Kenosha
Unified

H O L S

January 18, 2023

Melvin Tart

Mr. Tart,

This letter is to inform you that you are being placed on paid administrative leave effective 1/18/2023. While on paid administrative leave, an investigation will commence into allegations of misconduct between you and one of your students.

You are not to come on to district property or have contact with anyone from the district other than Principal Scott Kennow or me.

While you are on paid administrative leave, you will be required to make yourself available during your regularly scheduled work hours and to respond to questions and/or act as a resource for your department in the event they require assistance from you as directed by Mr. Kennow.

You are instructed to keep this matter confidential and are directed not to discuss the details of your paid administrative leave with anyone unless directed by Mr. Kennow or me.

If you have questions about this letter or about your paid administrative leave, you may contact Mr. Kennow or me.

Regards,

Kevin Neir
Interim Chief Human Resources Officer
Kenosha Unified School District
262-359-7376
kneir@kusd.edu

cc: S. Kennow
    Employee File

January 20, 2023

Melvin Tart

Mr. Tart,

You are being issued disciplinary action pursuit to Board Policy 4362 for your actions, which were reported to the district on 1/17/2023. An investigation was conducted by school administration at Indian Trial High School and Academy and reviewed by the Kenosha Unified School District (KUSD) Office of Human Resources. The investigation focused on your inappropriate interactions via text message with one of your students.

Of most concern is the interaction with ▮▮▮ in the form of continuous text exchanges between you and ▮▮▮. The tenor of the texts is inappropriate and are concerning. You share in your texts with ▮▮▮ personal details about yourself, and divulge to ▮▮▮ that you had a dream about ▮▮▮ but tell ▮▮▮ that you will have to save that until ▮▮▮ gets out of ITA. During the course of my investigation, you shared that the dream you had about ▮▮▮ was sexual in nature. During the investigation you stated the reason had ▮▮▮ contact information was to inquire about ▮▮▮ babysitting for your child, yet nowhere in the text exchanges (or in any statement from the student or yourself) is there mention (or attempt to acquire) of any babysitting requests.

Your actions violate the following school and board policies:
- KUSD Board Policy 4226 – Guidelines for Staff Technology Acceptable Use Policy
- KUSD Board Rule – 4226 Guidelines for Staff Technology Acceptable Use, #8: Electronic communication with students
- KUSD Employee Handbook, Section 1 – Employment Staff Acceptable Use, #8: Electronic communication with students

As a teacher with KUSD, you are expected to interact respectfully and professionally with students at all times. As a KUSD employee, you are required to adhere to all the district's standards of professionalism and policies as outlined in the KUSD Employee Handbook and School Board Policies.

In accordance with the discipline process outlined in the KUSD Employee Handbook Section 7, you are being given this written reprimand for your actions involving ▮▮▮ In addition, the time that you were placed on Paid Administrative Leave (1/18/2023 – 1/20/2023) will be converted to unpaid time. You are directed to immediately delete any contact information you have regarding ▮▮▮ This means any personnel phone

numbers or emails etc. you have for ███ You are directed to have no contact with ████ unless permitted by Principal Scott Kennow or the Office of Human Resources.

You are required to return to your classroom duties effective 1/23/2023.

If this type of behavior happens again, further disciplinary action up to and including a recommendation to the Board of Education for contract non-renewal and/or termination of employment may result.

Regards,

Kevin Neir
Interim Chief Human Resources Officer
Kenosha Unified School District

cc: Scott Kennow, Principal Indian Trail High School and Academy
 Employee HR File