

**RESOLUTION TO DISMISS AND TO AUTHORIZE  
NOTICE OF DISMISSAL AND CHARGES**

**WHEREAS**, the Board of Education of Rochester Community Unit School District No. 3A, Sangamon County, Illinois, has the responsibility to manage and operate the schools of said District; and

**WHEREAS**, the Board has the power to dismiss employees for sufficient cause pursuant to Section 5/10-23.5 of The School Code; and

**WHEREAS**, the Board of Education has received and reviewed information, reports and recommendations from its administrative staff regarding the conduct of William H. Bauser, Jr., an educational support person, which indicate that his performance has been and continues to be unsatisfactory; and

**WHEREAS**, the Board of Education has heretofore determined that such information, reports and recommendations state causes and reasons regarding the conduct of William H. Bauser, Jr. which constitute cause and reasons for dismissal from the educational support personnel staff of the school district; and

**WHEREAS**, in a closed session hearing before the Board of Education on April 19, 2023, the Board of Education offered William H. Bauser, Jr. an opportunity to respond to the allegations that his performance has been unsatisfactory; and

**WHEREAS**, the Board has determined that sufficient reasons and causes exist for the dismissal of William H. Bauser, Jr. as an educational support person, and that such reasons and causes have a detrimental effect on the school District; and

**WHEREAS**, the Board hereby finds and determines that the best interests of the District require the dismissal of William H. Bauser, Jr. based upon the charges set forth in the Notice of Dismissal and Charges, attached hereto and made a part hereof;

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Education of Rochester Community Unit School District No. 3A, Macon County, Illinois, as follows:

**Section 1:** William H. Bauser, Jr. be and is hereby dismissed for the reasons and causes set forth in the Notice of Dismissal and Charges, a copy of which is attached hereto and incorporated by reference herein.

**Section 2:** The Superintendent or his designee is hereby authorized and directed to serve upon the William H. Bauser, Jr. a true and correct copy of this Resolution To Dismiss and Charges.

**Section 3:** This Resolution shall be in full force and effect forthwith upon its adoption.

**ADOPTED** this 19<sup>th</sup> day of April, 2023, by the following vote:

AYES: 7

NAYS: 0

ABSENT: None

Board of Education  
Rochester Community Unit  
School District No. 3A  
County of Sangamon  
State of Illinois

By: 

President, Board of Education

ATTEST:

  
Board Secretary

## NOTICE OF DISMISSAL

April 19, 2022

TO: William H. Bauser Jr.

You are hereby notified that at a duly convened meeting of the Board of Education of Rochester Community Unit School District No. 3A, Sangamon County, Illinois, held on April 19, 2023, a resolution was duly adopted by a majority of the Board of Education recommending your dismissal as an educational support person in the District based upon your conduct in performing your job duties.

## NOTICE OF CHARGES

The following are the specific charges which the Board of Education has determined to be sufficient reasons and causes for your dismissal:

1. You told two female students "you both have boyfriends, you should know what six inches is," in violation of Board Policy 5:120, Employee Ethics; Code of Professional Conduct; and Conflict of Interest, which prohibits sexually suggestive comments that are directed toward or with a student, and Board Policy 7:20 Harassment of Students Prohibited, which prohibits verbal, physical or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and Federal Law.
2. You told a female student, with respect to her clothing and in the presence and hearing of other students, "put that away. Nobody wants to see that" in violation of Board Policy 5:120, Employee Ethics; Code of Professional Conduct; and Conflict of Interest, which prohibits sexually suggestive comments that are directed toward or with a student; Board Policy 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment, which prohibits harassment, threats, intimidation, sexual harassment, public humiliation which has or can reasonably be predicted to have the effect of causing a substantially detrimental effect on the student's physical or mental health and substantially interfere with the student's ability to participate in or benefit from activities provided by a school; and Board Policy 7:20 Harassment of Students Prohibited, which prohibits verbal, physical or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and Federal Law.
3. You told a female student she was "hanging out" and "there was no support there" with regard to her breasts and her undergarments, and in the hearing of other students, in violation of Board Policy 5:120, Employee Ethics; Code of Professional Conduct; and Conflict of Interest, which prohibits sexually suggestive comments that are directed

toward or with a student; Board Policy 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment, which prohibits harassment, threats, intimidation, sexual harassment, public humiliation which has or can reasonably be predicted to have the effect of causing a substantially detrimental effect on the student's physical or mental health and substantially interfere with the student's ability to participate in or benefit from activities provided by a school; and Board Policy 7:20 Harassment of Students Prohibited, which prohibits verbal, physical or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and Federal Law.

4. While a female student was wearing a costume with a zipper, you said "look boys. A zipper in the front" while unzipping the zipper, in violation of Board Policy 5:120, Employee Ethics; Code of Professional Conduct; and Conflict of Interest, which prohibits sexually suggestive comments that are directed toward or with a student; Board Policy 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment, which prohibits harassment, threats, intimidation, sexual harassment, public humiliation which has or can reasonably be predicted to have the effect of causing a substantially detrimental effect on the student's physical or mental health and substantially interfere with the student's ability to participate in or benefit from activities provided by a school; and Board Policy 7:20 Harassment of Students Prohibited, which prohibits verbal, physical or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and Federal Law.
5. You told a student "your mom said to watch your legs because they can see straight up your skirt" when the student's mother had not made such a comment, in violation of Board Policy 5:120, Employee Ethics; Code of Professional Conduct; and Conflict of Interest, which prohibits sexually suggestive comments that are directed toward or with a student; Board Policy 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment, which prohibits harassment, threats, intimidation, sexual harassment, public humiliation which has or can reasonably be predicted to have the effect of causing a substantially detrimental effect on the student's physical or mental health and substantially interfere with the student's ability to participate in or benefit from activities provided by a school; and Board Policy 7:20 Harassment of Students Prohibited, which prohibits verbal, physical or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and Federal Law.
6. After a student told you that he was not comfortable performing a kissing scene, you continued to push for the student to perform the kissing scene, and told the student "you have to do things that make you uncomfortable," in violation of Board Policy 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment, which prohibits harassment, threats, intimidation, sexual harassment, public humiliation which has or can reasonably be predicted to have the effect of causing a substantially detrimental effect on the student's physical or mental health and substantially interfere with the student's ability to participate in or benefit from activities provided by a school; and Board Policy 7:20 Harassment of Students Prohibited, which prohibits verbal, physical or

other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and Federal Law.


7. You required another student who was uncomfortable participating in a kissing scene to practice the kissing scene for forty-five minutes, in violation of Board Policy 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment, which prohibits harassment, threats, intimidation, sexual harassment, public humiliation which has or can reasonably be predicted to have the effect of causing a substantially detrimental effect on the student's physical or mental health and substantially interfere with the student's ability to participate in or benefit from activities provided by a school; and Board Policy 7:20 Harassment of Students Prohibited, which prohibits verbal, physical or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and Federal Law.
8. You entered a changing room while female students were changing between scenes and at least one student was in her underwear, in violation of Board Policy 7:20 Harassment of Students Prohibited, which prohibits verbal, physical or other conduct or communications constituting harassment on the basis of sex as defined and otherwise prohibited by State and Federal Law.
9. You pinched a student in order to make him scream in a certain manner for his performance in a play, in violation of Board Policy 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment, which prohibits harassment, threats, intimidation, sexual harassment, public humiliation which has or can reasonably be predicted to have the effect of causing a substantially detrimental effect on the student's physical or mental health and substantially interfere with the student's ability to participate in or benefit from activities provided by a school.
10. You acted unprofessionally and failed to exercise appropriate boundaries with minor students in that you repeatedly attached the microphones to female students, which are worn under the students' clothing.
11. You forced a student to apologize to an entire group of students for risking cancelation of a preview show, when the show was not canceled, in violation of Board Policy 7:180 Prevention of and Response to Bullying, Intimidation, and Harassment, which prohibits harassment, threats, intimidation, sexual harassment, public humiliation which has or can reasonably be predicted to have the effect of causing a substantially detrimental effect on the student's physical or mental health and substantially interfere with the student's ability to participate in or benefit from activities provided by a school.
12. You acted unprofessionally and failed to exercise appropriate judgment, in that you left four "prop guns," which were realistic in appearance as firearms, and the caps for the guns unsecured in your office, when such guns require a valid Firearms Owners Identification Card, constituting a substantial risk of disruption within the school.
13. You acted unprofessionally and failed to exercise appropriate judgment in that on March 30, 2023, you had \$7,500.00 in United States currency in your office, which was not adequately secured or locked.

14. You acted unprofessionally in that you maintained inadequate records or no records for \$7,500 in United States currency located in your office, such that it cannot be determined to what group or event the money is attributable, when it was collected, or if it would be applicable to an individual student account.
15. You acted unprofessionally in that you commingled United States currency to such an extent that it cannot be determined to what group or event the money is attributable, when it was collected, or if it should be applied to an individual student account.
16. You acted unprofessionally in that you maintained your office in such a manner that check donations made to booster clubs in 2021 were not deposited, thereby causing a financial loss to the booster club.

Board of Education  
Rochester Community Unit  
School District No. 3A  
County of Sangamon  
State of Illinois

By:   
President, Board of Education

ATTEST:

  
Board Secretary

I received this Notice  
by personal delivery on  
April \_\_\_\_, 2023.