



THE West Bend School District

DESTINATION

academics • arts • athletics

January 13, 2016

Ralph Schlass
Assistant Principal, High School

Personnel file

[Signature]

Superintendent
(262) 335-5435

Human
Resources
(262) 335-5402

Curriculum and
Instruction (262)
335-5408

Pupil Service
(262) 335-5425

Business Office
(262) 335-5428

Technology
Services
(262) 335-5630

Transportation
(262) 335-5438

Facilities and
Operations
(262) 335-6188

Public
Information (262)
335-5459

NOTICE OF DISCIPLINARY SUSPENSION

Dear Ralph:

The District has concluded its investigation into a complaint received regarding a comment you made on December 21, 2015 to the HS English III teacher team. I charged Valley Elliehat conducting a fair and thorough investigation regarding the allegation raised against you. D course of the investigation, Valley interviewed English III teaching staff and you.

Based upon all the information obtained and considered during the investigation, it is determ the following conduct occurred:

- On December 21st you made a statement of the following nature to the entire English present: "I understand that there is a petition going around about the Galileo tests. I am th who does your performance evaluation. If I find your name on that petition, I won't be ha is not the way you conduct yourself as an employee in the West Bend School District. I a you, don't sign it."

You deny making this exact comment, but do acknowledge that you addressed the petition team. Our staff clearly corroborates that you made a comment to this effect, as well as othe related to the meeting. We have no reason to believe they would falsify information with re your statement.

This statement is not only illegal under Wisconsin Statute 111.70, it is also threatening and inti to our staff. Further this statement undermines the culture of the High School, which is a sch As a leader, I expect you to conduct yourself in the utmost professional manner at a Unfortunately, in this situation, you clearly did not meet that expectation and violated the f policies: the Code of Ethics, Code of Interpersonal Conduct, and the West Bend School District \ *Our People and Commitment and Engagement*.

As a result of your conduct, I am issuing you a three (3) day unpaid suspension to be serve direction. During your suspension, I would ask that you reflect on your comment and your r leader.

You are directed to refrain from any type of conduct in the future that engages staff in a thre intimidating or retaliatory manner. Should there be any future conduct on your part that viol policies, rules, procedures and/or values, additional disciplinary action, up to and including term may be taken.

Sincerely,

Ted Neitzke

Ted Neitzke
Superintendent

The West Bend School District. 735 South Main Street. West Bend, WI, 53095

www.west-bend.k12.wi.us