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MEMORANDUM OF AGREEMENT
FOND DU LAC AREA SCHOOL DISTRICT
AND
TIMOTHY SCHIPPER
AUGUST 5, 2022

This Agreement by and between the Fond du Lac School District ("District") and Timothy Schipper ("Schipper") arises out of Schipper's employment with the District.

An investigation performed by the District has confirmed that you have, during the 2021-22 school year and prior school years, engaged in conduct which is unacceptable and unprofessional, which has included direction of verbal comments to female staff member which can be interpreted as sexual harassment, as well as inappropriate and unprofessional conduct in which you have previously engaged on January 25, 2013 and March 11, 2022. The most recent conduct in which you engaged took place on July 16, 2022, at a wedding which was attended by you and other School District Staff members. At that event, you directed comments to a female district employee which were offensive and demeaning. This behavior, which was intended to demean, humiliate and threaten another employee, is completely unprofessional and unacceptable.

In view of the above, the School District Administration has determined that your conduct violated standards of acceptable performance of duty as an employee of the District, and that such abusive and unprofessional conduct therefore constitutes grounds for potential termination of your employment. The District will continue to employ you, subject to the terms of this Agreement; therefore, as a condition precedent to the continuation of your employment, you agree to the following:

1. You served a 8-day paid investigatory suspension, as a part of this Agreement, as a consequence of your conduct as stated above.

2. You understand and acknowledge that, following your reinstatement after your 8-day investigatory suspension, you will be subject to immediate termination of your employment in the District if you engage in other serious misconduct or engage in misconduct such as that which has been the subject of this investigation. It is agreed between the parties that such misconduct by you will constitute just cause for the immediate termination of your employment with the District.

3. You agree that you will adhere to all School District policies and will meet all District expectations, and that you will not engage in the areas of District concern which are stated above.

4. The Administration will determine, in its sole discretion, whether you are successfully achieving the goals which are stated above.

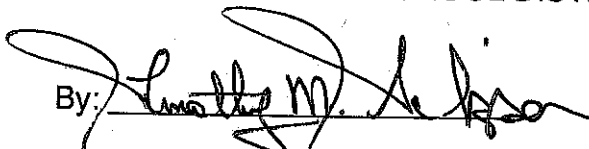
5. You acknowledge and agree that failure to comply with the terms which are stated in this agreement will result in your immediate termination from employment with the District, and that such termination shall not be appealable under any District rule, policy, or grievance procedure.

6. You voluntarily accept the 8-day investigatory suspension which is the consequence for your conduct directed at another District employee on July 16, 2022 and waive any right to file a grievance or challenge or appeal the suspension.

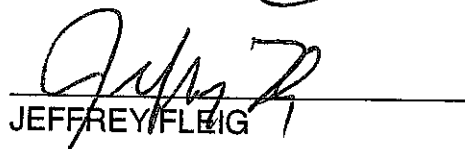
7. This Agreement shall have a duration of 24 months from the date of signature.

8. In entering into this Agreement, each party expressly states that it has read, and fully understands, the terms of this Agreement; that the Agreement has been fully explained to them by their respective attorneys, agents, or representatives; that they entered into this Agreement voluntarily and of their own free will; and that this Agreement constitutes a full, final, and binding resolution in settlement of the matters covered by this Agreement. Each party further states that its willingness to enter into this Agreement was not induced by, or based upon, any representation by any other party hereto, or its agents, attorneys, or representatives, which is not contained in this Agreement.

FOND DU LAC AREA SCHOOL DISTRICT

By: 
TIMOTHY SCHIPPER

Date: 8-8-22


JEFFREY FLEIG

Date: 8-8-22

Fond du Lac School District

72 W. Ninth St. • Fond du Lac, WI 54935

(920) 929-2900

To: Tim Schipper, Woodworth Principal

From: Stacey Buchholz, Director of Human Resources

Date: April 18, 2022

RE: Conference Summary regarding Public Representation for Woodworth School and our District

As discussed in our March 15, 2022 meeting, the expectation is for you to represent Woodworth Middle School and the Fond du Lac School District in a professional manner at all times. This Conference Summary has been drafted in response to our conversation around reports alleging that you participated in unprofessional behavior while representing Woodworth at a public staff outing. The meeting was attended by Dr. Fleig (Superintendent), you and me.

During our meeting, we reviewed reports received that while at the Woodworth gathering at Pamela's on March 11, 2022 you announced the presence of the staff letting patrons know that you all may get rowdy and loud; stating that patrons still at the establishment may want to leave. In addition, you stated to Dr. Fleig and me, that you gave permission to a staff member to announce the Phrase of the Day as "get off our cocks". Another outing mentioned was in reference to you and other Woodworth staff being out at Bob's Pizza on or around March 9, 2022. The report received mentioned alleged comments made by you regarding the Fond du Lac football coaches, specifically one mentioned by name. During our meeting we discussed the significance of our actions while representing the school district while out in public. It is in the best interest of the District, and for you as a staff member and leader, to refrain from participating in lewd comments and statements made about other district employees while in a public venue and in front of other staff members.

As a reminder, we are obligated to serve while abiding by the Board of Education policies. For reference here, policies numbered po4122.01 Drug Free Workplace and po3231 Outside Activities of Professional Staff reference the need to avoid conduct that could have an adverse effect upon the school community.

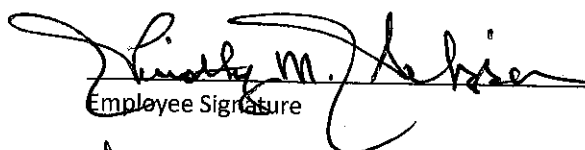
We appreciate your professional response to our meeting and feel confident that this behavior will no longer continue. We value your employment and know you represent Woodworth and our District in many positive ways outside of this incident. Thank you for all you do for our students and the staff you serve with each and every day.

Fond du Lac School District

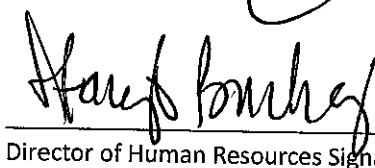
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(920) 929-2900

We trust and expect you understand the seriousness of your actions while serving our District as a principal. Any future instances of inappropriate representation or other failures to meet professional standards of conduct may result in further disciplinary action up to and including termination. Our goal is to avoid that outcome. If you have a need for further assistance, please access the District's Employee Assistance Program at 920-924-0614.

By signing this document, you acknowledge that you have read and understand the expectations set forth for your employment with the Fond du Lac School District. A copy of this Conference Summary will be placed in your personnel file.


Employee Signature

4/18/22
Date


Director of Human Resources Signature

4-18-22
Date



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.

February 1, 2013

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

Mr. Timothy Schipper, Principal
Riverside Elementary School
396 Linden Street
Fond du Lac, WI 54935

Dear Tim:

On January 29, 2013, you asked to meet with me in order to inform me of a situation. You informed me that a parent had contacted you in regards to activity which took place on the evening of Friday, January 25, 2013 at the Blue Line Ice Center. It was Riverside Night at the Bears hockey game and students, families, and staff members were in attendance.

You described the events to me with the crux being that you consumed two alcoholic beverages (beer) while at the event. Two of your staff members consumed alcohol as well. By the time you and I spoke, you had already addressed the staff members individually to make them aware that this was inappropriate and also shared the same message with your entire staff. You also had a follow-up conversation with the parent to discuss the steps taken, including informing your superintendent of the situation.

This letter is being written to reinforce our January 29, 2013 discussion where I informed you that your behavior was inappropriate for a school-sponsored event, was in violation of Board policy, and shall not happen again. Attached for your reference is a copy of Board policy 7.241 Employee Drug-Free Workplace which states in part:

In order to protect the health, welfare, and safety of all employees and students, the District, in compliance with the Drug-Free Workplace Act of 1988, prohibits employees from engaging in the manufacture, distribution, dispensation, possession, consumption, or use of a controlled substance or alcohol in any school building or anywhere on school premises, in school-owned vehicles, or in any other school-approved vehicle used to transport students or staff to or from school or school activities; or anywhere off school property during any school-sponsored or school-approved event or function.

Further, the policy states;

All employees, as a condition of employment, must strictly abide by this policy. Failure to abide by this policy shall result in discipline up to and including referral to law enforcement personnel for possible prosecution, termination of employment in accordance with the provisions of the applicable Employee Handbook or other procedures established by the Board not in conflict with the applicable Employee Handbook.

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.



Mr. Timothy Schipper
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February 1, 2013

Tim, let me conclude by expressing my gratefulness for your forthrightness and follow-up in the aftermath of this event. I'm assured by your response that you have grown and learned from this event and that such behavior shall not occur again.

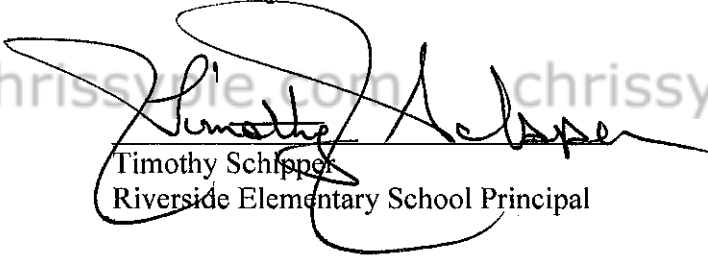
Sincerely,



Dr. James R. Sebert
Superintendent of Schools

Enclosure

I acknowledge that I have read and understand what is outlined in this letter.



Timothy Schipper
Riverside Elementary School Principal

2-1-13
Date

7.241

Employee Drug-Free Workplace: In order to protect the health, welfare, and safety of all employees and students, the District, in compliance with the Drug-Free Workplace Act of 1988, prohibits employees from engaging in the manufacture, distribution, dispensation, possession, consumption, or use of a controlled substance or alcohol in any school building or anywhere on school premises, in school-owned vehicles, or in any other school-approved vehicle used to transport students or staff to or from school or school activities; or anywhere off school property during any school-sponsored or school-approved event or function. Furthermore, employees must report to work and remain free from alcohol, intoxicants, narcotics, or any other controlled substance during working hours or while involved in any school-sponsored or school-approved activity, event, or function. The only exception to this policy is the employee who is under a physician's orders to take prescribed medication.

The District has the right to inspect vehicles, lockers, handbags, lunch boxes, containers, or other personal effects of employees at any time while on District premises. The District has the right to test employees in the event there is reasonable cause to suspect drug or alcohol abuse.

All employees, as a condition of employment, must strictly abide by this policy. Failure to abide by this policy shall result in discipline up to and including referral to law enforcement personnel for possible prosecution, termination of employment in accordance with the provisions of the applicable Employee Handbook or other procedures established by the Board not in conflict with the applicable Employee Handbook.

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Employees will be informed of these established standards of conduct and sanctions related to alcohol or other drug (AOD) use and abuse.

Adopted 12/14/92; Revised 9/10/12