

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

ADMINISTRATOR'S CONTRACT

It is hereby contracted and agreed between the Board of Education of the Fond du Lac School District and **Timothy Schipper**, a certified public school administrator in the State of Wisconsin, that said administrator is to perform the duties of **Principal at Woodworth Middle School** or other duties for which they are licensed and qualified in the public schools of said district at an annual salary of not less than **\$111,609** (based on the 2022-23 Administrator Management Plan) for the 2023-24 school year to be determined each year after Board of Education review. In addition to salary, the Fond du Lac School District shall furnish those policies, as they exist during the term of the contract. An explanation of benefits currently furnished by the Board is available in the Management Plan.

This contract is for a period of 52 weeks (261 days) per year, commencing on or about July 1, 2023 and ending on or about June 30, 2025. It is mutually agreed and understood that payment for services rendered will be made bi-monthly.

It is further agreed and mutually understood that the salary payments shall come under the provisions of the Wisconsin Teacher Retirement Law and any payroll tax collection laws which have been or may be enacted by the state or federal governments.

The administrator shall furnish the Fond du Lac School District with a copy of a license issued by the State Department of Public Instruction of Wisconsin before beginning administrative duties. It is understood and agreed that possession of a valid Wisconsin license in the area of assignment is a necessary condition of employment in the Fond du Lac School District. The specific administrative assignment will be determined by the Superintendent.

It is further agreed and understood that the administrator shall become knowledgeable of and abide by all administrative rules and policies of the Board of Education and that their duties shall be directed by the Superintendent of Schools or designate(s).

The administrator agrees to perform at a professional level of competence the services, duties and obligations required by the laws of the State of Wisconsin and the rules, regulations and policies now in effect or becoming effective during the term of this contract.

Renewal/non-renewal shall be governed by provisions of Section 118.24, WI Statutes.

It is agreed that all laws of the State of Wisconsin relating to the contractual status between a School Board and a certified administrator are hereby made a part of this contract. In addition, the terms of this contract shall be governed by the Administrator Management Plan and applicable Board of Education Policies as may be modified from time to time.

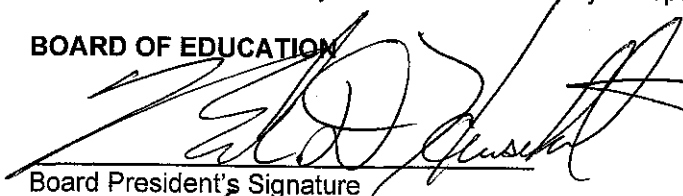
It is further agreed by the parties hereto that in the event said administrator breaches this contract by termination of services during the term hereof, \$5,000 is determined to be the reasonable liquidated damages for requests made between July 1 and July 31, and \$7,000 for requests made August 1 or thereafter, which the Board may, at its option, demand to recover from the administrator pursuant to this contract.

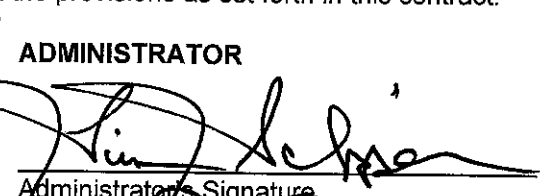
This contract is not valid unless executed by the administrator and filed in the office of the Superintendent of Schools on or before February 1, 2023.

I, the undersigned employee, certify that I am not now under a contract of employment with another school district for any period covered by this contract. I hereby accept the provisions as set forth in this contract.

BOARD OF EDUCATION

ADMINISTRATOR





Board President's Signature

Administrator's Signature

Date: 1/23/23

Date: 1/24/2023

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

ADMINISTRATOR'S CONTRACT

It is hereby contracted and agreed between the Board of Education of the Fond du Lac School District and **Timothy Schipper**, a certified public school administrator in the State of Wisconsin, that said administrator is to perform the duties of **Principal at Woodworth Middle School** or other duties for which they are licensed and qualified in the public schools of said district at an annual salary of not less than **\$111,609** for the 2022-23 school year (based on the 2022-23 Administrator Management Plan) to be determined each year after Board of Education review. In addition to salary, the Fond du Lac School District shall furnish those policies, as they exist during the term of the contract. An explanation of benefits currently furnished by the Board is available in the Management Plan.

This contract is for a period of 52 weeks (261 days) per year, commencing on or about July 1, 2022 and ending on or about June 30, 2024. It is mutually agreed and understood that payment for services rendered will be made bi-monthly.

It is further agreed and mutually understood that the salary payments shall come under the provisions of the Wisconsin Teacher Retirement Law and any payroll tax collection laws which have been or may be enacted by the state or federal governments.

The administrator shall furnish the Fond du Lac School District with a copy of a license issued by the State Department of Public Instruction of Wisconsin before beginning administrative duties. It is understood and agreed that possession of a valid Wisconsin license in the area of assignment is a necessary condition of employment in the Fond du Lac School District. The specific administrative assignment will be determined by the Superintendent.

It is further agreed and understood that the administrator shall become knowledgeable of and abide by all administrative rules and policies of the Board of Education and that their duties shall be directed by the Superintendent of Schools or designate(s).

The administrator agrees to perform at a professional level of competence the services, duties and obligations required by the laws of the State of Wisconsin and the rules, regulations and policies now in effect or becoming effective during the term of this contract.

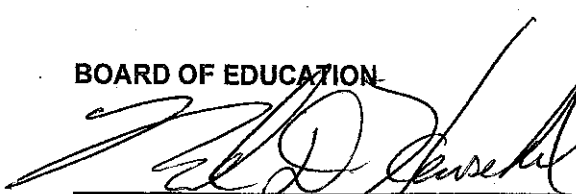
Renewal/non-renewal shall be governed by provisions of Section 118.24, WI Statutes.

It is agreed that all laws of the State of Wisconsin relating to the contractual status between a School Board and a certified administrator are hereby made a part of this contract. In addition, the terms of this contract shall be governed by the Administrator Management Plan and applicable Board of Education Policies as may be modified from time to time.

This contract is not valid unless executed by the administrator and filed in the office of the Superintendent of Schools on or before July 29, 2022.

I, the undersigned employee, certify that I am not now under a contract of employment with another school district for any period covered by this contract. I hereby accept the provisions as set forth in this contract.

BOARD OF EDUCATION

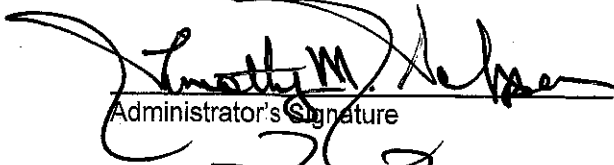


Board President's Signature

Date:

8/8/22

ADMINISTRATOR



Administrator's Signature

Date:

7/19/2022

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

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

ADMINISTRATOR'S CONTRACT

It is hereby contracted and agreed between the Board of Education of the Fond du Lac School District and **Timothy Schipper**, a certified public school administrator in the State of Wisconsin, that said administrator is to perform the duties of **Principal at Woodworth Middle School** or other duties for which he/she is licensed and qualified in the public schools of said district at an annual salary of not less than **\$105,304** for the 2021-22 school year (based on the 2020-21 Administrator Management Plan) to be determined each year after Board of Education review. In addition to salary, the Fond du Lac School District shall furnish those policies, as they exist during the term of the contract. An explanation of benefits currently furnished by the Board is available in the Management Plan.

This contract is for a period of 52 weeks (260 days) per year, commencing on or about July 1, 2021 and ending on or about June 30, 2023. It is mutually agreed and understood that payment for services rendered will be made bi-monthly.

It is further agreed and mutually understood that the salary payments shall come under the provisions of the Wisconsin Teacher Retirement Law and any payroll tax collection laws which have been or may be enacted by the state or federal governments.

The administrator shall furnish the Fond du Lac School District with a copy of a license issued by the State Department of Public Instruction of Wisconsin before beginning administrative duties. It is understood and agreed that possession of a valid Wisconsin license in the area of assignment is a necessary condition of employment in the Fond du Lac School District. The specific administrative assignment will be determined by the Superintendent.

It is further agreed and understood that the administrator shall become knowledgeable of and abide by all administrative rules and policies of the Board of Education and that his/her duties shall be directed by the Superintendent of Schools or his designate(s).

The administrator agrees to perform at a professional level of competence the services, duties and obligations required by the laws of the State of Wisconsin and the rules, regulations and policies now in effect or becoming effective during the term of this contract.

Renewal/non-renewal shall be governed by provisions of Section 118.24, WI Statutes.

It is agreed that all laws of the State of Wisconsin relating to the contractual status between a School Board and a certified administrator are hereby made a part of this contract. In addition, the terms of this contract shall be governed by the Administrator Management Plan and applicable Board of Education Policies as may be modified from time to time.

This contract is not valid unless executed by the administrator and filed in the office of the Superintendent of Schools on or before July 1, 2021.

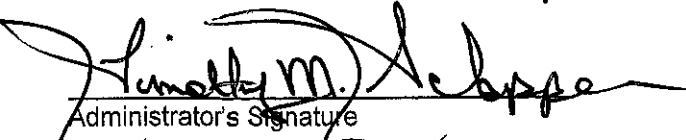
I, the undersigned employee, certify that I am not now under a contract of employment with another school district for any period covered by this contract. I hereby accept the provisions as set forth in this contract.

BOARD OF EDUCATION


Board President's Signature

Date: 6-11-2021

ADMINISTRATOR


Administrator's Signature

Date: 6/14/2021

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

ADMINISTRATOR'S CONTRACT

It is hereby contracted and agreed between the Board of Education of the Fond du Lac School District and **Timothy Schipper**, a certified public school administrator in the State of Wisconsin, that said administrator is to perform the duties of **Principal at Woodworth Middle School** or other duties for which he/she is licensed and qualified in the public schools of said district at an annual salary of not less than **\$103,492** for the 2020-21 school year (based on the 2019-20 Administrator Management Plan) to be determined each year after Board of Education review. In addition to salary, the Fond du Lac School District shall furnish those policies, as they exist during the term of the contract. An explanation of benefits currently furnished by the Board is available in the Management Plan.

This contract is for a period of 52 weeks (260 days) per year, commencing on or about July 1, 2020 and ending on or about June 30, 2022. It is mutually agreed and understood that payment for services rendered will be made bi-monthly.

It is further agreed and mutually understood that the salary payments shall come under the provisions of the Wisconsin Teacher Retirement Law and any payroll tax collection laws which have been or may be enacted by the state or federal governments.

The administrator shall furnish the Fond du Lac School District with a copy of a license issued by the State Department of Public Instruction of Wisconsin before beginning administrative duties. It is understood and agreed that possession of a valid Wisconsin license in the area of assignment is a necessary condition of employment in the Fond du Lac School District. The specific administrative assignment will be determined by the Superintendent.

It is further agreed and understood that the administrator shall become knowledgeable of and abide by all administrative rules and policies of the Board of Education and that his/her duties shall be directed by the Superintendent of Schools or his designate(s).

The administrator agrees to perform at a professional level of competence the services, duties and obligations required by the laws of the State of Wisconsin and the rules, regulations and policies now in effect or becoming effective during the term of this contract.

Renewal/non-renewal shall be governed by provisions of Section 118.24, WI Statutes.

It is agreed that all laws of the State of Wisconsin relating to the contractual status between a School Board and a certified administrator are hereby made a part of this contract. In addition, the terms of this contract shall be governed by the Administrator Management Plan and applicable Board of Education Policies as may be modified from time to time.

This contract is not valid unless executed by the administrator and filed in the office of the Superintendent of Schools on or before July 1, 2020.

I, the undersigned employee, certify that I am not now under a contract of employment with another school district for any period covered by this contract. I hereby accept the provisions as set forth in this contract.

BOARD OF EDUCATION

Dr. Susan M. Jones

Board President's Signature

ADMINISTRATOR

Timothy M. Schipper

Administrator's Signature

Date: 6/17/20

Date: 6/23/2020

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

ADMINISTRATOR'S CONTRACT

It is hereby contracted and agreed between the Board of Education of the Fond du Lac School District and **Timothy Schipper**, a certified public school administrator in the State of Wisconsin, that said administrator is to perform the duties of **Principal at Woodworth Middle School** or other duties for which he/she is licensed and qualified in the public schools of said district at an annual salary of not less than **\$101,027** for the 2019-20 school year (based on the 2018-19 Administrator Management Plan) to be determined each year after Board of Education review. In addition to salary, the Fond du Lac School District shall furnish those policies, as they exist during the term of the contract. An explanation of benefits currently furnished by the Board is available in the Management Plan.

This contract is for a period of 52 weeks (260 days) per year, commencing on or about July 1, 2019 and ending on or about June 30, 2021. It is mutually agreed and understood that payment for services rendered will be made bi-monthly.

It is further agreed and mutually understood that the salary payments shall come under the provisions of the Wisconsin Teacher Retirement Law and any payroll tax collection laws which have been or may be enacted by the state or federal governments.

The administrator shall furnish the Fond du Lac School District with a copy of a license issued by the State Department of Public Instruction of Wisconsin before beginning administrative duties. It is understood and agreed that possession of a valid Wisconsin license in the area of assignment is a necessary condition of employment in the Fond du Lac School District. The specific administrative assignment will be determined by the Superintendent.

It is further agreed and understood that the administrator shall become knowledgeable of and abide by all administrative rules and policies of the Board of Education and that his/her duties shall be directed by the Superintendent of Schools or his designate(s).

The administrator agrees to perform at a professional level of competence the services, duties and obligations required by the laws of the State of Wisconsin and the rules, regulations and policies now in effect or becoming effective during the term of this contract.

Renewal/non-renewal shall be governed by provisions of Section 118.24, WI Statutes.

It is agreed that all laws of the State of Wisconsin relating to the contractual status between a School Board and a certified administrator are hereby made a part of this contract. In addition, the terms of this contract shall be governed by the Administrator Management Plan and applicable Board of Education Policies as may be modified from time to time.

This contract is not valid unless executed by the administrator and filed in the office of the Superintendent of Schools on or before July 1, 2019.

I, the undersigned employee, certify that I am not now under a contract of employment with another school district for any period covered by this contract. I hereby accept the provisions as set forth in this contract.

BOARD OF EDUCATION

ADMINISTRATOR


Board President's Signature


Administrator's Signature

Date: 8-12-19

Date: 6/20/19

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

ADMINISTRATOR'S CONTRACT

It is hereby contracted and agreed between the Board of Education of the Fond du Lac School District and **Timothy Schipper**, a certified public school administrator in the State of Wisconsin, that said administrator is to perform the duties of **Principal at Woodworth Middle School** or other duties for which he/she is licensed and qualified in the public schools of said district at an annual salary of not less than **\$98,950** for the 2018-19 school year (based on the 2017-18 Administrator Management Plan) to be determined each year after Board of Education review. In addition to salary, the Fond du Lac School District shall furnish those policies, as they exist during the term of the contract. An explanation of benefits currently furnished by the Board is available in the Management Plan.

This contract is for a period of 52 weeks (260 days) per year, commencing on or about July 16, 2018 and ending on or about June 30, 2020. It is mutually agreed and understood that payment for services rendered will be made bi-monthly.

It is further agreed and mutually understood that the salary payments shall come under the provisions of the Wisconsin Teacher Retirement Law and any payroll tax collection laws which have been or may be enacted by the state or federal governments.

The administrator shall furnish the Fond du Lac School District with a copy of a license issued by the State Department of Public Instruction of Wisconsin before beginning administrative duties. It is understood and agreed that possession of a valid Wisconsin license in the area of assignment is a necessary condition of employment in the Fond du Lac School District. The specific administrative assignment will be determined by the Superintendent.

It is further agreed and understood that the administrator shall become knowledgeable of and abide by all administrative rules and policies of the Board of Education and that his/her duties shall be directed by the Superintendent of Schools or his designate(s).

The administrator agrees to perform at a professional level of competence the services, duties and obligations required by the laws of the State of Wisconsin and the rules, regulations and policies now in effect or becoming effective during the term of this contract.

Renewal/non-renewal shall be governed by provisions of Section 118.24, WI Statutes.

It is agreed that all laws of the State of Wisconsin relating to the contractual status between a School Board and a certified administrator are hereby made a part of this contract. In addition, the terms of this contract shall be governed by the Administrator Management Plan and applicable Board of Education Policies as may be modified from time to time.

This contract is not valid unless executed by the administrator and filed in the office of the Superintendent of Schools on or before July 2, 2018.

I, the undersigned employee, certify that I am not now under a contract of employment with another school district for any period covered by this contract. I hereby accept the provisions as set forth in this contract.

BOARD OF EDUCATION


Board President's Signature

Date: 7-9-18

ADMINISTRATOR


Administrator's Signature

Date: 6/27/18

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

ADMINISTRATOR'S CONTRACT

It is hereby contracted and agreed between the Board of Education of the Fond du Lac School District and **Timothy Schipper**, a certified public school administrator in the State of Wisconsin, that said administrator is to perform the duties of **Principal at Riverside Elementary School** or other duties for which he/she is licensed and qualified in the public schools of said district at an annual salary of not less than the 2016-17 salary of **\$88,206** to be determined each year after Board of Education review. In addition to salary, the Fond du Lac School District shall furnish those policies, as they exist during the term of the contract. An explanation of benefits currently furnished by the Board is available in the Management Plan.

This contract is for a period of 211 days per year, commencing on or about August 15, 2017 and ending on or about June 21, 2019. It is mutually agreed and understood that payment for services rendered will be made bi-monthly.

It is further agreed and mutually understood that the salary payments shall come under the provisions of the Wisconsin Teacher Retirement Law and any payroll tax collection laws which have been or may be enacted by the state or federal governments.

The administrator shall furnish the Fond du Lac School District with a copy of a license issued by the State Department of Public Instruction of Wisconsin before beginning administrative duties. It is understood and agreed that possession of a valid Wisconsin license in the area of assignment is a necessary condition of employment in the Fond du Lac School District. The specific administrative assignment will be determined by the Superintendent.

It is further agreed and understood that the administrator shall become knowledgeable of and abide by all administrative rules and policies of the Board of Education and that his/her duties shall be directed by the Superintendent of Schools or his designate(s).

The administrator agrees to perform at a professional level of competence the services, duties and obligations required by the laws of the State of Wisconsin and the rules, regulations and policies now in effect or becoming effective during the term of this contract.

Renewal/non-renewal shall be governed by provisions of Section 118.24, WI Statutes.

It is agreed that all laws of the State of Wisconsin relating to the contractual status between a School Board and a certified administrator are hereby made a part of this contract. In addition, the terms of this contract shall be governed by the Administrator Management Plan and applicable Board of Education Policies as may be modified from time to time.

This contract is not valid unless executed by the administrator and filed in the office of the Superintendent of Schools on or before July 1, 2017.

I, the undersigned employee, certify that I am not now under a contract of employment with another school district for any period covered by this contract. I hereby accept the provisions as set forth in this contract.

BOARD OF EDUCATION

ADMINISTRATOR


Board President's Signature


Administrator's Signature

Date: 6/22/2017

Date: 6/22/17

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

ADMINISTRATOR'S CONTRACT

It is hereby contracted and agreed between the Board of Education of the Fond du Lac School District and **Timothy Schipper**, a certified public school administrator in the State of Wisconsin, that said administrator is to perform the duties of **Principal at Riverside Elementary School** or other duties for which he/she is licensed and qualified in the public schools of said district at an annual salary of not less than the 2015-16 salary of **\$87,333** to be determined each year after Board of Education review. In addition to salary, the Fond du Lac School District shall furnish those policies, as they exist during the term of the contract. An explanation of benefits currently furnished by the Board is available in the Management Plan.

This contract is for a period of 211 days per year, commencing on or about August 12, 2016 and ending on or about June 22, 2018. It is mutually agreed and understood that payment for services rendered will be made bi-monthly.

It is further agreed and mutually understood that the salary payments shall come under the provisions of the Wisconsin Teacher Retirement Law and any payroll tax collection laws which have been or may be enacted by the state or federal governments.

The administrator shall furnish the Fond du Lac School District with a copy of a license issued by the State Department of Public Instruction of Wisconsin before beginning administrative duties. It is understood and agreed that possession of a valid Wisconsin license in the area of assignment is a necessary condition of employment in the Fond du Lac School District. The specific administrative assignment will be determined by the Superintendent.

It is further agreed and understood that the administrator shall become knowledgeable of and abide by all administrative rules and policies of the Board of Education and that his/her duties shall be directed by the Superintendent of Schools or his designate(s).

The administrator agrees to perform at a professional level of competence the services, duties and obligations required by the laws of the State of Wisconsin and the rules, regulations and policies now in effect or becoming effective during the term of this contract.

Renewal/non-renewal shall be governed by provisions of Section 118.24, WI Statutes.

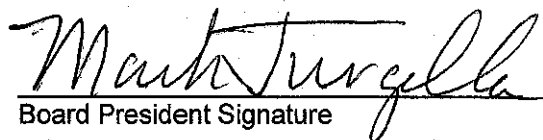
It is agreed that all laws of the State of Wisconsin relating to the contractual status between a School Board and a certified administrator are hereby made a part of this contract. In addition, the terms of this contract shall be governed by the Administrator Management Plan and applicable Board of Education Policies as may be modified from time to time.


This contract is not valid unless executed by the administrator and filed in the office of the Superintendent of Schools on or before July 1, 2016.

I, the undersigned employee, certify that I am not now under a contract of employment with another school district for any period covered by this contract. I hereby accept the provisions as set forth in this contract.

BOARD OF EDUCATION

ADMINISTRATOR


Board President Signature


Administrator's Signature

Date: 6-27-2016

Date: 6/21/16

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

ADMINISTRATOR'S CONTRACT

It is hereby contracted and agreed between the Board of Education of the Fond du Lac School District and **Timothy Schipper**, a certified public school administrator in the State of Wisconsin, that said administrator is to perform the duties of **Principal at Riverside Elementary School** or other duties for which he is licensed and qualified in the public schools of said district at an annual salary of not less than the 2014-15 salary of **\$86,387.00** to be determined each year after Board of Education review. In addition to salary, the Fond du Lac School District shall furnish those policies, as they exist during the term of the contract. An explanation of benefits currently furnished by the Board is available in the Management Plan.

This contract is for a period of 211 days per year, commencing on or about August 12, 2015 and ending on or about June 22, 2017. It is mutually agreed and understood that payment for services rendered will be made bi-monthly.

It is further agreed and mutually understood that the salary payments shall come under the provisions of the Wisconsin Teacher Retirement Law and any payroll tax collection laws which have been or may be enacted by the state or federal governments.

The administrator shall furnish the Fond du Lac School District with a copy of a license issued by the State Department of Public Instruction of Wisconsin before beginning administrative duties. It is understood and agreed that possession of a valid Wisconsin license in the area of assignment is a necessary condition of employment in the Fond du Lac School District. The specific administrative assignment will be determined by the Superintendent.

It is further agreed and understood that the administrator shall become knowledgeable of and abide by all administrative rules and policies of the Board of Education and that his/her duties shall be directed by the Superintendent of Schools or his designate(s).

The administrator agrees to perform at a professional level of competence the services, duties and obligations required by the laws of the State of Wisconsin and the rules, regulations and policies now in effect or becoming effective during the term of this contract.

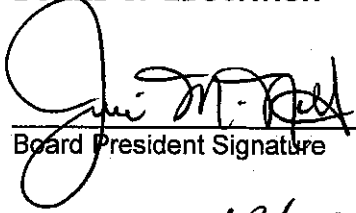
Renewal/non-renewal shall be governed by provisions of Section 118.24, WI Statutes.

It is agreed that all laws of the State of Wisconsin relating to the contractual status between a School Board and a certified administrator are hereby made a part of this contract. In addition, the terms of this contract shall be governed by the Administrator Management Plan and applicable Board of Education Policies as may be modified from time to time.

This contract is not valid unless executed by the administrator and filed in the office of the Superintendent of Schools on or before July 1, 2015.

I, the undersigned employee, certify that I am not now under a contract of employment with another school district for any period covered by this contract. I hereby accept the provisions as set forth in this contract.

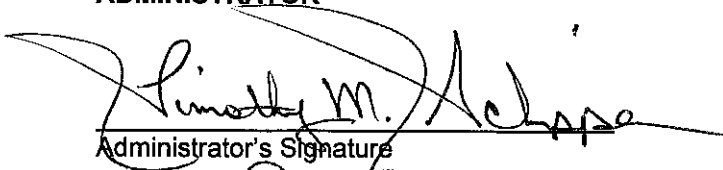
BOARD OF EDUCATION



Board President Signature

Date: 6/22/15

ADMINISTRATOR



Administrator's Signature

Date: 6/15/15

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

ADMINISTRATOR'S CONTRACT

It is hereby contracted and agreed between the Board of Education of the Fond du Lac School District and **Timothy Schipper**, a certified public school administrator in the State of Wisconsin, that said administrator is to perform the duties of **Principal at Riverside Elementary School** or other duties for which he/she is licensed and qualified in the public schools of said district at an annual salary of not less than the 2013-14 salary of **\$85,532.00** to be determined each year after Board of Education review. In addition to salary, the Fond du Lac School District shall furnish those policies, as they exist during the term of the contract. An explanation of benefits currently furnished by the Board is available in the Management Plan.

This contract is for a period of 211 days per year, commencing on or about August 12, 2014 and ending on or about June 23, 2016. It is mutually agreed and understood that payment for services rendered will be made bi-monthly.

It is further agreed and mutually understood that the salary payments shall come under the provisions of the Wisconsin Teacher Retirement Law and any payroll tax collection laws which have been or may be enacted by the state or federal governments.

The administrator shall furnish the Fond du Lac School District with a copy of a license issued by the State Department of Public Instruction of Wisconsin before beginning administrative duties. It is understood and agreed that possession of a valid Wisconsin license in the area of assignment is a necessary condition of employment in the Fond du Lac School District. The specific administrative assignment will be determined by the Superintendent.

It is further agreed and understood that the administrator shall become knowledgeable of and abide by all administrative rules and policies of the Board of Education and that his/her duties shall be directed by the Superintendent of Schools or his designate(s).

The administrator agrees to perform at a professional level of competence the services, duties and obligations required by the laws of the State of Wisconsin and the rules, regulations and policies now in effect or becoming effective during the term of this contract.

Renewal/non-renewal shall be governed by provisions of Section 118.24, WI Statutes.

It is agreed that all laws of the State of Wisconsin relating to the contractual status between a School Board and a certified administrator are hereby made a part of this contract. In addition, the terms of this contract shall be governed by the Administrator Management Plan and applicable Board of Education Policies as may be modified from time to time.

This contract is not valid unless executed by the administrator and filed in the office of the Superintendent of Schools on or before July 1, 2014.

I, the undersigned employee, certify that I am not now under a contract of employment with another school district for any period covered by this contract. I hereby accept the provisions as set forth in this contract.

BOARD OF EDUCATION

Elizabeth Hayes
Board President's Signature

Date: 7/18/14

ADMINISTRATOR


Timothy M. Schipper
Administrator's Signature
Date: 6-19-14

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

TO: Wendy Brockert, Director of Business Services

FROM: Dr. James Sebert, Superintendent 

DATE: May 15, 2014

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 \$33.63. As per the Administrator Management Plan, this supplemental stipend results from the unused portion of the amount provided for tuition reimbursement for administrators.

Buchholz, Stacey
Colwin, John
Deering, Kevin
Ebert, Bradley
Gregory, Richard
Hagen, Michelle
Lewis, Danica
Loehr, Lori
Loehr, Theresa
Mockert, Michael
Mussett, Jill
Nerat, Brad
Pizzo, Anthony
Rochon-Luft, Torrie
Schipper, Timothy
Sebert, Dr. James
Sheridan, Marian
Smith, Donald
Snyder, Peter
Steinbarth, Matthew
Williams, John
Wiltzius, Jon



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
Fond du Lac, Wisconsin

ADMINISTRATOR CONTRACT
(Read this Contract before Signing)

It is hereby agreed by and between the Board of Education of the Fond du Lac School District and **Timothy Schipper**, a professionally trained administrator legally qualified in the State of Wisconsin, that said Board will employ the said administrator in the position of **Principal, Riverside Elementary School**.

This contract begins two weeks prior to the start of the 2010-2011 teacher school year (August 12, 2010) and ends two weeks after the end of the 2011-2012 teacher school year in accordance with the school calendar as adopted and is subject to all rules and regulations of the Board of Education. This contract is made pursuant to and subject to the terms and conditions of all policies of the Board and the rules and regulations for administrators in the Fond du Lac School District.

The Board agrees to pay said administrator a salary of **\$74,937.00*** annually pursuant to the terms and conditions of the 1987 Management Plan as amended. The salary is renewable on the anniversary date, which is two weeks prior to the start of the 2011-2012 teacher school year, but shall not be less than the amount for the previous year. If the salary rate for the full term of the contract is not determined by the Board at the signing of the contract, it shall be determined at a later date, but before the expiration of the dates for the calendar salary rate shown below.

A longevity increment has been included in the total salary listed above, if applicable.

The parties understand and agree that this is a solemn, binding contract not to be breached by either party without good and sufficient grounds. The contract may be terminated before the end of the term by mutual agreement of the parties.

This contract is subject to provisions of Chapter 118.24 of the Wisconsin Statutes regarding contracts, certificates and licenses, and subject to the provisions of the Wisconsin Retirement System of the Wisconsin Statutes.

VOID IF NOT SIGNED AND RETURNED
ON OR BEFORE July 1, 2010

The Board of Education of the
Fond du Lac School District

Date of Birth [Redacted]
Month Day Year

[Signature]
President of the Board

Social Security No. [Redacted]

[Signature]
Administrator's Signature

Total Salary **\$74,937.00*** as of August 12, 2010.

[Redacted]
Street Address

[Redacted]
City, State, Zip

Rev. 1/15/92

*Salary amount of \$74,937.00 is based on the 2008-09 Administrative Salary Plan.

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

TO: Timothy Schipper
FROM: Dr. James Sebert, Superintendent
DATE: July 14, 2010
SUBJECT: 2009-10 Administrative Salary Calculation

Listed below was your salary for the 2009-10 contract year. The Board of Education approved administrator salaries for 2009-10 and 2010-11 at its July 12, 2010 Board meeting. I have forwarded this figure to the Business Office for processing.

If you have any questions, please give me a call.

Administrator	Class	2008-09 MP	2008-09 Base Salary	2008-09 Long.	2008-09 Total Salary	2009-10 MP 2.2%	Gen. Adj. Amt. 67% of MP	2009-10 Adj. Exp.	2009-10 Perf. Inc.	2009-10 Long.	2009-10 Total Salary	% Inc.
Timothy Schipper	D-10.5	\$74,241	\$70,243		\$70,243	\$75,874	\$0	\$70,243	\$1,405		\$71,648	2.0%

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

TO: Timothy Schipper
 FROM: James Gryzwa, Superintendent
 DATE: September 15, 2008
 SUBJECT: 2008-09 Administrative Salary Calculation

Below is your salary for the 2008-09 contract year. Pending Board of Education approval at its September 22, 2008 meeting, I will forward this figure to the Business Office for processing.

If you have any questions, please give me a call.

Administrator	Class	2007-08 MP	2007-08 Base Salary	2007-08 Long.	2007-08 Total Salary	2008-09 MP 2.94%	Gen. Adj. Amt. 67% of MP	2008-09 Adj. Exp.	2008-09 Perf. Inc.	2008-09 Long.	2008-09 Total Salary	% Inc.
Timothy Schipper	D-10.5	\$72,121	\$66,981		\$66,981	\$74,241	\$1,420	\$68,401	\$1,842		\$70,243	4.87%

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

ADMINISTRATOR CONTRACT
(Read this Contract before Signing)

It is hereby agreed by and between the Board of Education of the Fond du Lac School District and **Timothy Schipper**, a professionally trained administrator legally qualified in the State of Wisconsin, that said Board will employ the said administrator in the position of **Assistant Principal, Woodworth Middle School**.

This contract begins two weeks prior to the start of the 2007-2008 teacher school year (August 13, 2007) and ends two weeks after the end of the 2008-2009 teacher school year in accordance with the school calendar as adopted and is subject to all rules and regulations of the Board of Education. This contract is made pursuant to and subject to the terms and conditions of all policies of the Board and the rules and regulations for administrators in the Fond du Lac School District.

The Board agrees to pay said administrator a salary of **\$65,429.00*** annually pursuant to the terms and conditions of the 1987 Management Plan as amended. The salary is renewable on the anniversary date, which is two weeks prior to the start of the 2008-2009 teacher school year, but shall not be less than the amount for the previous year. If the salary rate for the full term of the contract is not determined by the Board at the signing of the contract, it shall be determined at a later date, but before the expiration of the dates for the calendar salary rate shown below.

A longevity increment has been included in the total salary listed above, if applicable.

The parties understand and agree that this is a solemn, binding contract not to be breached by either party without good and sufficient grounds. The contract may be terminated before the end of the term by mutual agreement of the parties.

This contract is subject to provisions of Chapter 118.24 of the Wisconsin Statutes regarding contracts, certificates and licenses, and subject to the provisions of the Wisconsin Retirement System of the Wisconsin Statutes.

VOID IF NOT SIGNED AND RETURNED
ON OR BEFORE June 1, 2007

The Board of Education of the
Fond du Lac School District

Date of Birth [Redacted]
Month Day Year

Susan M. Jones

President of the Board

Social Security No. [Redacted]

Timothy M. Schipper

Administrator's Signature

Total Salary **\$65,429.00*** as of August 13, 2007.

[Redacted]

Street Address

[Redacted]

City, State, Zip

Rev. 1/15/92

*Salary amount of \$65,429.00 is based on the 2006-07 Administrative Salary Plan.

March 15, 2007

RE: RENEWAL OF INDIVIDUAL TEACHING CONTRACT FOR 2007-2008

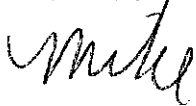
TO: SCHIPPER, TIMOTHY

By this letter, the Fond du Lac School District does hereby offer you an individual teaching contract for the 2007-2008 school year. If you accept such an offer of employment, please sign this letter in the space provided and return it to the building principal or to the District's Human Resources Office on or before Monday, April 16, 2007.

The offer remains subject to the terms and conditions set forth in the Master Agreement between the Fond du Lac Education Association and the Board of Education. This letter of intent, and the offer of employment it conveys, is not a guarantee that your 2007-2008 assignment and assignment location will be the same as that which you had in 2006-2007. If you accept the offer of employment, you do so with the knowledge and understanding that changes in your assignment and assignment location may occur. The procedure and process for implementing transfers and reassignments, if any, remain subject to the provisions of the Master Agreement addressing the transfer and reassignment of bargaining unit members.

Thank you for your cooperation. **NOTE THAT YOU MAY WISH TO RETAIN A SIGNED COPY OF THIS LETTER FOR YOUR OWN RECORDS.**

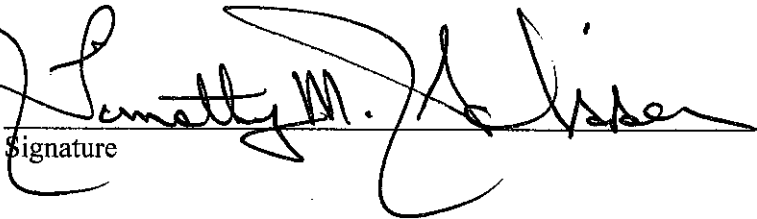
Very truly yours,



Michael Nault
Director of Human Resources

MN:jms

I hereby accept the Fond du Lac School District's offer of employment for the 2007-2008 school year.


Signature

3/16/07
Date Signed

FOND DU LAC SCHOOL DISTRICT
SALARY ANALYSIS
2006-2007

NAME: SCHIPPER, TIMOTHY

LOCATION: WOODWORTH

SALARY SCHEDULE PLACEMENT: LANE: MA 12.00 STEP: 12.00

FTE: 1.00

NUMBER OF DAYS IN CONTRACT YEAR:

BASE CONTRACT FOR 2006-2007: \$58,264.00

ADDED RESPONSIBILITIES:

<u>EXTRACURRICULAR</u>	<u>AMOUNT</u>	<u>STEP</u>
LONGEVITY		12.00

TOTAL ADDED RESPONSIBILITIES: 0.00

TOTAL CONTRACT AMOUNT: \$58,264.00

FOND DU LAC SCHOOL DISTRICT
SALARY ANALYSIS
2006-2007

NAME: SCHIPPER, TIMOTHY

LOCATION: WOODWORTH

SALARY SCHEDULE PLACEMENT: LANE: MA 6.00 STEP: 12.00

FTE: 1.00

NUMBER OF DAYS IN CONTRACT YEAR:

BASE CONTRACT FOR 2006-2007: \$56,792.00

ADDED RESPONSIBILITIES:

<u>EXTRACURRICULAR</u>	<u>AMOUNT</u>	<u>STEP</u>
LONGEVITY		12.00

TOTAL ADDED RESPONSIBILITIES: 0.00

TOTAL CONTRACT AMOUNT: \$56,792.00

FOND DU LAC SCHOOL DISTRICT
SALARY ANALYSIS
2006-2007

NAME: **SCHIPPER, TIMOTHY**

LOCATION: WOODWORTH

SALARY SCHEDULE PLACEMENT: LANE: MA0 STEP:12

FTE: 1.00

NUMBER OF DAYS IN CONTRACT YEAR:

BASE CONTRACT FOR 2006-2007: **\$55,323.00**

ADDED RESPONSIBILITIES:

	<u>EXTRACURRICULAR</u>	<u>AMOUNT</u>	<u>STEP</u>
LONGEVITY			12.00

TOTAL ADDED RESPONSIBILITIES: **0.00**

TOTAL CONTRACT AMOUNT: **\$55,323.00**

March 15, 2006

RE: RENEWAL OF INDIVIDUAL TEACHING CONTRACT FOR 2006-2007

TO: Timothy Schipper

By this letter, the Fond du Lac School District does hereby offer you an individual teaching contract for the 2006-2007 school year. If you accept such an offer of employment, please sign this letter in the space provided and return it to the building principal or to the District's Human Resources Office on or before Monday, April 17, 2006.

The offer remains subject to the terms and conditions set forth in the Master Agreement between the Fond du Lac Education Association and the Board of Education. This letter of intent, and the offer of employment it conveys, is not a guarantee that your 2006-2007 assignment and assignment location will be the same as that which you had in 2005-2006. If you accept the offer of employment, you do so with the knowledge and understanding that changes in your assignment and assignment location may occur. The procedure and process for implementing transfers and reassignments, if any, remain subject to the provisions of the Master Agreement addressing the transfer and reassignment of bargaining unit members.

Thank you for your cooperation. **NOTE THAT YOU MAY WISH TO RETAIN A SIGNED COPY OF THIS LETTER FOR YOUR OWN RECORDS.**

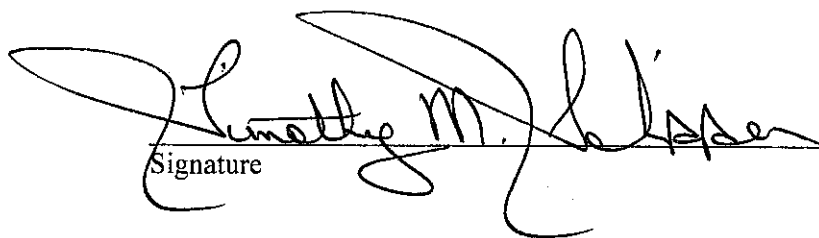
Very truly yours,



Michael Nault
Director of Human Resources

MN:jms

I hereby accept the Fond du Lac School District's offer of employment for the 2006-2007 school year.



Signature

3-19-06

Date Signed

FOND DU LAC SCHOOL DISTRICT
SALARY ANALYSIS
2005-2006

NAME: SCHIPPER, TIMOTHY

LOCATION: WOODWORTH

SALARY SCHEDULE PLACEMENT: LANE: MA0 STEP:11

FTE: 1.00

NUMBER OF DAYS IN CONTRACT YEAR:

BASE CONTRACT FOR 2005-2006: \$53,291.00

ADDED RESPONSIBILITIES:

<u>EXTRACURRICULAR</u>	<u>AMOUNT</u>	<u>STEP</u>
HS JV GIRLS BASKETBALL 12%	4002.00	13.00
LONGEVITY		11.00

TOTAL ADDED RESPONSIBILITIES: 4,002.00

TOTAL CONTRACT AMOUNT: \$57,293.00

FOND DU LAC SCHOOL DISTRICT
SALARY ANALYSIS
2005-2006

NAME: SCHIPPER, TIMOTHY

LOCATION: WOODWORTH

SALARY SCHEDULE PLACEMENT: LANE: BA30 STEP:11

FTE: 1.0

NUMBER OF DAYS IN CONTRACT YEAR: 191

BASE CONTRACT FOR 2005-2006: \$51,881.00

ADDED RESPONSIBILITIES:

<u>EXTRACURRICULAR</u>	<u>AMOUNT</u>	<u>STEP</u>
HS JV GIRLS BASKETBALL 12%	4002.00	13.00
LONGEVITY		11.00

TOTAL ADDED RESPONSIBILITIES: 4,002.00

TOTAL CONTRACT AMOUNT: \$55,883.00

**FOND DU LAC SCHOOL DISTRICT
CONTRACT ADDENDUM**

TO: SCHIPPER, TIMOTHY
FROM: Dr. Greg Maass, Superintendent
DATE: April 28, 2005
SUBJECT: Contract Revision

Your 2004-05 teacher contract has a salary of \$50,406.00.

Previous Lane: BA
Previous Step: 10.00
Previous Credits: 29.00

This is hereby amended to read a salary of \$55,500.00.

New Lane: BA
New Step: 10.00
New Credits: 32.00

Additional graduate credits earned permitting horizontal movement on the salary schedule.

Includes:

COACHING ATHLETICS	\$4,002.00
COACHING ATHLETICS	\$1,595.00
LONGEVITY	\$0.00

Adjustment retroactive to 01/24/05 and will be reflected on your May 6, 2005 paycheck.

March 15, 2005

RE: RENEWAL OF INDIVIDUAL TEACHING CONTRACT FOR 2005-2006

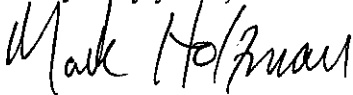
TO: Timothy Schipper

By this letter, the Fond du Lac School District does hereby offer you an individual teaching contract for the 2005-2006 school year. If you accept such an offer of employment, please sign this letter in the space provided and return it to the building principal or to the District's Human Resources Office on or before Friday, April 15, 2005.

The offer remains subject to the terms and conditions set forth in the Master Agreement between the Fond du Lac Education Association and the Board of Education. This letter of intent, and the offer of employment it conveys, is not a guarantee that your 2005-2006 assignment and assignment location will be the same as that which you had in 2004-2005. If you accept the offer of employment, you do so with the knowledge and understanding that changes in your assignment and assignment location may occur. The procedure and process for implementing transfers and reassignments, if any, remain subject to the provisions of the Master Agreement addressing the transfer and reassignment of bargaining unit members.

Thank you for your cooperation. **NOTE THAT YOU MAY WISH TO RETAIN A SIGNED COPY OF THIS LETTER FOR YOUR OWN RECORDS.**

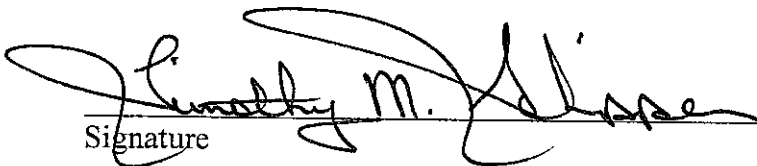
Very truly yours,



Mark Holzman
Director of Human Resources

MH:jms

I hereby accept the Fond du Lac School District's offer of employment for the 2005-2006 school year.


Signature

3-15-05
Date Signed

FOND DU LAC SCHOOL DISTRICT
08/11/04
SALARY ANALYSIS SHEET
2004-2005

NAME: SCHIPPER, TIMOTHY

1.STEP ON SCHEDULE: LANE: BA18 STEP: 10.00

2.BASE CONTRACT FOR: 2004-2005 48086.00

3.NO. OF DAYS IN CONTRACT YEAR: 191

ADDED RESPONSIBILITIES

ACTIVITY	PERCENTAGE	AMOUNT	STEP
HS JV GIRLS BASKETBALL 12%	13.80	4002.00	12.00
MS FOOTBALL 5.5%	5.50	1595.00	1.00
LONGEVITY			10.00

TOTAL ADDITIONAL RESPONSIBILITIES: 5597.00

TOTAL SALARY: 53683.00

FOND DU LAC SCHOOL DISTRICT
06/15/04
SALARY ANALYSIS SHEET
2003-2004

NAME: SCHIPPER, TIMOTHY

1.STEP ON SCHEDULE: LANE: BA18 STEP: 9.00

2.BASE CONTRACT FOR: 2003-2004 45544.00

3.NO. OF DAYS IN CONTRACT YEAR: 191

ADDED RESPONSIBILITIES

ACTIVITY	PERCENTAGE	AMOUNT	STEP
HS JV GIRLS BASKETBALL 12%	13.80	4002.00	11.00
LONGEVITY			9.00

TOTAL ADDITIONAL RESPONSIBILITIES: 4002.00

TOTAL SALARY: 49546.00

March 15, 2004

RE: RENEWAL OF INDIVIDUAL TEACHING CONTRACT FOR 2004-2005

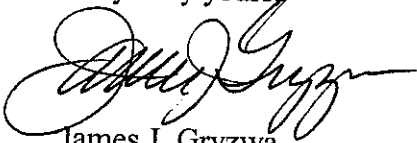
TO: Timothy Schipper

By this letter, the Fond du Lac School District does hereby offer you an individual teaching contract for the 2004-2005 school year. If you accept such an offer of employment, please sign this letter in the space provided and return it to the building principal or to the District's Personnel Office on or before Thursday, April 15, 2004.

The offer remains subject to the terms and conditions set forth in the Master Agreement between the Fond du Lac Education Association and the Board of Education. This letter of intent, and the offer of employment it conveys, is not a guarantee that your 2004-2005 assignment and assignment location will be the same as that which you had in 2003-2004. If you accept the offer of employment, you do so with the knowledge and understanding that changes in your assignment and assignment location may occur. The procedure and process for implementing transfers and reassignments, if any, remain subject to the provisions of the Master Agreement addressing the transfer and reassignment of bargaining unit members.

Thank you for your cooperation. **NOTE THAT YOU MAY WISH TO RETAIN A SIGNED COPY OF THIS LETTER FOR YOUR OWN RECORDS.**

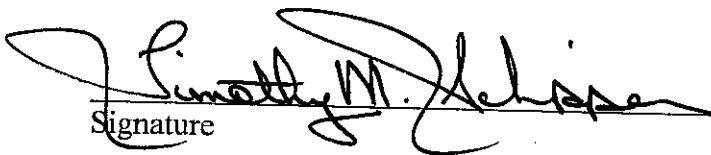
Very truly yours,



James J. Gryzwa
Director of Human Resources

JJG:jms

I hereby accept the Fond du Lac School District's offer of employment for the 2004-2005 school year.



Signature

3-24-04

Date Signed

TO : SCHIPPER, TIMOTHY
FROM : SUPERINTENDENT OF SCHOOLS
SUBJECT : CONTRACT REVISION

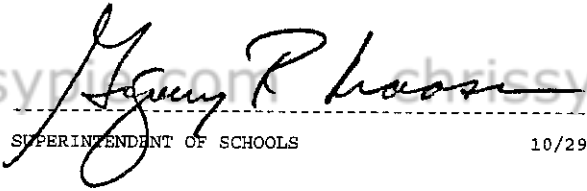
YOUR 2003-04 TEACHER CONTRACT HAS A SALARY OF 47030.00
CODE: BA06 9.00

THIS IS HEREBY AMENDED TO READ A SALARY OF 48919.00
CODE: BA18 9.00

ADDITIONAL GRADUATE CREDITS EARNED PERMITTING HORIZONTAL MOVEMENT ON THE SALARY SCHEDULE.
INCLUDES:

HS JV GIRLS BASKETBALL 12 13.80 4002.00
LONGEVITY

ADJUSTMENT RETROACTIVE TO 08/25/03 AND WILL BE REFLECTED ON YOUR 11/14/03 PAYCHECK.



SUPERINTENDENT OF SCHOOLS

10/29/03

FOND DU LAC SCHOOL DISTRICT

10/27/03

SALARY ANALYSIS SHEET

2003-2004

NAME: SCHIPPER, TIMOTHY

1.STEP ON SCHEDULE: LANE: BA06 STEP: 9.00

2.BASE CONTRACT FOR: 2003-2004 43028.00

3.NO. OF DAYS IN CONTRACT YEAR: 191

ADDED RESPONSIBILITIES

ACTIVITY	PERCENTAGE	AMOUNT	STEP
HS JV GIRLS BASKETBALL 12%	13.80	4002.00	11.00
LONGEVITY			9.00

TOTAL ADDITIONAL RESPONSIBILITIES: 4002.00

TOTAL SALARY: 47030.00

FOND DU LAC SCHOOL DISTRICT
08/25/03
SALARY ANALYSIS SHEET
2003-2004

NAME: SCHIPPER, TIMOTHY

1. STEP ON SCHEDULE: LANE: BA06 STEP: 8.00

2. BASE CONTRACT FOR: 2003-2004 41613.00

3. NO. OF DAYS IN CONTRACT YEAR: 191

ADDED RESPONSIBILITIES

ACTIVITY	PERCENTAGE	AMOUNT	STEP
HS JV GIRLS BASKETBALL 12%	13.80	4002.00	11.00
LONGEVITY			9.00

TOTAL ADDITIONAL RESPONSIBILITIES: 4002.00

TOTAL SALARY: 45615.00

March 14, 2003

RE: RENEWAL OF INDIVIDUAL TEACHING CONTRACT FOR 2003-2004

TO: Timothy Schipper

By this letter, the Fond du Lac School District does hereby offer you an individual teaching contract for the 2003-2004 school year. If you accept such an offer of employment, please sign this letter in the space provided and return it to the building principal or to the District's Personnel Office on or before Tuesday, April 15, 2003.

The offer remains subject to the terms and conditions set forth in the Master Agreement between the Fond du Lac Education Association and the Board of Education. This letter of intent, and the offer of employment it conveys, is not a guarantee that your 2003-2004 assignment and assignment location will be the same as that which you had in 2002-2003. If you accept the offer of employment, you do so with the knowledge and understanding that changes in your assignment and assignment location may occur. The procedure and process for implementing transfers and reassignments, if any, remain subject to the provisions of the Master Agreement addressing the transfer and reassignment of bargaining unit members.

Thank you for your cooperation. ***NOTE THAT YOU MAY WISH TO RETAIN A SIGNED COPY OF THIS LETTER FOR YOUR OWN RECORDS.***

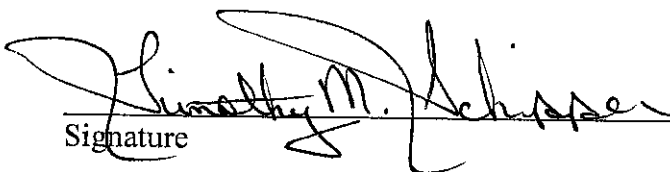
Very truly yours,



William Evans
Interim Director of Personnel and Employee Relations

WE:jms

I hereby accept the Fond du Lac School District's offer of employment for the 2003-2004 school year.



Signature

3-31-03
Date Signed

CONTRACT ADDENDUM

TO : SCHIPPER, TIMOTHY
FROM : SUPERINTENDENT OF SCHOOLS
SUBJECT : CONTRACT REVISION

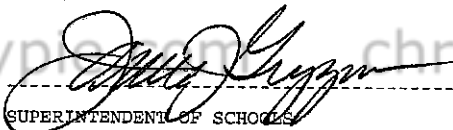
YOUR 2002-03 TEACHER CONTRACT HAS A SALARY OF 46398.80
CODE: BA00 8.00

THIS IS HEREBY AMENDED TO READ A SALARY OF 47215.80
CODE: BA06 8.00

ADDITIONAL GRADUATE CREDITS EARNED PERMITTING HORIZONTAL MOVEMENT ON THE SALARY SCHEDULE.
INCLUDES:

G 9 GR BASKTBAL	9.20	2668.00
9TH GRADE FTBAL	10.12	2934.80
LONGEVITY		

ADJUSTMENT RETROACTIVE TO 08/26/02 AND WILL BE REFLECTED ON YOUR 10/18/02 PAYCHECK.



SUPERINTENDENT OF SCHOOLS

10/04/02

FOND DU LAC SCHOOL DISTRICT
08/26/02
SALARY ANALYSIS SHEET
2002-2003

NAME: SCHIPPER, TIMOTHY

1.STEP ON SCHEDULE: LANE: BA00 STEP: 8.00

2.BASE CONTRACT FOR: 2002-2003 40796.00

3.NO. OF DAYS IN CONTRACT YEAR: 191

ADDED RESPONSIBILITIES

ACTIVITY	PERCENTAGE	AMOUNT	STEP
G 9 GR BASKTBAL	9.20	2668.00	10.00
9TH GRADE FTBAL	10.12	2934.80	10.00
LONGEVITY			8.00

TOTAL ADDITIONAL RESPONSIBILITIES: 5602.80

TOTAL SALARY: 46398.80

March 15, 2002

RE: RENEWAL OF INDIVIDUAL TEACHING CONTRACT FOR 2002-2003

TO: Timothy Schipper

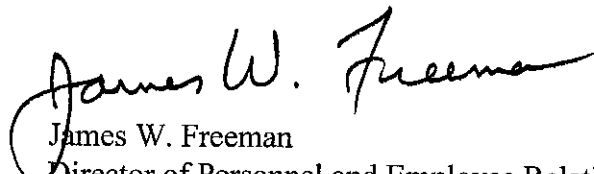
By this letter, the Fond du Lac School District does hereby offer you an individual teaching contract for the 2002-2003 school year. If you accept such an offer of employment, please sign this letter in the space provided and return it to the building principal or to the District's Personnel Office on or before Monday, April 15, 2002.

The offer remains subject to the terms and conditions set forth in the Master Agreement between the Fond du Lac Education Association and the Board of Education. This letter of intent, and the offer of employment it conveys, is not a guarantee that your 2002-2003 assignment and assignment location will be the same as that which you had in 2001-2002. If you accept the offer of employment, you do so with the knowledge and understanding that changes in your assignment and assignment location may occur. The procedure and process for implementing transfers and reassignments, if any, remain subject to the provisions of the Master Agreement addressing the transfer and reassignment of bargaining unit members.

Be advised that you will receive an actual copy of your 2002-2003 individual teaching contract with your correct salary, salary schedule placement, assignment(s), and building location(s) at a later date.

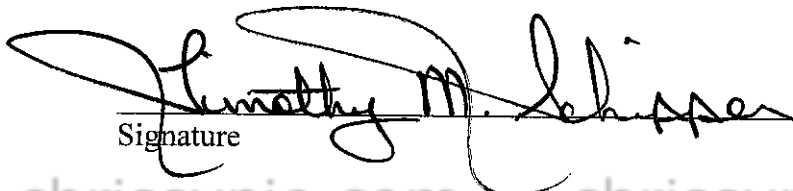
Thank you for your cooperation. **NOTE THAT YOU MAY WISH TO RETAIN A SIGNED COPY OF THIS LETTER FOR YOUR OWN RECORDS.**

Very truly yours,


James W. Freeman
Director of Personnel and Employee Relations

JWF:jms

I hereby accept the Fond du Lac School District's offer of employment for the 2002-2003 school year. I understand that I will receive an actual copy of my 2002-2003 individual teaching contract from the District at a later date.


Signature _____ Date Signed 3-24-02

FOND DU LAC SCHOOL DISTRICT
12/11/01
REVISED SALARY ANALYSIS
2001-2002

NAME: SCHIPPER, TIMOTHY

1.STEP ON SCHEDULE: LANE: BA00 STEP: 9.00

2.BASE CONTRACT FOR: 2001-2002 39409.00

3.NO. OF DAYS IN CONTRACT YEAR: 191

ADDED RESPONSIBILITIES

ACTIVITY	PERCENTAGE	AMOUNT	STEP
G 9 GR BASKTBAL	9.20	2668.00	9.00
9TH GRADE FTBAL	10.12	2934.80	9.00
LONGEVITY			9.00

TOTAL ADDITIONAL RESPONSIBILITIES: 5602.80

TOTAL SALARY: 45011.80

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

CONTRACT

(Read This Contract Before Signing)

It is hereby agreed by and between the Board of Education of the Fond du Lac School District and **TIMOTHY SCHIPPER**, a professionally trained teacher, legally qualified in the State of Wisconsin, that said teacher will perform the duties of **GENERAL SCIENCE**

Tentative Assignment (Elementary—Kindergarten, Primary, or Intermediate; Secondary—Subject)

at **WOODWORTH** during the 2001-2002 school year.

This contract begins on **August 27, 2001** and ends on **June 7, 2002** in accordance with the school calendar as adopted and is subject to all rules and regulations of the Board of Education. This contract is made pursuant to and subject to the terms and conditions of the negotiated agreement between the Fond du Lac Education Association and the Board of Education.

Remuneration for the above services shall be as provided in **Lane BA00 Step 9** on the salary schedule attached hereto.

A longevity increment, when applicable, is the appropriate percent of Lane BA00 Step 3 of the 2001-2002 salary schedule and shall be added to the regular salary.

<u>EXTRA ASSIGNMENTS:</u>	<u>PERCENT:</u>	<u>AMOUNT:</u>
G 9 GR BASKTBAL	9.2	\$2,668.00
9TH GRADE FTBAL	10.12	2,934.80
LONGEVITY		

Remuneration for extra assignments shall be in the amount of the percent indicated of a \$29,000 extra-curricular base.

Any changes in designated assignments shall be made upon mutual agreement by the Administration and the teacher.

This contract shall become effective when the said teacher has complied with the physical examination requirements set by the Board of Education.

This contract is subject to provisions of Chapter 118.21, 118.22, and 118.23 of the Wisconsin Statutes, 1967, regarding contracts, certificates, and licenses, and subject to the Teachers' Retirement Law, Chapter 42, Wisconsin Statutes, 1965.

**VOID IF NOT SIGNED AND RETURNED
ON OR BEFORE: January 2, 2002**

The Board of Education of the Fond du Lac
School District

Elizabeth D. Hayes

President of the Board

Timothy M. Schipper

Teacher's Signature

Date of Birth [Redacted]

Social Security No. [Redacted]

Total Salary \$ 45,011.80

[Redacted]
Address

[Redacted]
City, State, Zip

FOND DU LAC SCHOOL DISTRICT

10/02/01

SALARY ANALYSIS

2001-2002

NAME : SCHIPPER, TIMOTHY

SCHOOL: WOODWORTH

POSITION:

ASSIGNMENT:

TEACHER

GENERAL SCIENCE

1.STEP ON SCHEDULE: LANE: BA00 STEP: 8.00

2.EXPERIENCE CREDIT*:

3.BASE CONTRACT FOR: 2001-2002 38022.00

4.NO. OF DAYS IN CONTRACT YEAR: 191

* Experience allowed upon employment plus local experience

ADDED RESPONSIBILITIES

ACTIVITY	PERCENTAGE	AMOUNT	STEP
G 9 GR BASKTBAL	8.80	2491.45	8.00
9TH GRADE FTBAL	7.42	2102.16	8.00
LONGEVITY			8.00

TOTAL ADDITIONAL RESPONSIBILITIES: 4593.61

TOTAL SALARY: 42615.61

1-4 years 100% of percentage of BA00 Step 1

5-8 years 110% of percentage of BA00 Step 1

9+ years 115% of percentage of BA00 Step 1

FOND DU LAC SCHOOL DISTRICT

08/27/01

SALARY ANALYSIS

2001-2002

NAME : SCHIPPER, TIMOTHY

SCHOOL: WOODWORTH

POSITION:

ASSIGNMENT:

TEACHER

GENERAL SCIENCE

1.STEP ON SCHEDULE: LANE: BA00 STEP: 8.00

2.EXPERIENCE CREDIT*:

3.BASE CONTRACT FOR: 2001-2002 38022.00

4.NO. OF DAYS IN CONTRACT YEAR: 191

* Experience allowed upon employment plus local experience

ADDED RESPONSIBILITIES

ACTIVITY	PERCENTAGE	AMOUNT	STEP
9TH GRADE FTBAL	7.42	2102.16	8.00
LONGEVITY			8.00

TOTAL ADDITIONAL RESPONSIBILITIES: 2102.16

TOTAL SALARY: 40124.16

- 1-4 years 100% of percentage of BA00 Step 1
- 5-8 years 110% of percentage of BA00 Step 1
- 9+ years 115% of percentage of BA00 Step 1

March 13, 2001

RE: RENEWAL OF INDIVIDUAL TEACHING CONTRACT FOR 2001-2002

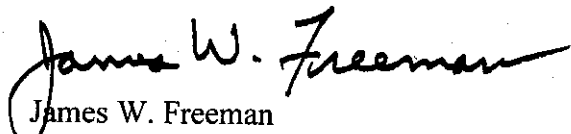
TO: Timothy Schipper - Woodworth Junior High School

By this letter, the Fond du Lac School District does hereby offer you an individual teaching contract for the 2001-2002 school year. If you accept such an offer of employment, please sign this letter in the space provided and return it to the building principal or to the District's Personnel Office on or before Monday, April 16, 2001.

Be advised that you will receive an actual copy of your 2001-2002 individual teaching contract with your correct salary, salary schedule placement, assignment(s), and building location(s) following the completion of the transition process caused by the grade level realignment.

Thank you for your cooperation. **NOTE THAT YOU MAY WISH TO RETAIN A SIGNED COPY OF THIS LETTER FOR YOUR OWN RECORDS.**

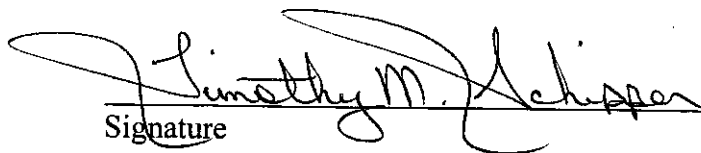
Very truly yours,



James W. Freeman
Director of Personnel and Employee Relations

JWF:jms

I hereby accept the Fond du Lac School District's offer of employment for the 2001-2002 school year. I understand that I will receive an actual copy of my 2001-2002 individual teaching contract from the District following completion of the transition process.



Signature

3-15-2001
Date Signed

FOND DU LAC SCHOOL DISTRICT

01/08/01

REVISED SALARY

2000-2001

NAME : SCHIPPER, TIMOTHY

SCHOOL: WOODWORTH

POSITION:

ASSIGNMENT:

TEACHER

GENERAL SCIENCE

1.STEP ON SCHEDULE: LANE: BA00 STEP: 8.00

2.EXPERIENCE CREDIT*:

3.BASE CONTRACT FOR: 2000-2001 38022.00

4.NO. OF DAYS IN CONTRACT YEAR: 191

* Experience allowed upon employment plus local experience

ADDED RESPONSIBILITIES

ACTIVITY	PERCENTAGE	AMOUNT	STEP
G 9 GR BASKTBAL	8.80	2491.45	8.00
JH B HEAD FTBAL	8.80	2491.45	8.00
LONGEVITY			8.00

TOTAL ADDITIONAL RESPONSIBILITIES: 4982.90

TOTAL SALARY: 43004.90

1-4 years 100% of percentage of BA00 Step 1

5-8 years 110% of percentage of BA00 Step 1

9+ years 115% of percentage of BA00 Step 1

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

CONTRACT
(Read This Contract Before Signing)

It is hereby agreed by and between the Board of Education of the Fond du Lac School District and **TIMOTHY SCHIPPER**, a professionally trained teacher, legally qualified in the State of Wisconsin, that said teacher will perform the duties of **GENERAL SCIENCE**

Tentative Assignment (Elementary—Kindergarten, Primary, or Intermediate; Secondary—Subject) at **WOODWORTH** during the 2000-2001 school year.

This contract begins on **August 28, 2000** and ends on **June 8, 2001 (or as determined by final 2000-2001 calendar)** in accordance with the school calendar as adopted and is subject to all rules and regulations of the Board of Education. This contract is made pursuant to and subject to the terms and conditions of the negotiated agreement between the Fond du Lac Education Association and the Board of Education.

Remuneration for the above services shall be as provided in **Lane BA00 Step 8** on the salary schedule attached hereto.

A longevity increment, when applicable, is the appropriate percent of Lane BA00 Step 1 of the salary schedule and shall be added to the regular salary.

<u>EXTRA ASSIGNMENTS:</u>	<u>PERCENT:</u>	<u>AMOUNT:</u>
G 9 GR BASKTBAL	8.8	2457.34
JH G 8 GR TRACK	5.5	1535.83
JH B HEAD FTBAL	8.8	2457.34
LONGEVITY		

Remuneration for extra assignments shall be in the amount of the percent indicated of Code BA00 Step 1 of the salary schedule or the amount listed above.

Any changes in designated assignments shall be made upon mutual agreement by the Administration and the teacher.

This contract shall become effective when the said teacher has complied with the physical examination requirements set by the Board of Education.

This contract is subject to provisions of Chapter 118.21, 118.22, and 118.23 of the Wisconsin Statutes, 1967, regarding contracts, certificates, and licenses, and subject to the Teachers' Retirement Law, Chapter 42, Wisconsin Statutes, 1965.

VOID IF NOT SIGNED AND RETURNED ON OR BEFORE: April 17, 2000

Date of Birth



Social Security No.



Total Salary * \$ 44,148.38 as of August 28, 2000

*Based on 1999-2000 Salary Schedule.

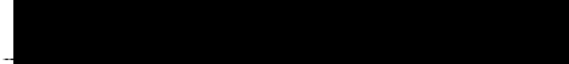
The Board of Education of the Fond du Lac School District

Elizabeth Hayes
President of the Board

Timothy M. Schipper
Teacher's Signature



Address



City, State, Zip

FOND DU LAC SCHOOL DISTRICT
08/23/99
SALARY ANALYSIS
1999-1999

NAME : SCHIPPER, TIMOTHY

SCHOOL: WOODWORTH

POSITION:

ASSIGNMENT:

TEACHER

GENERAL SCIENCE

1. STEP ON SCHEDULE: LANE: BA00 STEP: 7.00

2. EXPERIENCE CREDIT*:

3. BASE CONTRACT FOR: 1999-1999 35900.80

4. NO. OF DAYS IN CONTRACT YEAR: 191

* Experience allowed upon employment plus local experience

ADDED RESPONSIBILITIES

ACTIVITY	PERCENTAGE	AMOUNT	STEP
G 9 GR BASKTBAL	8.80	2430.20	7.00
JH G 8 GR TRACK	5.50	1518.88	2.00
JH B HEAD FTBAL	8.80	2430.20	7.00
LONGEVITY			7.00

TOTAL ADDITIONAL RESPONSIBILITIES: 6379.28

TOTAL SALARY: 42280.08

- 1-4 years 100% of percentage of BA00 Step 1
- 5-8 years 110% of percentage of BA00 Step 1
- 9+ years 115% of percentage of BA00 Step 1

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

CONTRACT
(Read This Contract Before Signing)

It is hereby agreed by and between the Board of Education of the Fond du Lac School District and **TIMOTHY SCHIPPER**, a professionally trained teacher, legally qualified in the State of Wisconsin, that said teacher will perform the duties of **GENERAL SCIENCE**

Tentative Assignment (Elementary—Kindergarten, Primary, or Intermediate; Secondary—Subject)

at **WOODWORTH** during the 1999-2000 school year.

This contract begins on **August 23, 1999** and ends on **June 7, 2000** in accordance with the school calendar as adopted and is subject to all rules and regulations of the Board of Education. This contract is made pursuant to and subject to the terms and conditions of the negotiated agreement between the Fond du Lac Education Association and the Board of Education.

Remuneration for the above services shall be as provided in **Lane BA00 Step 7** on the salary schedule attached hereto.

A longevity increment, when applicable, is the appropriate percent of Lane BA00 Step 1 of the salary schedule and shall be added to the regular salary.

<u>EXTRA ASSIGNMENTS:</u>	<u>PERCENT:</u>	<u>AMOUNT:</u>
G 9 GR BASKTBAL	8.8	2,430.20
JH G 8 GR TRACK	5.5	1,518.88
JH B HEAD FTBAL LONGEVITY	8.8	2,430.20

Remuneration for extra assignments shall be in the amount of the percent indicated of Code I-1 of the salary schedule or the amount listed above.

Any changes in designated assignments shall be made upon mutual agreement by the Administration and the teacher.

This contract shall become effective when the said teacher has complied with the physical examination requirements set by the Board of Education.

This contract is subject to provisions of Chapter 118.21, 118.22, and 118.23 of the Wisconsin Statutes, 1967, regarding contracts, certificates, and licenses, and subject to the Teachers' Retirement Law, Chapter 42, Wisconsin Statutes, 1965.

**VOID IF NOT SIGNED AND RETURNED
ON OR BEFORE: September 3, 1999**

Date of Birth [REDACTED]

Social Security No. [REDACTED]

Total Salary * \$ 42,280.08 as of August 23, 1999

*Based on 1998-1999 Salary Schedule.

The Board of Education of the Fond du Lac
School District

Elizabeth Hayes

President of the Board

Timothy M. Schipper

Teacher's Signature

[REDACTED]
Address

[REDACTED]
City, State, Zip

FOND DU LAC SCHOOL DISTRICT
08/19/98
SALARY ANALYSIS
1998-1998

NAME : SCHIPPER, TIMOTHY

SCHOOL: WOODWORTH

POSITION:

ASSIGNMENT:

TEACHER

GENERAL SCIENCE

1. STEP ON SCHEDULE: LANE: BA00 STEP: 6.00

2. EXPERIENCE CREDIT*:

3. BASE CONTRACT FOR: 1998-1998 34520.00

4. NO. OF DAYS IN CONTRACT YEAR: 191

* Experience allowed upon employment plus local experience

ADDED RESPONSIBILITIES

ACTIVITY	PERCENTAGE	AMOUNT	STEP
G 9 GR BASKTBAL	8.80	2430.20	6.00
JH G 8 GR TRACK	5.50	1518.88	1.00
JH B HEAD FTBAL	8.80	2430.20	6.00
LONGEVITY			6.00

TOTAL ADDITIONAL RESPONSIBILITIES: 6379.28

TOTAL SALARY: 40899.28

- 1-4 years 100% of percentage of BA00 Step 1
- 5-8 years 110% of percentage of BA00 Step 1
- 9+ years 115% of percentage of BA00 Step 1

March 12, 1999

RE: RENEWAL OF INDIVIDUAL TEACHING CONTRACT FOR 1999-2000

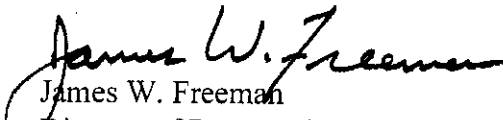
TO: Timothy Schipper - Woodworth Junior High School

By this letter, the Fond du Lac School District does hereby offer you an individual teaching contract for the 1999-2000 school year. If you accept such an offer of employment, please sign this letter in the space provided and return it to the building principal or to the District's Personnel Office on or before Thursday, April 15, 1999.

Be advised that you will receive an actual copy of your 1999-2000 individual teaching contract with your correct salary and salary schedule placement following the completion of negotiations between representatives of the Board of Education and the Fond du Lac Education Association and subsequent ratification of those terms and conditions by the parties.

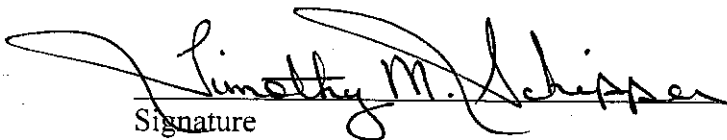
Thank you for your cooperation. **NOTE THAT YOU MAY WISH TO RETAIN A SIGNED COPY OF THIS LETTER FOR YOUR OWN RECORDS.**

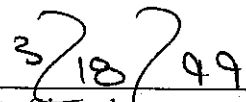
Very truly yours,


James W. Freeman
Director of Personnel and Employee Relations

JWF:jms

I hereby accept the Fond du Lac School District's offer of employment for the 1999-2000 school year. I understand that I will receive an actual copy of my 1999-2000 individual teaching contract from the District following completion of negotiations between representatives of the Board of Education and the Fond du Lac Education Association and subsequent ratification of those terms and conditions by the parties.


Signature


Date Signed

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

CONTRACT

(Read This Contract Before Signing)

It is hereby agreed by and between the Board of Education of the Fond du Lac School District and **TIMOTHY SCHIPPER**, a professionally trained teacher, legally qualified in the State of Wisconsin, that said teacher will perform the duties of **GENERAL SCIENCE**

Tentative Assignment (Elementary—Kindergarten, Primary, or Intermediate; Secondary—Subject)

at **WOODWORTH** during the 1998-99 school year.

This contract begins on **August 19, 1998** and ends on **June 4, 1999** in accordance with the school calendar as adopted and is subject to all rules and regulations of the Board of Education. This contract is made pursuant to and subject to the terms and conditions of the negotiated agreement between the Fond du Lac Education Association and the Board of Education.

Remuneration for the above services shall be as provided in **Lane BA00 Step 6** on the salary schedule attached hereto.

A longevity increment, when applicable, is the appropriate percent of **Lane BA00 Step 1** of the salary schedule and shall be added to the regular salary.

EXTRA ASSIGNMENTS:

G 9 GR BASKTBAL
JH G 8 GR TRACK
JH B HEAD FTBAL
LONGEVITY

PERCENT:

8.8
5.5
8.8

AMOUNT:

\$2,430.20
\$1,518.88
\$2,430.20

Remuneration for extra assignments shall be in the amount of the percent indicated of Code I-1 of the salary schedule or the amount listed above.

Any changes in designated assignments shall be made upon mutual agreement by the Administration and the teacher.

This contract shall become effective when the said teacher has complied with the physical examination requirements set by the Board of Education.

This contract is subject to provisions of Chapter 118.21, 118.22, and 118.23 of the Wisconsin Statutes, 1967, regarding contracts, certificates, and licenses, and subject to the Teachers' Retirement Law, Chapter 42, Wisconsin Statutes, 1965.

**VOID IF NOT SIGNED AND RETURNED
ON OR BEFORE: September 1, 1998**

Date of Birth _____
Month Day Year

Social Security No. _____

Total Salary \$ 40,899.28 as of August 19, 1998

The Board of Education of the Fond du Lac School District

Margaret B. Furie

President of the Board

Timothy M. Schipper

Teacher's Signature

Address

City, State, Zip

FOND DU LAC SCHOOL DISTRICT
4/06/98
SALARY ANALYSIS
1997-1998

NAME : SCHIPPER, TIMOTHY

SCHOOL: WOODWORTH

POSITION:

ASSIGNMENT:

TEACHER

GENERAL SCIENCE

1.STEP ON SCHEDULE: LANE: BA00 STEP: 5.00

2.EXPERIENCE CREDIT*:

3.BASE CONTRACT FOR: 1997-1998 32486.40

4.NO. OF DAYS IN CONTRACT YEAR: 191

* Experience allowed upon employment plus local experience

ADDED RESPONSIBILITIES

ACTIVITY	PERCENTAGE	AMOUNT	STEP
G 9 GR BASKTBAL	8.80	2382.33	5.00
JH B HEAD FTBAL	8.80	2382.33	5.00
LONGEVITY			5.00

TOTAL ADDITIONAL RESPONSIBILITIES: 4764.66

TOTAL SALARY: 37251.06

- 1-4 years 100% of percentage of BA00 Step 1
- 5-8 years 110% of percentage of BA00 Step 1
- 9+ years 115% of percentage of BA00 Step 1

FOND DU LAC SCHOOL DISTRICT
11/19/97
SALARY ANALYSIS
1997-1998

NAME: SCHIPPER, TIMOTHY

SCHOOL: WOODWORTH

POSITION:

ASSIGNMENT:

TEACHER

GENERAL SCIENCE

1. STEP ON SCHEDULE: LANE: BA00 STEP: 5.00

2. EXPERIENCE CREDIT*:

3. BASE CONTRACT FOR: 1997-1998 32161.20

4. NO. OF DAYS IN CONTRACT YEAR: 191

* Experience allowed upon employment plus local experience

ADDED RESPONSIBILITIES

ACTIVITY	PERCENTAGE	AMOUNT	STEP
LONGEVITY			5.00
JH B HEAD FTBAL	8.80	2358.48	5.00
G 9 GR BASKTBAL	8.80	2358.48	5.00

TOTAL ADDITIONAL RESPONSIBILITIES: 4716.96

TOTAL SALARY: 36878.16

- 1-4 years 100% of percentage of BA00 Step 1
- 5-8 years 110% of percentage of BA00 Step 1
- 9+ years 115% of percentage of BA00 Step 1

March 12, 1998

RE: RENEWAL OF INDIVIDUAL TEACHING CONTRACT FOR 1998-99

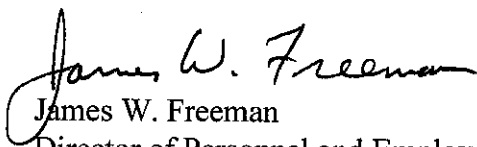
TO: Timothy Schipper - Woodworth Junior High School

On Monday, March 9, 1998, the Fond du Lac Board of Education ratified the 1997-99 Master Agreement between the Board and the Fond du Lac Education Association. The FEA had previously ratified the Agreement on March 4, 1998. Because ratification has only recently occurred, there was insufficient time to issue actual contracts with the adjusted salary schedule information prior to the March 15th statutory deadline for issuing new contracts. Therefore, until such time as an updated contract can be prepared, by this letter of intent, the Fond du Lac School District does hereby offer you an individual teaching contract for the 1998-99 school year. If you accept such an offer of employment, please sign this letter in the space provided and return it to the building principal or to the District's Personnel Office on or before Wednesday, April 15, 1998.

Be advised that you will receive an actual copy of your 1998-99 individual teaching contract with your adjusted salary and salary schedule following the completion of the updating necessary to reflect the changes brought about by the negotiated settlement.

Thank you for your cooperation. **NOTE THAT YOU MAY WISH TO RETAIN A SIGNED COPY OF THIS LETTER FOR YOUR OWN RECORDS.**

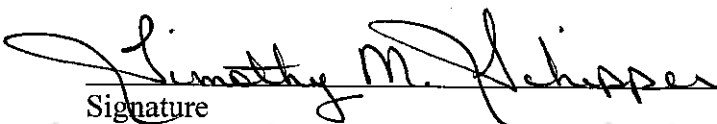
Very truly yours,



James W. Freeman
Director of Personnel and Employee Relations

JWF:jms

I hereby accept the Fond du Lac School District's offer of employment for the 1998-99 school year. I understand that I will receive an actual copy of my 1998-99 individual teaching contract from the District following completion of the updating necessary to reflect the changes brought about by the negotiated settlement between representatives of the Board of Education and the Fond du Lac Education Association.


Signature

3/30/98
Date Signed

126000 FOND DU LAC SCHOOL DISTRICT 012211

SALARY ANALYSIS
1996-1997

NAME: SCHIPPER, TIMOTHY SCHOOL: WOODWORTH

POSITION	SUBJECTS
MIDDLE/SECONDARY (6-12)	BIOLOGY/LIFE SCIENCE BROAD FIELD SCIENCE

- 1. STEP ON SCHEDULE 104
- 2. EXPERIENCE CREDIT *
- 3. PRESENT BASE SALARY 29842
- 4. BASE CONTRACT 1996-1997 30285
- 5. LONGEVITY %.....

* Experience allowed upon employment plus local experience

ADDITIONAL RESPONSIBILITIES				
ACTIVITY	%	LNG % ADJ	TOTAL %	AMOUNT
JH. BOYS HEAD FOOTBALL	8.00			2144
BOYS 9TH GRD BASKETBALL	8.00			2144

TOTAL ADDITIONAL RESPONSIBILITIES 4288

TOTAL SALARY 34573

324 126000 87.6
 L 162210 6.2
 162205 6.2

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

CONTRACT
(Read This Contract Before Signing)

It is hereby agreed by and between the Board of Education of the Fond du Lac School District and TIMOTHY SCHIPPER a professionally trained teacher, qualified in the State of Wisconsin, that said teacher will perform the duties of
GENERAL SCIENCE

Tentative Assignment (Elementary-Kindergarten, Primary, or Intermediate; Secondary-Subject) at WOODWORTH during the 1997-1998 school year.

This contract begins on 8/20/1997 and ends on 6/05/1998 in accordance with the school calendar as adopted and is subject to all rules and regulations of the Board of Education. This contract is made pursuant to and subject to the terms and conditions of the negotiated agreement between the Fond du Lac Education Association and the Board of Education.

Remuneration for the above services shall be as provided in Lane BA00 Step 5.00 on the salary schedule attached hereto.

A longevity increment, when applicable, is the appropriate percent of Lane BA00 Step 1 of the salary schedule and shall be added to the regular salary		
EXTRA ASSIGNMENTS:	PERCENT:	AMOUNT:
LONGEVITY		
B 9 GR BSKTBALL	8.80	2358.48
JH B HEAD FTBAL	8.80	2358.48

Remuneration for extra assignments shall be in the amount of the percent indicated of Lane BA00 Step 1 of the salary schedule or the amount listed above.

Any changes in designated assignments shall be made upon mutual agreement by the Administration and the teacher.

This contract shall become effective when the said teacher has complied with the physical examination requirements set by the Board of Education.

This contract is subject to provisions of Chapter 118.21, 118.22, and 118.23 of the Wisconsin Statutes, 1967, regarding contracts, certificates and licenses, and subject to the Teachers' Retirement Law, Chapter 42, Wisconsin Statutes, 1965.

VOID IF NOT SIGNED AND RETURNED
ON OR BEFORE September 5, 1997

Date of Birth [REDACTED]
Social Security No. [REDACTED]
Total Salary \$ 36878.16
as of 8/20/1997

The Board of Education of the
Fond du Lac School District

Margaret B. [REDACTED]
President of the Board

Timothy M. Schipper
Teacher's Signature

[REDACTED]
Address [REDACTED]

March 15, 1997

RE: RENEWAL OF INDIVIDUAL TEACHING CONTRACT FOR 1997-98

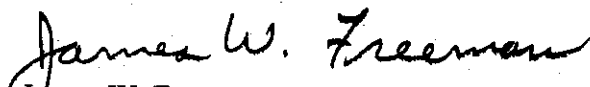
TO: Timothy Schipper - Woodworth Junior High School

By this letter, the Fond du Lac School District does hereby offer you an individual teaching contract for the 1997-98 school year. If you accept such an offer of employment, please sign this letter in the space provided and return it to the building principal or to the District's Personnel Office on or before Tuesday, April 15, 1997.

Be advised that you will receive an actual copy of your 1997-98 individual teaching contract with your correct salary and salary schedule placement following the completion of negotiations between representatives of the Board of Education and the Fond du Lac Education Association and subsequent ratification of those terms and conditions by the parties.

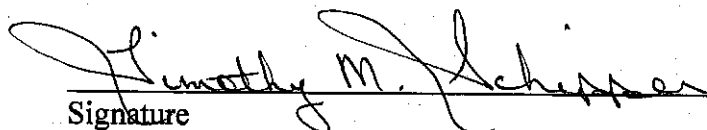
Thank you for your cooperation. **NOTE THAT YOU MAY WISH TO RETAIN A SIGNED COPY OF THIS LETTER FOR YOUR OWN RECORDS.**

Very truly yours,


James W. Freeman
Director of Personnel and Employee Relations

JWF:jms

I hereby accept the Fond du Lac School District's offer of employment for the 1997-98 school year. I understand that I will receive an actual copy of my 1997-98 individual teaching contract from the District following completion of negotiations between representatives of the Board of Education and the Fond du Lac Education Association and subsequent ratification of those terms and conditions by the parties.


Signature _____ Date Signed 4-7-97

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

1904

CONTRACT
(Read This Contract Before Signing)

It is hereby agreed by and between the Board of Education of the Fond du Lac School District and **TIMOTHY SCHIPPER**, a professionally trained teacher, legally qualified in the State of Wisconsin, that said teacher will perform the duties of **MIDDLE/SECONDARY (6-12), BIOLOGY/LIFE SCIENCE** and **MIDDLE/SECONDARY (6-12), BROAD FIELD SCIENCE**

Tentative Assignment (Elementary--Kindergarten, Primary, or Intermediate; Secondary--Subject) at **WOODWORTH** during the **1996-1997** school year.

This contract begins on **AUGUST 21, 1996** and ends on **JUNE 6, 1997** in accordance with the school calendar as adopted and is subject to all rules and regulations of the Board of Education. This contract is made pursuant to and subject to the terms and conditions of the negotiated agreement between the Fond du Lac Education Association and the Board of Education.

Remuneration for the above services shall be as provided in Code **1904** on the salary schedule attached hereto.

A longevity increment in the amount of _____ per cent of Code I-1 of the salary schedule shall be added to the regular salary.

EXTRA ASSIGNMENTS:	JH. BOYS HEAD FOOTBALL	8.00%	\$	2,144
	BOYS 9TH GRD BASKETBALL	8.00%	\$	2,144

Remuneration for extra assignments shall be in the amount of the per cent indicated of Code I-1 of the salary schedule or the amount listed above.

Any changes in designated assignments shall be made upon mutual agreement by the Administration and the teacher.

This contract shall become effective when the said teacher has complied with the physical examination requirements set by the Board of Education.

This contract is subject to provisions of Chapter 118.21, 118.22, and 118.23 of the Wisconsin Statutes, 1967, regarding contracts, certificates and licenses, and subject to the Teachers' Retirement Law, Chapter 42, Wisconsin Statutes, 1965.

VOID IF NOT SIGNED AND RETURNED
ON OR BEFORE **AUGUST 23, 1996**

The Board of Education of the Fond du Lac
School District

Date of Birth [REDACTED]

Social Security No. [REDACTED]

Total Salary \$ **34,573**

as of **AUGUST 21, 1996**

Margaret B. Swine

President of the Board

Timothy M. Schipper

Teacher's Signature

[REDACTED]

Address [REDACTED]

March 15, 1996

RE: RENEWAL OF INDIVIDUAL TEACHING CONTRACT FOR 1996-97

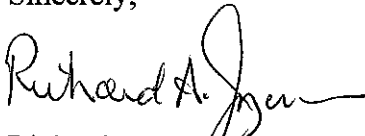
TO: Timothy Schipper - Woodworth Junior High School

By this letter, the Fond du Lac School District does hereby offer you an individual teaching contract for the 1996-97 school year. If you accept such an offer of employment, please sign this letter in the space provided and return it to your building principal or to the District's Personnel Office on or before Monday, April 15, 1996.

Be advised that you will receive an actual copy of your 1996-97 individual teaching contract with your correct salary and salary schedule placement following the completion of the 1996-97 salary schedule.

Thank you for your cooperation. **NOTE THAT YOU MAY WISH TO RETAIN A SIGNED COPY OF THIS LETTER FOR YOUR OWN RECORDS.**

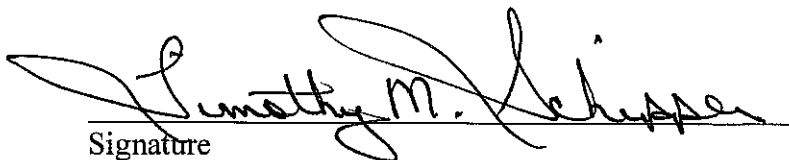
Sincerely,



Richard A. Jorgensen
Director of Personnel

RAJ:jms

I hereby accept the Fond du Lac School District's offer of employment for the 1996-97 school year. I understand that I will receive an actual copy of my 1996-97 individual teaching contract from the District following completion of the 1996-97 salary schedule.


Signature

3/13/96
Date Signed

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

I#03

CONTRACT
(Read This Contract Before Signing)

It is hereby agreed by and between the Board of Education of the Fond du Lac School District and **TIMOTHY SCHIPPER**, a professionally trained teacher, legally qualified in the State of Wisconsin, that said teacher will perform the duties of **MIDDLE/SECONDARY (6-12), BIOLOGY/LIFE SCIENCE** and **MIDDLE/SECONDARY (6-12), BROAD FIELD SCIENCE**

Tentative Assignment (Elementary--Kindergarten, Primary, or Intermediate; Secondary--Subject) at **WOODWORTH** during the **1995-1996** school year.

This contract begins on **AUGUST 21, 1995** and ends on **MAY 31, 1996** in accordance with the school calendar as adopted and is subject to all rules and regulations of the Board of Education. This contract is made pursuant to and subject to the terms and conditions of the negotiated agreement between the Fond du Lac Education Association and the Board of Education.

Remuneration for the above services shall be as provided in Code **I#03** on the salary schedule attached hereto.

A longevity increment in the amount of _____ per cent of Code I-1 of the salary schedule shall be added to the regular salary.

EXTRA ASSIGNMENTS:	GIRLS 7TH GRD BASKETBALL	5.50%	\$ 1,452
	LUNCHROOM SUPERVISION		\$ 270
	JH. BOYS ASST FOOTBALL	5.50%	\$ 1,452
	BOYS 9TH GRD BASKETBALL	8.00%	\$ 2,118

Remuneration for extra assignments shall be in the amount of the per cent indicated of Code I-1 of the salary schedule or the amount listed above.

Any changes in designated assignments shall be made upon mutual agreement by the Administration and the teacher.

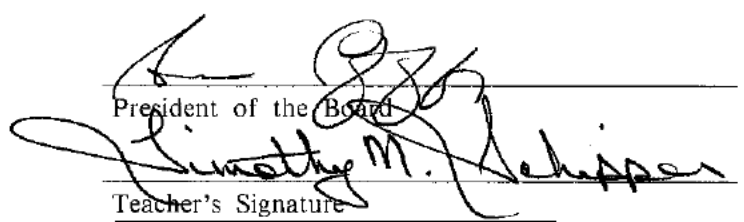
This contract shall become effective when the said teacher has complied with the physical examination requirements set by the Board of Education.

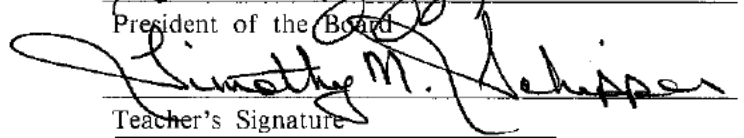
This contract is subject to provisions of Chapter 118.21, 118.22, and 118.23 of the Wisconsin Statutes, 1967, regarding contracts, certificates and licenses, and subject to the Teachers' Retirement Law, Chapter 42, Wisconsin Statutes, 1965.

VOID IF NOT SIGNED AND RETURNED
ON OR BEFORE **SEPT. 15, 1995**

The Board of Education of the Fond du Lac School District

Date of Birth [Redacted]
Social Security No. [Redacted]
Total Salary \$ **33,809**
as of **AUGUST 21, 1995**



President of the Board


Teacher's Signature
[Redacted]

Address [Redacted]

March 15, 1995

RE: RENEWAL OF INDIVIDUAL TEACHING CONTRACT FOR 1995-96

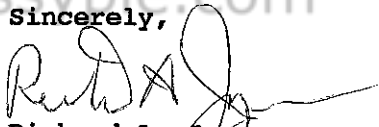
TO: Timothy Schipper - Woodworth Junior High School

By this letter, the Fond du Lac School District does hereby offer you an individual teaching contract for the 1995-96 school year. If you accept such an offer of employment, please sign this letter in the space provided and return it to your building principal or to the District's Personnel Office on or before Monday, April 17, 1995.

Be advised that you will receive an actual copy of your 1995-96 individual teaching contract with your correct salary and salary schedule placement following the completion of negotiations between representatives of the Board of Education and the Fond du Lac Education Association and subsequent ratification of those terms and conditions by the parties.

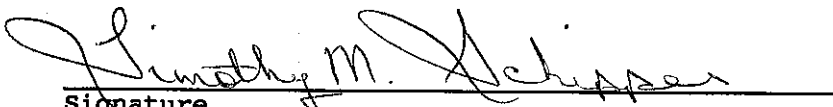
Thank you for your cooperation. **NOTE THAT YOU MAY WISH TO RETAIN A SIGNED COPY OF THIS LETTER FOR YOUR OWN RECORDS.**

Sincerely,


Richard A. Jorgensen
Director of Personnel

RAJ:jms

I hereby accept the Fond du Lac School District's offer of employment for the 1995-96 school year. I understand that I will receive an actual copy of my 1995-96 individual teaching contract from the District following completion of negotiations between representatives of the Board of Education and the Fond du Lac Education Association and subsequent ratification of those terms and conditions by the parties.


Signature

3/17/95
Date Signed

FOND DU LAC SCHOOL DISTRICT

TO: _____
 FROM: Superintendent of Schools
 SUBJECT: Contract Revision

YOUR: _____ Teaching Contract has a
 salary listing of \$ _____
 Code _____

This is hereby amended to read a salary of \$ _____
 Code _____ for the following reason(s):

Signature _____

Date _____

(File Copy)

126000 FOND DU LAC SCHOOL DISTRICT 012211

SALARY ANALYSIS
 1995-1996

NAME: SCHIPPER, TIMOTHY	SCHOOL: WOODMORTH
POSITION: MIDDLE/SECONDARY (6-12)	SUBJECTS: BIOLOGY/LIFE SCIENCE BROAD FIELD SCIENCE

- 1. STEP ON SCHEDULE 1-03
- 2. EXPERIENCE CREDIT * 3
- 3. PRESENT BASE SALARY 27842
- 4. BASE CONTRACT 1995-1996 28522
- 5. LONGEVITY %.....

* Experience allowed upon employment plus local experience

ADDITIONAL RESPONSIBILITIES			
ACTIVITY	%	LONG % ADJ	TOTAL % AMOUNT
GIRLS 7TH GRD BASKETBALL	5.50		1452
LUNCHROOM SUPERVISION			270
JH. BOYS ASST FOOTBALL	5.50		1452
BOYS 9TH GRD BASKETBALL	8.00		2113

TOTAL ADDITIONAL RESPONSIBILITIES 3835
 TOTAL SALARY 32897
 32897
 32357

324 126000 852 890
 162105 4.3
 162210 4.3
 162305 6.5

126000 FOND DU LAC SCHOOL DISTRICT 012211

REVI ()
SALARY ANALYSIS MAY 19 1995
1994-1995

NAME: SCHIPPER, TIMOTHY SCHOOL: WOODWORTH

POSITION	SUBJECTS
MIDDLE/SECONDARY (6-12)	BIOLOGY/LIFE SCIENCE BROAD FIELD SCIENCE

- 1. STEP ON SCHEDULE I-02
- 2. EXPERIENCE CREDIT * 2
- 3. PRESENT BASE SALARY 26392
- 4. BASE CONTRACT 1994-1995 26811
- 5. LONGEVITY %.....

* Experience allowed upon employment plus local experience

ADDITIONAL RESPONSIBILITIES				
ACTIVITY	%	LNG % ADJ	TOTAL %	AMOUNT
GIRLS 7TH GRD BASKETBALL	5.50			1418
BOYS 8TH GRD BASKETBALL	5.50			1418
LUNCHROOM SUPERVISION				270
JH. BOYS ASST FOOTBALL	5.50			1418

TOTAL ADDITIONAL RESPONSIBILITIES 4524
TOTAL SALARY 31335

126000

FOND DU LAC SCHOOL DISTRICT

012211

REVI D

SALARY ANALYSIS FEB 17 1995
1994-1995

NAME: SCHIPPER, TIMOTHY

SCHOOL: WOODWORTH

POSITION	SUBJECTS
MIDDLE/SECONDARY (6-12)	BIOLOGY/LIFE SCIENCE BROAD FIELD SCIENCE

- 1. STEP ON SCHEDULE 1-02
- 2. EXPERIENCE CREDIT * 2
- 3. PRESENT BASE SALARY 26276
- 4. BASE CONTRACT 1994-1995 26392
- 5. LONGEVITY %.....

* Experience allowed upon employment plus local experience

ADDITIONAL RESPONSIBILITIES				
ACTIVITY	%	LNG % ADJ	TOTAL %	AMOUNT
GIRLS 7TH GRD BASKETBALL	5.50			1396
BOYS 8TH GRD BASKETBALL	5.50			1396
LUNCHROOM SUPERVISION				270
JH. BOYS ASST FOOTBALL	5.50			1396

TOTAL ADDITIONAL RESPONSIBILITIES 4458
 TOTAL SALARY 30850

6000 FOND DU LAC SCHOOL DISTRICT 012211

SALARY ANALYSIS 1994-1995

NAME: SCHIPPER, TIMOTHY SCHOOL: WOODWORTH

POSITION	SUBJECTS
MIDDLE/SECONDARY (6-12)	BIOLOGY/LIFE SCIENCE BROAD FIELD SCIENCE

- 1. STEP ON SCHEDULE I-02
- 2. EXPERIENCE CREDIT * 2
- 3. PRESENT BASE SALARY 26276
- 4. BASE CONTRACT 1994-1995 26276
- 5. LONGEVITY %.....

* Experience allowed upon employment plus local experience

ADDITIONAL RESPONSIBILITIES				
ACTIVITY	%	LNG % ADJ	TOTAL %	AMOUNT
GIRLS 7TH GRD BASKETBALL	5.50			1390
BOYS 8TH GRD BASKETBALL	5.50			1390
LUNCHROOM SUPERVISION				270
JH. BOYS ASST FOOTBALL	5.50			1390

TOTAL ADDITIONAL RESPONSIBILITIES 4440
TOTAL SALARY 30716

324 126 000 86.5
162 105 4.5
162 205 4.5
162 210 4.5

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

I-02

CONTRACT
(Read This Contract Before Signing)

It is hereby agreed by and between the Board of Education of the Fond du Lac School District and **TIMOTHY SCHIPPER**, a professionally trained teacher, legally qualified in the State of Wisconsin, that said teacher will perform the duties of **MIDDLE/SECONDARY (6-12), BIOLOGY/LIFE SCIENCE** and **MIDDLE/SECONDARY (6-12), BROAD FIELD SCIENCE**

Tentative Assignment (Elementary--Kindergarten, Primary, or Intermediate; Secondary--Subject) at **WOODWORTH** during the **1994-1995** school year.

This contract begins on **AUGUST 29, 1994** and ends on **JUNE 9, 1995** in accordance with the school calendar as adopted and is subject to all rules and regulations of the Board of Education. This contract is made pursuant to and subject to the terms and conditions of the negotiated agreement between the Fond du Lac Education Association and the Board of Education.

Remuneration for the above services shall be as provided in Code **I-02** on the salary schedule attached hereto.

A longevity increment in the amount of _____ per cent of Code I-1 of the salary schedule shall be added to the regular salary.

EXTRA ASSIGNMENTS:	GIRLS 7TH GRD BASKETBALL	5.50%	\$ 1,390
	BOYS 8TH GRD BASKETBALL	5.50%	\$ 1,390
	LUNCHROOM SUPERVISION		\$ 270
	JH. BOYS ASST FOOTBALL	5.50%	\$ 1,390

Remuneration for extra assignments shall be in the amount of the per cent indicated of Code I-1 of the salary schedule or the amount listed above.

Any changes in designated assignments shall be made upon mutual agreement by the Administration and the teacher.

This contract shall become effective when the said teacher has complied with the physical examination requirements set by the Board of Education.

This contract is subject to provisions of Chapter 118.21, 118.22, and 118.23 of the Wisconsin Statutes, 1967, regarding contracts, certificates and licenses, and subject to the Teachers' Retirement Law, Chapter 42, Wisconsin Statutes, 1965.

VOID IF NOT SIGNED AND RETURNED ON OR BEFORE **N/A**

The Board of Education of the Fond du Lac School District

Date of Birth



Social Security No.



Total Salary \$ **30,716**

as of **AUGUST 29, 1994**

President of the Board

Teacher's Signature

Address

chrissypie.com chrissypie.com chrissypie.com

March 15, 1994

RE: RENEWAL OF INDIVIDUAL TEACHING CONTRACT FOR 1994-95

TO: Timothy Schipper - Woodworth Junior High School

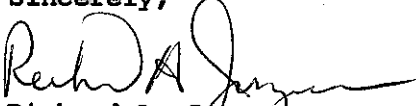
By this letter, the Fond du Lac School District does hereby offer you an individual teaching contract for the 1994-95 school year. If you accept such an offer of employment, please sign this letter in the space provided and return it to your building principal or to the District's Personnel Office on or before Friday, April 15, 1994.

Be advised that you will receive an actual copy of your 1994-95 individual teaching contract with your correct salary and salary schedule placement following the completion of negotiations between representatives of the Board of Education and the Fond du Lac Education Association and subsequent ratification of those terms and conditions by the parties.

Thank you for your cooperation. **NOTE THAT YOU MAY WISH TO RETAIN A SIGNED COPY OF THIS LETTER FOR YOUR OWN RECORDS.**

chrissypie.com chrissypie.com chrissypie.com

Sincerely,


Richard A. Jorgensen
Director of Personnel

RAJ:jms

I hereby accept the Fond du Lac School District's offer of employment for the 1994-95 school year. I understand that I will receive an actual copy of my 1994-95 individual teaching contract from the District following completion of negotiations between representatives of the Board of Education and the Fond du Lac Education Association and subsequent ratification of those terms and conditions by the parties.


Signature

March 28, 1994
Date Signed

FOND DU LAC SCHOOL DISTRICT
Fond du Lac, Wisconsin

CONTRACT
(Read This Contract Before Signing)

It is hereby agreed by and between the Board of Education of the Fond du Lac School District and Timothy Schipper, a professionally trained teacher, legally qualified in the State of Wisconsin, that said teacher will perform the duties of Science teacher

Tentative Assignment (Elementary--Kindergarten, Primary, or Intermediate; Secondary--Subject) at Woodworth Junior High School during the 19 93 - 94 school year.
SCHOOL

This contract begins on August 23, 19 93 and ends on June 3, 19 94 in accordance with the school calendar as adopted and is subject to all rules and regulations of the Board of Education. This contract is made pursuant to and subject to the terms and conditions of the negotiated agreement between the Fond du Lac Education Association and the Board of Education.

Remuneration for the above services shall be as provided in Code I-1 @ .86 tm. on the salary schedule attached hereto.

A longevity increment in the amount of -- per cent of Code I-1 of the salary schedule shall be added to the regular salary.

EXTRA ASSIGNMENTS: _____

Remuneration for extra assignments shall be in the amount of the per cent indicated of Code I-1 of the salary schedule or the amount listed above.

Any changes in designated assignments shall be made upon mutual agreement by the Administration and the teacher.

This contract shall become effective when the said teacher has complied with the physical examination requirements set by the Board of Education.

This contract is subject to provisions of Chapter 118.21, 118.22, and 118.23 of the Wisconsin Statutes, 1967, regarding contracts, certificates and licenses, and subject to the Teachers' Retirement Law, Chapter 42, Wisconsin Statutes, 1965.

VOID IF NOT SIGNED AND RETURNED
ON OR BEFORE August 16, 1993

The Board of Education of the Fond du Lac
School District

Date of Birth _____
Month Day Year

Social Security No. _____

Total Salary \$ 21,728.00

as of August 23, 1993
Date

David A. Nelson
President of the Board

Timothy M. Schipper
Teacher's Signature

Address _____

80 WW
20 Lab

FOND DU LAC SCHOOL DISTRICT

Salary Analysis
19 93 to 19 94

Name Schipper, Timothy

School Woodworth Assignment or Subject Science

- 1. Step on Schedule 1-1
 - 2. Experience Credit* 1
 - 3. Present Base Salary \$ 25265 (100%)
 - 4. Base Contract 19 93 19 94 \$ 21798 (.86 min.)
 - 5. Longevity % \$
- *Experience allowed upon employment plus local experience.

ADDITIONAL RESPONSIBILITIES				
Activity	%	Lng. % Adj.	Total %	Amount
20043 Y J. H. 7th Gr. Girls Basketball	5.5		5.5	1390
10044 Y J. H. 8th Gr. Boys Basketball	5.5		5.5	1390
Lunchroom Supv.				270

total Additional Responsibilities \$ 3050
~~2780~~
1390

Total Salary \$ 21798

324 126000 75870.2 2348
323 126000 19028.18.0 ~~24508~~
324 102205 524.9 28315
105 4.9

FOND DU LAC SCHOOL DISTRICT

TO: _____
FROM: Superintendent of Schools
SUBJECT: Contract Revision

Your _____ teaching contract has a
salary listing of \$ _____

Code _____

This is hereby amended to read a salary of \$ _____

Code _____ for the following reason(s):

Signature _____

Date _____

(File Copy)