



**Kenosha  
Unified**

SCHOOL DISTRICT

Sent Via Certified Mail and KUSD Email

October 31, 2023

Montenia Nelson

Dear Mr. Nelson,

You are being issued a written warning pursuant to Board Policy 4362 for an incident which was reported to school administration on 10/12/2023 regarding a video/audio which had been taken by you of students at the Bradford High School homecoming. An investigation was conducted by Administration at Bradford High School along with the Office of Human Resources (HR). The incident involved a video/audio taken by you of several students at the Bradford High School homecoming. On the video you can be heard making comments about the students. You posted this video on your social medial page.

The video in question lasted for about 1 minute and 30 seconds. In that recording you can be heard saying the following:

- "Turn around ya'll"
- "That's a grown woman ya'll"

In your interview with HR, you admitted taking the video of students at Bradford High School's homecoming, and you admitted that you did not have prior permission from the district to take those videos. You also admitted that you were not aware that there was a district policy which prohibited the use of video recordings without prior authorization by the district.

Taking video without the prior authorization from the district and posting it on your social media page is in violation of district policy. Based on the facts presented in this investigation, you are found to have been in violation of the following Kenosha Unified School District (KUSD) policies/rules and Employee Handbook regulations:

- Policy 4224 - Employee Code of Ethics
- Policy 4226 - Staff Technology Acceptable Use Policy
- KUSD Employee Handbook - Section 1: Employment, Staff Acceptable Use, 6 Personal use of District's electronic communication systems, 7 Personal/off-duty use of social media and personal web pages.
- KUSD Employee Handbook - Section 7: Code of Ethics



262-359-6300



[www.kusd.edu](http://www.kusd.edu)



3600 52<sup>nd</sup> St., Kenosha, WI 53144

As part of the discipline process outlined in the KUSD Employee Handbook, Section 7: Employee Conduct, Code of Ethics and Disciplinary Action, you are being given a 5-day unpaid suspension for your involvement of the incident on 10/7/23 at Bradford High School. Your unpaid suspension will be served from 10/30/23 through 11/3/2023. You may return to your assigned duties on 11/6/2023.

If your behavior is not corrected, further disciplinary action up to and including a termination.

Regards,



Kevin Neir

Chief Human Resources Officer  
Kenosha Unified School District

cc: HR Employee File  
B. Geiger

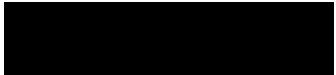
Kenosha County Eye



**Sent via Certified Mail and District Email**

October 12, 2023

Montenia Nelson



Mr. Nelson,

This letter is to inform you that you are being placed on paid administrative leave effective 10/13/2023. While on paid administrative leave, an investigation will begin looking into alleged inappropriate interactions you with students at the Bradford High School homecoming dance on 10/7/2023.

You are not to come on to district property or have contact with anyone from the district other than Principal Brian Geiger 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. Geiger.

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. Geiger or me.

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

Regards,

Kevin Neir  
Chief Human Resources Officer

cc: Employee File  
B. Geiger



252-359-6300



[www.kusd.edu](http://www.kusd.edu)



3600 52<sup>nd</sup> St., Kenosha, WI 53144

Kenosha County Eye

## EXECUTIVE SUMMARY OF INCIDENT

**To: Kim Fischer Coordinator for Secondary Schools, Kevin Neir Director of Human Resources KUSD**

**Cc: William Halthcock Director of School Leadership**

**From: Brian Geiger, Principal Bradford HS**

**Date: 10/16/2023**

**Re: Incident on 10/7/2023 at Homecoming with Montenia Nelson**

### Background

On Thursday 10/12/2023 at approximately 8:00 am, the Bradford SRO, Arturo Gonzales, sent me an email from a Bradford parent [REDACTED] about a concern they had at homecoming with Mr. Monte Nelson taking pictures of Bradford students and posting these pictures on social media. Kevin Neir and a Bradford parent [REDACTED] gave me a video of Mr. Nelson taking a video of multiple students at the Bradford Homecoming. Bradford parent [REDACTED] making comments on the posting of the dance again on social media, Document 3 and 4.

### Investigation

On 10/12/2023, I was sent a Bradford parent email from my SRO, Officer Gonzales that he received from a parent earlier this morning. See Document 1. After my morning appointments, I called [REDACTED] and discussed her email that she sent earlier that day. She stated she was concerned that Mr. Nelson should not be allowed in school working with children as he posted a concerning video on social media without parent consent. When I discussed that this was the first complaint on Mr. Nelson and that I would be looking into it. She stated this behavior had been going on for over a year. I responded that this was the first complaint I have heard on Mr. Nelson in the four years I have been here. She also stated that her husband had come up to school yesterday and talked to the principal and I stated that was not the case as no principal had this information. I told her I would look into the information and get back to her and asked her if it was OK for me to talk to her [REDACTED] she said yes.

I then talked to [REDACTED] father of a Bradford student, who stated he attempted to come up here but I was busy and talked to some staff he knows up here about the situation. He went on to state he was [REDACTED] and stated that security should not be taking pictures of any one and posting him. He said it was a bad mistake by Mr. Nelson, so he sent me the video that was on social media, and I thanked him for the video and we ended our conversation.

At this time I talked to Human Resources Director Kevin Neir, we agreed that Mr. Nelson should go on administrative leave until further notice. Mr. Neir sent me a letter, Document 2, and at 2 pm, I met with Mr. Nelson and Mr. Matt Brown assistant Principal, gave the letter to Mr. Nelson, and put him on administrative leave. Mr. Nelson gave me his keys, walkie, and scan card. He also gave Mr. Brown his iPad. Mr. Nelson was very professional while he left. Mr. Nelson also when asked sent me the names of students who he videotaped or took pictures of so Bradford administration could talk to students.

On 10-16-2023, I developed questions for interviewing students, Document 5. I sent a copy to Mr. Neir and once approved I began interviewing students about the homecoming concerns.

On 10-16-2023, I interviewed ██████ Bradford students who were at homecoming and allegedly on Mr. Nelsons video or a picture was taken of them Document 6. Of the ██████ students, ██████ students said that Mr. Nelson asked if he could take their picture/video, all ██████ gave permission and said yes. One student did not see Mr. Nelson take a picture or post a picture of ██████. Not one student said they were upset that Mr. Nelson posted the pictures of them. ██████ of the students of the ██████ said there parents were not upset of the posting or would not be upset of the posting. ██████ students said there parents do not go on social media so they did not know of the posting. ██████ students stated they saw ██████ a Bradford parent and saw his postings of the pictures and comments. Of the ██████ students, only ██████ student said Mr. Nelson did not ask for permission, but ██████ stated ██████ did not mind the picture/video. Student stated ██████ dad's friends were the one who mentioned something and ██████ stated that ██████ friend ██████ told ██████

On 10-24-23 Human Resource director Mr. Neir, Administrative Assistant Mrs. Miller and Principal of Bradford HS Brian Gelger, interviewed Mr. Nelson about the October 7 dance and incident of social media posts. This is the summary of that interview (Document 9 Questions).

Mr. Nelson came into Homecoming to work security on October 7; He was positioned in the cafeteria, as that was where the dance floor was and his security position for the evening. Mr. Nelson stated as the dance started many students came up to him to hold their belongings like, jackets, shoes and such. He stated that he was taking videos and pictures of students and wanted the Kenosha community to know that Bradford HS was having a great time. A few students that Mr. Nelson videotaped, he knew their families and was sending those pictures, to (Parents) of the dance events at Bradford. Mr. Nelson went on to say some parents were texting him back asking him to send them photos/videos of their children at the dance. Mr. Nelson stated he did talk to one student about recording another student without their permission and told him that they could not do that as another student complained to him about that. Mr. Nelson cleaned up, handed back students shoes and jackets and went home at the completion of the dance about 9 or 9:15 pm. Mr. Nelson went on to say he did not know there was a policy of taking pictures and posting them without students/parents knowledge, (Policy 4226). Mr. Nelson said he has posted pictures of the last two homecomings and proms dances and heard nothing until this latest homecoming dance. Mr. Nelson stated he would give Mr. Gelger his updates, which come out in November so he can see all the comments and requests by parents at the Bradford homecoming dance. Mr. Nelson also stated this has been very trying on him and his family has he has received over 200 texts and all of the discussion on the Kenosha County Eye was very alarming to him. He stated he has always been a hard worker and never disciplined on the job at Bradford. Mr. Nelson did speak to a student on Thursday 10/12/2023 as he noticed ██████ was avoiding him and not talking to him. He felt that he has a good relationship with the student and family, helped the student all last summer in summer school, and wanted to make sure the student was OK. Mr. Nelson stated a lot of the complaint about homecoming is because of a parent of ██████ on the girls' basketball team that he coaches on. This parent has been out to get him ever since he supported the head coach instead of the parent last season 22/23. Since then the parent goes on social media saying things about Mr.

Nelson and his family. Mr. Nelson has ignored these social media posts. However, the Bradford parent was suspended six games for the posts/threats that were directed at Bradford staff and students this summer 2023.

**Allegations**

- Mr. Nelson took pictures of students at the homecoming dance and posted them on social media without parent consent.

**Evidence**

- Mr. Nelson posted videos on social media; these were sent to Brian Geiger, by Kevin Neir and a Bradford Parent document four and five.
- [REDACTED] student statements in regards to Mr. Nelson posting videos and pictures on social media.

**Policy / Rule / Handbook Violations**

- Policy 4224 Code of Ethics
- Policy 4226 Staff Technology Acceptable use Policy

**Conclusion / Recommendation**

My Recommendation is that Mr. Nelson receive a written reprimand for this incident. I have attached a few emails and notes from staff/parents regarding the commotion this event caused, Document 10.

Respectfully submitted,



Brian Geiger  
Principal Bradford High School

10-24-23

Kenosha County Eye

**From:** Arturo Gonzalez  
**Sent:** Thursday, October 12, 2023 7:52 AM  
**To:** Brian Geiger  
**Subject:** FW: Videos and photos

Please Read this, so we can touch base with the parent.

**From:** [REDACTED]  
**Sent:** Wednesday, October 11, 2023 6:40 PM  
**To:** Arturo Gonzalez <argonzal@kUSD.edu>  
**Subject:** Videos and photos

**CAUTION EXTERNAL EMAIL**

Hello. My name is [REDACTED] the [REDACTED] of [REDACTED]. I am reaching out due to videos and photos of my child and other children taken by a security guard at the dance on Saturday. He posted my child and other children to his social media pages without consent. I am deeply worried that this man has used my child's image to exploit [REDACTED] and others. No one at Bradford has my consent to use [REDACTED] anything without my knowledge. The principal doesn't seem like he is as concerned about this situation and now I feel as though my child needs a restraining order against this man for [REDACTED] safety. It's a shame when a child is not safe from adults at [REDACTED] school hired for safety. He appears to me like he could be using our children to pass off to others that may be child predators. I believe his name is Marten. Please investigate this and get back to me. Thanks so much for your time.





**Kenosha  
Unified**

Document 52

**Sent via Certified Mail and District Email**

**October 12, 2023**

**Montenia Nelson**

**Mr. Nelson,**

**This letter is to inform you that you are being placed on paid administrative leave effective 10/13/2023. While on paid administrative leave, an investigation will begin looking into alleged inappropriate interactions you with students at the Bradford High School homecoming dance on 10/7/2023.**

**You are not to come on to district property or have contact with anyone from the district other than Principal Brian Geiger 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. Geiger.**

**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. Geiger or me.**

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

**Regards,**

**Kevin Neir  
Chief Human Resources Officer**

**cc: Employee File  
B. Geiger**



262-359-6300



www.kou.edu



3500 57<sup>th</sup> St., Kenosha, WI 53144

Brian Geiger

**From:** Kevin Neir  
**Sent:** Thursday, October 12, 2023 1:36 PM  
**To:** Brian Geiger  
**Subject:** Video  
**Attachments:** MOV\_3057.mov

Here you go.



**Kevin Neir**  
Human Resources  
E: [kneir@kUSD.edu](mailto:kneir@kUSD.edu)  
P: 262-359-7376

John J. Hosmanek Educational Support Center  
3600 52<sup>nd</sup> Street, Kenosha, WI 53144  
[www.kUSD.edu](http://www.kUSD.edu)

Kenosha County Eye

**Brian Gelger**

Document 3

**From:** [REDACTED]  
**Sent:** Thursday, October 12, 2023 1:29 PM  
**To:** Brian Gelger  
**Subject:** Video  
**Attachments:** received\_708092381175985.mp4

**CAUTION EXTERNAL EMAIL**

Kenosha County Eye

Install

8 11 103 11.4M

[Redacted] · 1d

**KUSD WHERE'S THE ACCOUNTABILITY??** When will you protect the kids? You defend staff tooth and nails and ignore or retaliate when parents complain. This man is allowed to prowl our kids and if we speak out we get suspended. I need answers ASAP YOU'RE ON THE CLOCK



[Redacted] · 9/13/23

**Quick question how do you protect high school students from bullies when they're on the schools staff??** Making complain.

12:13

5G+ 75



602 posts

Follow

Posts

Replies

Media

Likes



1

3

7

956



. 4h

If you don't stand 6 ft shut up you're a kid to me. I guess that's why yo creepy father thinks that 16 year old girl a grown woman. She stands taller than you now go back to training with high school girls @24.



100



13h

Just wondering if it's if you see something say something and watch us do nothing 🤔 tick tock

12:11

5G+ 75



602 posts

Follow

Posts

Replies

Media

Likes

· 13h

Ok it's in black and white for context only listen to the security guard interacting with students. Listen as 1 victim ask what is he doing and his response. Uncle touchy seems very excited and proud of himself in his glory moment. He uploaded these videos to his snapchat live



226



· 14h

Tomorrow I'll have more time to dissect the 40+ year old perv they let stalk high school teens. Uploading more from his story at the high school homecoming dance. It's 10

12:11

5G+ 75



602 posts

Follow

Posts

Replies

Media

Likes

Show more

· 2d

**KUSD WHERE'S THE ACCOUNTABILITY??**

**When will you protect the kids? You defend staff tooth and nails and ignore or retaliate when parents complain. This man is allowed to prowl our kids and if we speak out we get suspended. I need answers ASAP YOU'RE ON THE CLOCK**



· 9/13/23

**Quick question how do you protect high school students from bullies when they're on the schools staff?? Making complaints**

12:11

5G+ 76



602 posts

Follow

Posts

Replies

Media

Likes



55 770 4,132 451K

9/16/23

Training your own son doesn't make you a coach. Working at a school doesn't mean you're educated. Keep spreading rumors and being weirdly unprofessional with female students gone make you....

54

9/13/23

Quick question how do you protect high school students from bullies when they're on the schools staff?? Making complaints that get ignored by administrators doesn't help. Students writing statements doesn't help and it carries over to the next school year.

1,074

9/11/23

Next level crossover to a sack F Joe Burrow



NAME \_\_\_\_\_ Date \_\_\_\_\_

1). Did you attend homecoming? If so, did you see Mr. Nelson (Monte) taking pictures/Videos of you? If so, did he ask for your permission to take picture and post?

2). If he took, pictures/Videos of you were you OK with that? Did he say anything to you that you felt was inappropriate? If so, please tell us what was said?

3). Were your pictures/Videos put on social Media from Homecoming by Mr. Nelson? If so, were you upset about that? Did Mr. Nelson say he was going to post them?

4). Do you know of anyone who Mr. Nelson took pictures of at Homecoming? Were they upset about pictures/videos or social media Post?

5). Did you tell your parents of the homecoming pictures/videos and posts? What did they say?

6). Anything else that you would like to add about Homecoming, Videos, Pictures or Mr. Nelson?

Document 7

**Kenosha Unified School District No. 1**  
**Kenosha, Wisconsin**

**School Board Policies**  
**Rules and Regulations**

**POLICY 4224**  
**EMPLOYEE CODE OF ETHICS**

Employees shall give their support to the education of Kenosha youth and shall faithfully discharge their professional duties to the district in accordance with the official job descriptions pertaining to their individual assignments.

Channels of communication shall be in accordance with the policies, procedures, rules and regulations of the district.

Employees shall use confidential and privileged information appropriately and with respect for the rights of individuals. Confidential and/or privileged information shall not be used for personal gain or to the detriment of the district.

Employees who choose to engage in any remunerative activity other than that of their position shall avoid any activity that interferes with the execution of the responsibilities of their district position.

Employees shall not solicit or receive anything of value that involves an expressed or implied advantage or influence on any district judgment or decision.

Any complaint about the ethical behavior of an employee or a request for an investigation into the conduct of any employee shall be presented to the superintendent of schools and shall bear the signature of the person making the request.

Employees found in violation of this code may be subject to suitable corrective or disciplinary action.

**LEGAL REF.:** Wisconsin Statutes  
Sections 118.12(2) (Sale of goods or services at school)  
118.125 (Confidentiality of student records)  
946.10 (Bribery of public employees)  
946.12 (Misconduct in public office)  
946.13 (Private interests in public contracts)  
Chapter 19, Subchapter II (Access to public records)  
Chapter 19, Subchapter III (Code of ethics for public officials)

**CROSS REF.:** 3420 Purchasing  
4223 Staff Misconduct Reporting  
4330 Staff Selection and Hiring Process  
4331 Conflicts of Interest (Nepotism)  
4362 Employee Discipline  
4391 Limitations on Outside Employment  
Employee Handbook

**ADMINISTRATIVE REGULATIONS:** None

**AFFIRMED:** April 22, 1991

**REVISED:** June 27, 2000  
September 23, 2014  
October 28, 2014  
March 28, 2017

Kenosha County Eye

POLICY 4226  
STAFF TECHNOLOGY ACCEPTABLE USE POLICY

Technology may be used for instruction, research, communication and other educational or professional purposes. Employee use of technology shall be consistent with the educational goals and objectives of the District and shall comply with applicable Board policies and rules.

The District will maintain a District website and use social media for the purpose of collaborating, communicating and disseminating District information. Content posted on the District's website and social media pages is the property of the District.

The District's electronic communication system, which includes telephones, copy/scan/fax machines, desktop computers, laptop computers, mobile devices, email and the network, is the property of the District. All messages, information and data sent, received or stored on the District's electronic communication system is the property of the District. The District reserves the right to monitor employee and student use of technology and inspect any messages, information or data sent, received or stored on the District's electronic communication system.

Failure to comply with this policy and its implementing rule may result in discipline, up to and including termination.

LEGAL REF

- Wis. Stat. §§ 19.31 - 19.39 Declaration of policy
- Wis. Stat. §§ 19.62 - 19.80 Definitions
- Wis. Stat. § 115.31 License or permit revocation; reports; investigation
- Wis. Stat. § 118.001 Duties and powers of school boards
- Wis. Stat. § 120.12 School board duties
- Wis. Stat. § 120.13 School board powers
- Wis. Stat. § 943.70 Computer crimes
- Wis. Stat. § 947.0125 Unlawful use of computerized communication systems
- Children's Internet Protection Act
- Children's Online Privacy Protection Act

CROSS REF

- 1210 Communicating with Parents/Guardians
- 1240 Access to Public Records
- 1510 Advertising/Promotions
- 3531.1 Copyrighted Materials
- 4111 Employee Harassment
- 4224 Employee Code of Ethics
- 4260 Personnel Records
- 4362 Employee Discipline
- 6100 Mission, Vision, Core Values and Strategic Goals

**POLICY 4226**  
**STAFF TECHNOLOGY ACCEPTABLE USE POLICY**  
**PAGE 2**

6470 Student Records  
6633 Student Technology Acceptable Use Policy  
Employee Handbook

**AFFIRMED**

July 20, 2010

**REVISED**

March 22, 2016  
September 24, 2019  
October 27, 2020  
August 22, 2023

Kenosha County Eye

**RULE 4226**

**GUIDELINES FOR STAFF TECHNOLOGY ACCEPTABLE USE**

For the purposes of this document, an electronic communications system is defined as the District's technology offerings, including but not limited to telephones, mobile phones, fax/scan/copy machines, Internet, Wi-Fi, network, computing devices and other technology tools available to staff.

1. **Responsibility:** Employees are responsible for the proper use of any District electronic communication accounts that are issued under their name or that the employee is charged with managing. Employees are responsible for ensuring proper use of technology by students under their supervision. Responsible use of the Internet includes such items as abiding by copyright laws and terms and condition policies. Understanding unethical and unlawful activities include unauthorized access to any data or communications equipment, "hacking", or unauthorized disclosure, use, or dissemination of anyone's personal information. The administration shall take steps to ensure that instruction or training activities and reasonable structural and systemic supports are in place to facilitate and enforce individual user's compliance with the District's policies, rules, and procedures that govern the acceptable, safe, and responsible use of the District's technology-related resources. All staff are to relinquish any and all KUSD owned devices upon separation from KUSD employment. Any shared media (i.e. Google files) that are the product of employment should have ownership and rights transferred to an assigned KUSD staff member prior to separation.
2. **Passwords and security:** All KUSD staff are required to protect and update their electronic access and credentials. All users that have access to District technology resources must comply with the following rules for maintaining and securing District property and resources.
  - KUSD utilizes an email security campaign for educating staff with periodic phishing simulations and training resources. Staff that demonstrate a repeated concern from these tests will receive additional support and education.
  - Employees are prohibited from sharing their password for any electronic communication accounts that are issued under their name. Employees may, however, share their password with a member of the support staff if necessary. In that case, the employee shall change his or her password immediately after the assigned staff member has completed all support.
  - Employees must maintain a password for accounts and change passwords periodically as directed by the District.
  - Any computer or similar device should be secured whenever it is not in use by invoking the password on the computer and/or logging off the device. Leaving a computer open or logged in while away enables others to potentially access e-mail and other sensitive files.
  - All District technology should be physically secured according to standards set by building administrators or their designees when not in use.

- Employees are prohibited from accessing another user's account without permission. If an employee identifies a security problem associated with the network or his or her user account, the employee shall notify Technology support staff.
3. **Privacy:** All KUSD user accounts are owned by KUSD and therefore are not private. Passwords are for the purpose of preventing unauthorized access to the District's electronic communication system only; employees have no expectation of privacy when using the District's electronic communication system, even for personal use. The electronic communication system is the property of the District, and the District reserves the right to monitor and inspect any messages, information and data sent, received or stored on the District's electronic communication system. Documents or messages created, sent, received or stored on the District's electronic information system may be considered a public record and subject to disclosure under the Public Records Law. The administration may access any message for reasons including, but not limited to:
- finding lost messages/documents;
  - assisting employees in their performance of job duties;
  - studying the effectiveness of the communication system;
  - complying with investigations into suspected criminal acts or violation of Board policies or work rules;
  - recovering from systems failures and other emergencies;
  - complying with discovery proceedings or to be used as evidence in legal actions; and/or may otherwise be required or permitted by state or federal law
4. **Prohibited use of the District's electronic communication system:** Employees' use of the District's Electronic Communication System must reflect the District's standards for professionalism. The district's computer network and Internet system do not serve as a public access service or a public forum. Employees shall not use the District's electronic communication system for:
- Accessing, sending, viewing or storing messages, images, websites or other materials which are sexually explicit, obscene, pornographic, or harmful to minors;
  - Soliciting for personal commercial activities or non-District related organizations or activities, unless approved by the District pursuant to the procedures in Board Policy 1500;
  - Accessing or disclosing confidential information without authorization. Any access to or disclosure of confidential student information must comply with the Family Educational Rights and Privacy Act, Section 118.125 of the Wisconsin statutes and the District's student records policy; or
  - Any other purpose that would violate law or Board policy (including harassment policies).

5. Use of District technology equipment off District premises: Employees may use District-owned technology equipment off District premises with appropriate administrator approval. Technology equipment may not be removed from a District building if its removal in any way causes disruption to the learning environment or decreases access to technology for District staff. Any technology assigned to staff for both on and off premises must be reflected in the KUSD Asset Manager system. A virtual private network (VPN) solution allows staff to work on their district assigned device outside of the KUSD network. This scenario ensures proper security and access to internal resources for job responsibilities. Staff that utilize a VPN will be filtered and protected as if they were physically operating behind the KUSD firewall.

Employees who use District equipment off District premises will accept full and unconditional responsibility for any equipment damage or loss and will reimburse the District within a reasonable time for the applicable repair/replacement cost. Further, the responsible party agrees to hold the District harmless for damages caused to any individual or others by the use of this equipment.

6. Personal use of the District's electronic communication system: Incidental and occasional personal use of the District's electronic communication system is permitted, but such use is subject to this policy. Personal use of technology must be limited to break time and time outside the work day. Personal use must not interfere with student instruction, the performance of an employee's job duties or District business. Employees shall not use their District email address for personal commercial purposes. The District is not responsible for the safety or security of personal technology devices or the software on them that employees choose to bring into the District. The District does not provide technology support for personal devices. Personal devices are prohibited from accessing KUSD internally supported networks.
7. Personal/off-duty use of social media and personal Web pages: Even if an employee is off-duty and not using the District's electronic communication system, an employee's personal use of technology or social media may be subject to this policy and regulated by the District if: the employee chooses to identify himself/herself as a District employee; the use affects the employee's job performance or the performance of other District employees or the use involves or relates to the District, District students/families or District employees. Unless authorized to do so by the superintendent or his/her designee, employees shall not: represent themselves as a spokesperson for the District or create or post content to a personal/non-authorized website that purports to be an official/authorized website of the District. Employees shall not use their District email address to register for a personal social media account and shall not post photos of students or other personally identifiable confidential student information on personal pages and/or sites without the written consent of the adult student or the minor student's parent/guardian.



8. **Electronic communication with students:** Employees shall use their District email address(es) when communicating with students. Unless authorized to do so by the superintendent or his/her designee, employees shall not communicate with students via their personal email addresses, social media accounts, home phones, cellphones or other application not authorized by the District for communication with students. Employees also should use discretion when communicating with parents on social media (e.g., accepting "friend" or "follower" requests). Staff have KUSD approved communication options for authorized use. Staff provided email addresses and resources should be used as the communication portal for interacting virtually with students. Guidance, training and support for currently available technologies and future utilities will be shared and integrated when possible.
9. **Personally identifiable information** relating to individual students or their families, except as permitted by the Family Educational Rights and Privacy Act, Section 118.125 of the Wisconsin statutes, and the District's student records Policy 6470. Elementary (4K-5) students only may be identified by their first name and last initial. Note: Regardless of age, photos, videos, names, artwork or other likenesses cannot be used if a student has a media restriction on file. Email addresses of students and their family members shall not be posted or shared.
10. **The District's website/social media pages:** The superintendent or his/her designee reserve the right to approve content posted on the District's website and social media pages. All school-level Web editors must communicate with the District Web Specialist for information and assistance. The editors are responsible for ensuring accurate information is shared by maintaining the website and requesting updates be made by the Web Specialist. The social media administrators are responsible for ensuring accurate and timely information is shared/posted.

The following content shall not be posted or shared on the District's website or social media pages:

- Content that is sexually explicit, obscene, pornographic or depicts alcohol, drug or tobacco use.
- Copyrighted material without the written consent from the owner and proper attribution.
- Any photos, videos, names, artwork or other likenesses of students with a media restriction on file.
- Links to personal or commercial websites.
- Content that violates Board policy or rules.

11. **The staff directed use of digital applications:** Educators need to be aware of how data privacy, confidentiality and security practices affect students. When engaging with online educational service providers, educators must review the privacy policies prior to having students create accounts in selected applications. The Children's Online Privacy Protection Act (COPPA) governs online collection of personal information from children under age 13. Educators can act in the capacity of a parent to provide consent to sign students up for online education programs that are COPPA compliant at the school for the use and benefit of the school, and for no other commercial purpose.

12. **Areas of Expected Privacy**

- Students, school employees and other persons present on school property shall respect and protect the privacy interests of individuals who are using a locker room, restroom or other designated changing area. Students or employees who violate this policy, or any related rules or directives, shall be subject to school disciplinary action and possible legal referral. Other persons violating this policy may lose the privilege of using District facilities, may be referred to law enforcement and/or may be subject to penalties provided under applicable law.
- In keeping with the District's objective of taking reasonable measures to protect the privacy interests of persons who are using a locker room, restroom or other changing area for an authorized purpose, all persons present on school property shall, at a minimum, observe the following measures:
  - The use of recording and other electronic devices is substantially restricted in locker rooms, restrooms and other designated changing areas.
  - No person may use a camera, video recorder, cell phone or any other device with recording capabilities at any time to capture, record, transmit or transfer an image or representation of an undressed or partially undressed person who is in any locker room, restroom or other designated changing area.
  - No recording function (photographic, video, audio) of any type of device may be used in any non-emergency situation in such facilities at any time unless (1) the individual has received the prior permission of the District Administrator, building principal, or other District-designated facility supervisor; and (2) any person being recorded has consented to the recording. Such permission shall not be exercised when persons who are present in the facilities are actively using the area as a changing area, shower facility and/or restroom.
- In order to avoid any appearance of a violation of privacy or other impropriety, individuals present in such facilities are expected to restrict their use of the non-recording functions of any communications device or other multi-function device to (1) emergencies; or (2) situations where they have received the prior permission of the District Administrator, building principal, or other District-designated

RULE 4226  
GUIDELINES FOR STAFF TECHNOLOGY ACCEPTABLE USE  
PAGE 6

facility supervisor. That is, with these limited exceptions, voice calls, texting, etc. should not be occurring in such facilities.

- No person shall view or attempt to view from any concealed location, or in an otherwise secret or hidden manner, an undressed or partially undressed person who is using a locker room, restroom or other changing area.
- Loitering in a locker room, restroom or other designated changing area is prohibited.
- No media is allowed access to locker rooms before, during or after any school athletic event or practice. Coaches and student athletes may be available for interviews outside the locker rooms, consistent with District policy and school rules.
- When District employees or other District-designated individuals enter a locker room, restroom or other designated changing area in order to exercise their supervisory responsibilities (including any exchange of information with persons using the locker room), they shall exhibit due regard for the privacy of the individuals who may be using such facilities, including recognizing that the relevant privacy interests are heightened when an individual has a supervisory need to enter a facility designated for use by persons of the opposite sex.
- Nothing in this policy shall be interpreted to prohibit coaches and other athletic-team personnel from being present in a locker room, whether of same sex or of the opposite sex, in circumstances where the presence of such individuals would not compromise the privacy interests of student athletes or other persons who may be using the facility, such as during pre/post-game team meetings, halftime meetings, or other similar circumstances.

10/24/23

Office of Human Resources

Interview with Montenia (Monte) Nelson

Can you tell me your current position with the district?

How long have you worked for the district in that role?

Can you tell me what happened on 10/7/23?

What was your role at the event?

Have you performed these duties at other events for the district?

Can you explain what your role requires you to do at these events?

Are you aware of any policy that the district might have that would suggest that your actions were not appropriate?

Did you have permission from the district to take pictures and video at the event on 10/7/23?

Why did you believe that you could take video and pictures and then post them on social media?

On one of the videos, you can be heard saying "That is a grown woman ya'll". What did you mean by that?

What action would you expect the district to take for someone who committed an action like yours?

Is there anything else you would like to share?

Reminder of confidentiality

**From:** Jennifer Sepanski  
**Sent:** Wednesday, October 18, 2023 9:29 AM  
**To:** Brian Geiger  
**Subject:** Sensitive Subject

**Follow Up Flag:** Follow up  
**Flag Status:** Flagged

Hi Brian,  
 I think you already know, but students are gossiping on social media about Monty and it is very upsetting to some of our students who were close to him. I have shut down any gossip I have heard and talked privately with the kids who are upset to tell them to report anything they see to a dean or to talk to you. I hope that is ok. I don't need to know what is going on, but whatever it is is going around with the kids. Just thought I would give you a head's up.

Thanks,

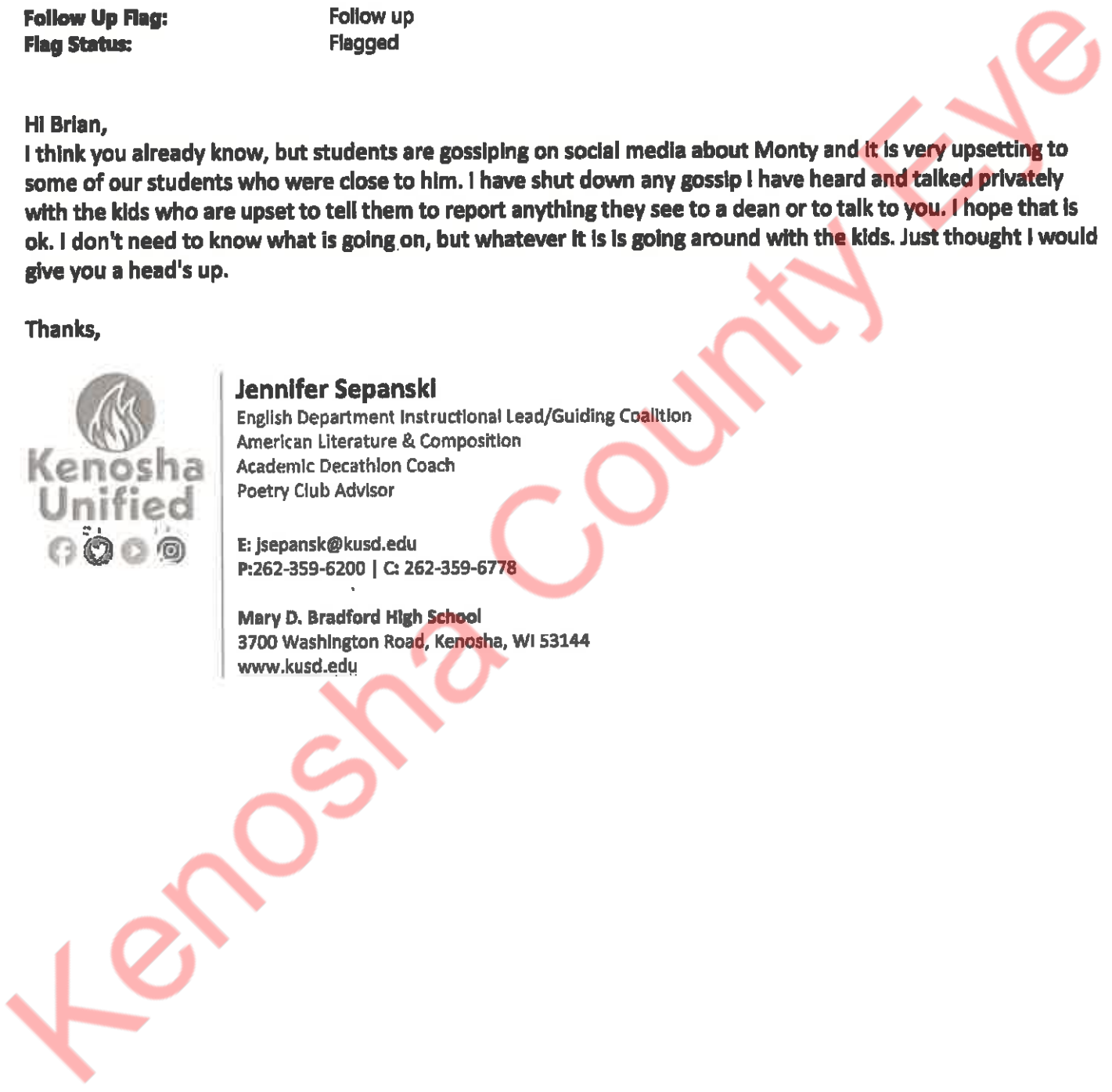


**Jennifer Sepanski**

English Department Instructional Lead/Guiding Coalition  
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 Poetry Club Advisor

E: [jsepansk@kUSD.edu](mailto:jsepansk@kUSD.edu)  
 P: 262-359-6200 | C: 262-359-6778

Mary D. Bradford High School  
 3700 Washington Road, Kenosha, WI 53144  
[www.kUSD.edu](http://www.kUSD.edu)



**From:** Brian J. Schulz  
**Sent:** Wednesday, October 18, 2023 1:38 PM  
**To:** Brian Geiger  
**Subject:** Fw: Release of Information



**Brian Schulz**  
School Counselor  
E: [bjschulz@kUSD.edu](mailto:bjschulz@kUSD.edu)  
P: 262-359-5915

Bradford High School  
3700 Washington Rd, Kenosha, WI 53144  
[www.kUSD.edu](http://www.kUSD.edu)

Kenosha County Eye

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**From:** Brian J. Schulz  
**Sent:** Wednesday, October 18, 2023 1:37 PM  
**To:** [REDACTED]  
**Subject:** Re: Release of Information

Thank you for the signed release.

Yes, Bradford and district administrators are aware of and looking into the situation.



**Brian Schulz**  
School Counselor  
E: [bjschulz@kUSD.edu](mailto:bjschulz@kUSD.edu)  
P: 262-359-5915

Bradford High School  
3700 Washington Rd, Kenosha, WI 53144  
[www.kUSD.edu](http://www.kUSD.edu)

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**From:** [REDACTED]  
**Sent:** Wednesday, October 18, 2023 11:38:43 AM  
**To:** Brian J. Schulz; [REDACTED]  
**Subject:** Re: Release of Information

**CAUTION EXTERNAL EMAIL**

Hello,

Please see attached.

I'd also like to take this opportunity to inquire if Bradford plans on addressing the Drug/ Potential Sex Offender that was hired (Monte Nelson) and was caught flushing cocaine and hitting on girls at the Home Coming dance? Its my understanding he also had complaints filed last year, so I feel like we as parents would all have questions on how he was able to pass background check or if one was given?

Thank you!

**From:** Brian J. Schulz <bjschulz@kUSD.edu>  
**Sent:** Wednesday, October 18, 2023 10:56 AM  
**To:** [REDACTED]

**Subject:** Release of Information

Good morning,

Just so other team members at Bradford are aware and able to talk to [REDACTED] can you please fill out an updated release of information (see attachment).

Please let me know if you have any questions or concerns!

Thanks,

[<https://www.kUSD.edu/img/email-signature/kUSD.png>!<<https://www.kUSD.edu/>>

[<https://www.kUSD.edu/img/email-signature/facebook.png>!<<http://www.facebook.com/kenoshaschools/>>

[<https://www.kUSD.edu/img/email-signature/twitter.png>]

<<https://twitter.com/kUSD>> [<https://www.kUSD.edu/img/email-signature/youtube.png>]

<<https://www.youtube.com/kenoshaschools/>> [<https://www.kUSD.edu/img/email-signature/instagram.png>]

<<https://www.instagram.com/kenoshaschools/>>

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10-18-23

I called [redacted] as he stopped by Bradford's today.

He stated he was concerned what [redacted] was questioned by Monte. I asked when and he stated he wasn't sure. I said Mr. Nelson has not been on the Bully since Thursday. He stated OK, and said it had not been kept or further checked. I said I would look into the matter. He also said stuff new walking around the Bully & about the Homecoming video tape to identify kids. I said I have not heard but will look into it. I thought he said Christian Jones, My Know Security (staff member).

I then called [redacted] about Monte's question. She said it was around 3rd period 10 AM on Thursday, Monte talked to her. Monte talked to her to ask her, her viewpoint on things and that it was OK. she asked [redacted] if she felt safe here as [redacted] was concerned about other [redacted] (staff, staff) maybe that other [redacted] stated no one has come to her and she feels fine being here. I do talk to Mr. Jones who said she did not say or see any [redacted] stuff showing the Homecoming video and staff.



Document 10

**Brian Geiger**

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**From:** [REDACTED]  
**Sent:** Wednesday, October 25, 2023 6:39 PM  
**To:** Brian Geiger  
**Subject:** Homecoming Dance

**CAUTION EXTERNAL EMAIL**

Good evening Mr. Geiger. On October 7th, I saw my [REDACTED] and [REDACTED] friend walking through the homecoming dance on Montenia Nelson's Snapchat story. I asked him to send me more videos of my [REDACTED] to which he replied he couldn't get to him because he was in the middle of the dance floor.

I do not want to be involved, so please keep this confidential.

Thank you,  
[REDACTED]

Kenosha County Eye

**Brian Gelger**

Journal 10

**From:** [REDACTED]  
**Sent:** Wednesday, October 25, 2023 10:07 AM  
**To:** Brian Gelger  
**Subject:** [REDACTED]

CAUTION EXTERNAL EMAIL

Hello Mr. Gelger,

My name is [REDACTED] I am the parent of [REDACTED] the [REDACTED] who was involved in the incident at the prom. Montenia Nelson had my absolute permission to take pictures and record videos of my [REDACTED] at the prom as I had already let him know prior to the events that I would be out of town for my own homecoming event in Arkansas and wouldn't be able to be there to capture any pictures or footage of [REDACTED] in [REDACTED] at the event.

If you have any additional questions feel free to give me a call at the number provided to the school at registration or this email.

Sent from my iPhone

Kenosha County Eye

Brian Gelger

**From:** [REDACTED]  
**Sent:** Wednesday, October 25, 2023 8:40 AM  
**To:** Brian Gelger  
**Subject:** Mr. NELSON

**CAUTION EXTERNAL EMAIL**

Good morning. I did ask Monte to record my [REDACTED] at Home coming. [REDACTED] has been training with Monte for 6 or so years. So we are very close to him and I did not think it was out of the ordinary to ask him to record [REDACTED] [REDACTED] is our oldest [REDACTED] so we are very protective of [REDACTED] this was [REDACTED] first outing with out us so we were all curious.

If you have any questions I will be happy to answer them.

[REDACTED]

Sent from my U.S.Cellular® Smartphone

Kenosha County Eye