **David Velasco** <velascod@fonddulac.k12.wi.us>

Date: Sun, Aug 5, 2018 at 5:01 PM

Subject: Re: This week

To: ramirezf <ramirezf@fonddulac.k12.wi.us>

[REDACTED] is not on the schedule to work the next three weeks, I can take care of it.

Officer Weed has also noticed and brought to my attention that Mr. Ramirez was spending time talking with groups of our female student custodians.



Simon, Sharon <simons@fonddulac.k12.wi.us>

Joe Barbarich

1 message

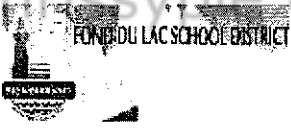
Matt Steinbarth <steinbarthm@fonddulac.k12.wi.us>
To: Sharon Simon <simons@fonddulac.k12.wi.us>

Mon, Aug 6, 2018 at 3:16 PM

Was one of the custodians that brought it to Dave Velasco's attention (Dave had been on vacation at the time). He stated that Toby let [REDACTED] sit right in his chair. Joe wasn't here to ask for more details.

Matt Steinbarth
Principal
Fond du Lac High School
Fond du Lac School District

"The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires."
William Arthur Ward



Simon, Sharon <simons@fonddulac.k12.wi.us>

TR

1 message

Matt Steinbarth <steinbarthm@fonddulac.k12.wi.us>
To: Sharon Simon <simons@fonddulac.k12.wi.us>

Thu, Aug 16, 2018 at 3:16 PM

I talked with Toby and reminded him to be professional when dealing with student custodians.
Matt Steinbarth
Principal
Fond du Lac High School
Fond du Lac School District

"The mediocre teacher tells. The good teacher explains. The superior teacher demonstrates. The great teacher inspires."
William Arthur Ward

On Thursday August 16, 2018 around 1015 am I was walking a cart down towards door 12 which is the receiving door as I needed to throw out some binders. I observed two female students and our head custodian Felipe Toby Ramirez, standing by the two sets of steel doors.

One girl was vacuuming the rug in between the doors while the other girls was standing and talking with Toby inside the hallway, just inside the inner set of doors. I have no idea what they were talking about, but they were laughing and joking around. I observed Toby close the inner door so the girl vacuuming was now in between the sets of doors by herself.

The other girl had one of the longer fluorescent light bulbs and must have touched Toby with it or Toby grabbed it as I heard him saying "gross, gross" several times. As I got closer, Toby walked towards me and went into his office by himself, and I walked past the girls to go outside.

When I came back inside the girls were now standing by his office door again, talking and joking around with Toby. I just kept walking by, at which time Toby asked me if my partner Kristina was here today and I responded, "yes" she was, and kept walking.

I don't know the girl's names, but could easily identify them

Officer Weed

8-10-18

Gary Ebert reported to my office: 1:30

While in my office I asked him if he has seen any student custodians in the office since June 1st. Gary told me that he has seen students in the office (The majority girls). He also mentioned that he has seen [REDACTED] on numerous occasions making coffee for herself. There have been times that Mr. Ramirez was in the office and other times that he has not been.

Mr. Ebert also said he has noticed Mr. Ramirez getting "more comfortable" with the female custodial staff again. He said he had noticed a change in Mr. Ramirez for about a month where he had a more business-like approach with the students.

When asked if Mr. Ebert has witnessed other students in the office he was said at times a number of girls will mill around the area. At this time I asked if boys are around ever. He responded that he has seen [REDACTED] on occasion but not very often.



ALSO
STUDENT
CUST.

(CAME IN DAY AFTER TALKING W/
OTHER GIRLS
- WANTED TO GIVE "OTHER SIDE
OF THIS")

- THE GIRLS ARE GOING TO HIM W/ DEMANDS
- THEY TREAT HIM NOT LIKE A BOSS.

- DOES NOT DESERVE TO LOSE HIS JOB
OVER THIS

- THEY DON'T ACT UNCOMFORTABLE AROUND
HIM

- THEY ARE DRAMATIC

- NOT LIARS - JUST DRAMATIC

- [REDACTED] JOKINGLY "BAPPO" ^{-TEASED} TOBY & HE
HIT HER BUTT W/ A CLIPBOARD

- HE APOLOGIZED FOR "CROSSING THE
LINE"

- NOT A BOSS TYPE SITUATION
FROM ANYONE.

- TOBY HAS 2
BLURRED LINES W/ ALL KIDS / MALE & FEMALE

- HE'S TOUCHY, BUT NOT IN AN UNCOMFORTABLE WAY W/ THEM (3 GIRLS)
- SEE SELVES AS "BROTHERS" W/ TOBY ^{RATHER} THAN BOSS
 - HE HAS SAID THEY NEED TO BE MORE PROFESSIONAL - BUT DOESN'T FOLLOW THROUGH

- [REDACTED] HAS WORKED W/ THEM STRANGE TIME-FRAME, POTENTIALLY NOT GETTING DYNAMICS OF OTHERS IN TOBY/SMOENT RELATIONSHIP.

- SHE'S A BIG INFLUENCER W/ THE REST OF THE GROUP

- CAME INTO LUNCHROOM SMIRKING AFTER HAVING SPOKE W/ MOUNTAIN & STEINBARTH.

- TOBY WAS NOT ALWAYS THIS WAY
 - PROFESSIONALISM JUST GOT LOST OVER TIME.
- WE PUSHED THOSE BOUNDARY LINES TOO.
 - DAVE NOT A PUSH OVER / TOBY IS.

TOBY

CAPELLE NUSBAUM

- TEXT THEM TO GO OUT TO LUNCH W/ HIM OUTSIDE OF SCHOOL

* (- YESTERDAY - [REDACTED] - SMACKED HER IN BUTT W/ CLIPBOARD)

- HUGGING GIRLS
- WRAPPING ARMS AROUND GIRLS

- INSTA GRAM VIDEO - RUBBING HEAD ON ONE OF THE GIRLS
[REDACTED]
[REDACTED] - HAVE VIDEO OF

[REDACTED] ALSO HEARD THIS

[REDACTED] ORIGINAL REPORTER

- IN VIDEO
- WOULDN'T TALK W/ HIM (HE PREVENTED HER LEAVING THE BREAKROOM BY BLOCKING DOORWAY) - HAVE VIDEO OF

- "WARD VIBE"

- COMES & CHECKS ON GIRLS / TALKS W/ @ END OF DAY
[REDACTED] RIDES HOME (HE GIVES THEM)

- ASKED HER IF SHE WANTED A RIDE HOME

- TALKING ABOUT INCEST / DATING ^{THE GIRLS} RIGHT NOW IFLW DIDN'T SAY WE COULDN'T.

- TOUCHING ARMS - AWKWARD

- [redacted] SAID TRIED TO HUG

- GIVES [redacted] RIDES HOME

[redacted]

- ^{TOBY} LEAVES @ 4:00
- FROM WORK

- COMES / FOLLOWS ^{GRAS} AROUND @ WORK
[redacted] WHEN WORKING
- NO ONE ELSE

[redacted]

- RECENTLY

- TEXT HER OUTSIDE OF WORK
- "HOW WAS DINNER?"

- "FLICKS" W/ LICORISE IN ARMS (PLAYING AROUND)

- [redacted] TALKING ABOUT DATING AMONGST SELVES

- "IF HE DATED [redacted] SOCIETY MAKES IT WEIRD, BUT IT ISN'T." - TOBY TOLD THEM

- [redacted] THINKS TOBY'S WEIRD

- INSTAGRAM VIDEO

- RECORDED - VIDEO GIVES TO ME

[redacted]

- "DON'T TOUCH ME... DON'T TALK TO ME"

- [redacted] HEARS [redacted] SAY THIS TO TOBY

TOBY ADDED ON ^{GIRLS ON} SNAPCHAT

- GROUP CHATTED EACH OTHER (WHOLE GROUP INCLUDING TOBY)
- ADDED ON FACEBOOK
- HAVE PICTURE OF THIS.



TOBY

- ^v CALLED HER A BITCH IN FRONT OF A LOT OF PEOPLE.

- TOLD HIM TO "STOP" CALLING HER A "BITCH"
- ~~KEEPS~~ DOING IT.

May 3rd

[Redacted]

stopped in officer Meilahn's room to discuss a conversation he heard.

[Redacted]

had mentioned some things that happened down by the custodial receiving room.

(Odd touching & videos & texting exchanges)

[Redacted]

said "weird vibe"

[Redacted]

individually talked with Meilahn and I and talked about the following

(Toby called her a bitch through a group Snapchat)

Has called her out in front of students

Text her outside of work (not always appropriate this "Flicked w/ L'orice")

Mentioned Society [Redacted] dating old & young weird

Instagram video of Toby rubbing his hand on her (we have eyes)

[Redacted] has told Toby not to touch or talk to her

Smacked [Redacted] in the face with clipboard.

Adding girls to Snapchat

- [redacted] & Her were heading to work
- Dave said Toby wanted to talk to them
- Dave told them afterwards that he had no idea what it was about, he thought it was work related.

- Didn't want to go in office
- [redacted] asked Dave to come in w/ them

- IN TOBY'S OFFICE
 - "You need to move on... I have an appt. w/ H.R. now"
 - "It's over for you, not for me"
 - "It's easy for me to forgive & forget & move on"
 - I think you really blew this out of proportion"
 - "I don't know what your motive was"
- felt like Toby was blaming us & saying basically "I won, you lost"
- was very happy Dave was there.

- "I wish this happened, you didn't say anything."

- Dave "okay, this is enough... this is really unnecessary"

- Dave checked on girls later, said how Toby treated them was not okay & unprofessional.

5-16-18

- SPENDING WORK / GETTING KEYS

- DAVE SAID TOBEY WANTS TO TALK TO TITOM

- DIDN'T WANT TO GO, SO DAVE
WENT W/ THEM. ↳ FELT UNCOMFORTABLE

- TOBEY'S OFFICE

- ASKED IF ^{SHE} CAN HAVE ^{CONVERSATION WHERE THEY WERE} OFFICE. ^{TOBEY WANTED IT IN HIS}

- DAVE CAME ALONG AS A WITNESS.
- BLAMED GIRLS FOR THIS ^{DAVE → SAID IT MUST BE WORK RELATED.}

- TITOM PRAYING INNOCENTS

"I KNOW HOW TO FORGIVE & FORGET
- YOU'RE LUCKY FOR THAT"

- "IT'S OVER FOR YOU, BUT NOT FOR ME!"

- "YOU WERE TRYING TO GET ME FIRED!"

- "I'M THE EMPLOYER, YOU'RE THE EMPLOYEE!"

- "IF SOMETHING WAS WRONG, YOU NEEDED TO
TELL ME, NOT GO TO SOMEONE ELSE!"

- "CAN'T GET BACK HERE ANYMORE."