

DATE: June 12, 2023

TO: Timothy LeMonds

FROM: Richard C. McGregory Jr., Ph.D.

RE: **Paid Administrative Leave**

You are being placed on administrative leave with pay, effective immediately, pending the investigation of workplace bullying. This leave is indefinite. While you are on paid leave, you may be contacted to answer work-related questions and/or to participate in interviews as part of this investigation. All work related questions must go through your direct supervisor.

You are directed not to have any contact about this matter with MMSD students, families, or staff, except for me, throughout the duration of the investigation. This includes not only in person contact, but contact via electronic means such as email, text, telephone, Zoom, etc.... You are directed not to be on any District property throughout the duration of this investigation. If by chance, staff, students, or families contact you, please do not respond to them.

You are further directed not to take any steps to impede this investigation or to cause such steps to be taken on your behalf. You are reminded to avoid any type of harassment of, or retaliation toward, any person whom you may believe to be a complainant, witness, or otherwise participating in the investigation.

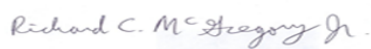
The decision to place you on a paid leave is not disciplinary, and shall not be characterized as discipline, by the District in any manner. It is being done for the protection of all concerned and to ensure the ability to conduct an appropriate investigation. Human Resources has been consulted and supports the decision to place you on administrative leave at this time.

Please be advised - failure to conduct yourself in accordance with the terms and conditions of your administrative leave may result in disciplinary action, up to and including possible dismissal from employment.

Please note, the Madison Metropolitan School District offers an Employee Assistance Program (EAP) and Worklife Services 24 hours/day. You may call 888-293-6948 or go to the website <https://resources.finalsite.net/images/v1631601880/madisonk12wius/dhuexdsjf52urgyk6p7u/EAPFlyer.pdf> for immediate assistance.

If you have any questions, please feel free to contact me.

Respectfully,



Richard C. McGregory Jr., Ph.D.

Cc: Payroll