



Richland School District

P.O. Box 649
1996 US Highway 14 West
Richland Center WI 53581

*Building Futures,
One Child at a Time*

Steve Board
Business Official

Dr. Jarred Burke
District Administrator

Shaun Tjossem
Special Education Director

VIA EMAIL AND U.S. MAIL

March 17, 2022

Mr. Mark Chambers



RE: Private Conference Under Wis. Stat. §118.22

Dear Mr. Chambers:

This letter is to confirm the procedures the Board will follow for the private conference to be held on March 23, 2022. In this regard, the meeting will take place March 23, 2022, at 8:00 p.m., in the Conference Room of the District Office located at 1996 Highway 14 West, Richland Center, WI. The Board will consider the Administration's recommendation that your individual teacher contract be nonrenewed.

You have requested a private conference with the school board concerning the renewal of your contract, pursuant to Wis. Stat. §118.22. You have requested that the meeting take place in closed session; this request is granted.

Because this portion of the meeting is a "private conference" under Wis. Stat. § 118.22, this portion of the meeting will be held in closed session.

The reasons for this proposed nonrenewal are supported by Mark Chambers' previous employment records, and are as follows:

1. Mark Chambers is not responsive to supervision and is not coachable. Mark is consistently oppositional with management (see below).
2. Mark Chambers violated pupil records laws, District policy, and the privacy rights of students by seeking and obtaining confidential pupil records from other teachers and/or the student management system (Skyward) to support his personal employment grievance concerning his previous 5-day suspension.
3. Mark Chambers continues to display oppositional, divisive and, at times, unethical behavior that is not appropriate in the workplace. For example:
 - a. On or about September 27, 2021, asking the Business Official for the District, Steve Board, by email for information about the long-range plan, secured a response, and then

- b. forwarded the email and Mr. Board's response to all District personnel while taking issue with Mr. Board for not commenting on an issue that he, Mark Chambers, wanted addressed.
- c. At a hearing before an Independent Hearing Officer concerning his grievance over his 5-day suspension, Mark Chambers admitted that he surreptitiously audio recorded meetings that he had with his supervisor, Jon Bosworth.
- d. On or about October 5, 2021, Mark sent inappropriate (impertinent, sarcastic, and/or self-centered) emails to different District personnel, including all school board members, District Office administrators, and High School principals, about student planners contending, e.g., "Please set them aside so I can provide the mandatory \$12 requirement. I surely don't want my children to be punished by not collecting their diplomas (sic.) due to a \$12 payment for a student planner that they'll never use."

As an additional example, on or about Friday, May 7, 2021, Mr. Chambers' supervisor, Jon Bosworth, sent Mr. Chambers an email stating:

I believe your gold vehicle is in the visitor section. It should be in an unmarked (undesignated) spot in one of the parking lots.

I've referenced this on Monday, Tuesday, and Thursday of this week in my daily news posts.

If I am mistaken about your vehicle identity, please accept my apologies for the confusion.

Please move your vehicle.

At 10:53 a.m. Mr. Chambers responded:

A bit out of sorts this morning and didn't have that reminder in my head when I parked....

I'll be sure to get my vehicle moved at my earliest (in)convenience

The Administration will have 30 minutes to present its recommendation that your contract be nonrenewed. You will then have 30 minutes to respond to the Administration's recommendation and to identify any information that you are aware of that would support your position. You may be asked if you admit or deny the District's contentions. If you require more than 30 minutes to provide your response to the Administration, you will be asked to show cause for why additional time is required.

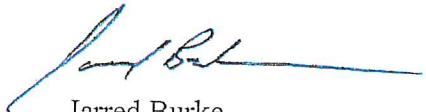
This is a "private conference," not a full-blown due process hearing; accordingly, you may present your position and materials that support your position to facilitate your conference with the Board, but there will be no witnesses, examination of witnesses, or other procedures observed that are normally associated with a full hearing.

At the conclusion of the private conference, the Board will deliberate privately before making a decision. Following the Board's private deliberations, the Board will reconvene with the parties (while still in closed session) and will entertain a motion to renew or, alternatively, a motion not to renew your contract. The Board will also issue a final notice of non-renewal at that time if the Board decides to non-renew your contract.

Thereafter, the meeting will be adjourned.

I hope that this information is helpful to you.

Sincerely,



Jarred Burke
Superintendent