

From: [Shane Konen](#)
To: [Lefebber](#); [Sheila](#)
Cc: Ebert; Brad; Long; Stuart
Subject: Re: Complaints
Date: Thursday, July 7, 2022 4:39:47 PM

Hi Sheila,
Also adding in Brad and Board Clerk Stuart Long.

Thank you for letting me know how this is going so far, I will share this information with the other complainants.

A couple of questions and comments:

- Is there a recording of yesterday's meeting available? If so, please let me know how I can access it.
- Am I able to request points 5-7 of the complaint process, which were referenced in the meeting?
- I would implore the board to continue on with steps beyond these four. While I can see that these steps could possibly resolve future complaints, I'm not able to imagine a scenario in which the current complaints will be resolved by a response. I would hope that the Board would agree that some complaints warrant a further degree of accountability and repercussion.
- I would like to request that the Administrator, Clerk, and/or attorney also explore the formal censure process at this time.

Thank you,
Shane

On Thu, Jul 7, 2022 at 12:50 PM Lefebber, Sheila <sklefeber@kiel.k12.wi.us> wrote:

Hi Shane,

Last evening the Board met to discuss the process for handling board complaints. I'm following up with you to share the next steps in the process with respect to the Board member complaints that you and others have filed with the district.

The Board approved steps 1-4 (see below) to begin the process.

1) The complaint will be shared with the Board member(s) against whom a complaint was filed (respondent member(s)) within one (1) business day of receipt.

2) The respondent member(s) will have an opportunity to respond to the complaint in writing within ten (10) business days.

- The Board did approve beginning the timeline for responding effective today (7/7/2022).

3) That written response will be sent to the District office, and the District office will send it out on the respondent member(s)'s behalf within one (1) business day.

4) The Board's hope is that this response would suffice for the person(s) who filed the complaint (complainant(s)).

At the July 20th board meeting, the Board will continue to discuss the process for handling complaints.

I do not have contact information for all of the other individuals who signed the complaints and would ask that you share this response with them or please provide me with their contact information, so that I may share this response. Please let me know which way would work best for you.

Thanks,

Sheila Lefebber
Kiel Area School District
Administrative Operations Manager
416 Paine Street
Kiel, WI 53042
District Office 920-894-2266
Direct Line 920-894-5112
sklefeber@kiel.k12.wi.us

CONFIDENTIALITY WARNING: This email may contain confidential or proprietary business information and is for the sole use of the intended recipient(s). Any unauthorized use or disclosure of this communication, including attachments, is strictly prohibited. If you believe that you have received this email in error, please notify the sender immediately and delete it from your system.

From: [Shane Konen](#)
To: [Lefebber](#); [Sheila](#)
Subject: Re: Email - July 15
Date: Monday, July 18, 2022 10:32:16 AM

Hi Shelia,

Yes, I did pass it along to the other complainants, no need for you to take that on. I'm sorry again for the delayed and incomplete response, I've been traveling the last few days.

I plan to submit input for the next board meeting via the google form on the KASD site.

Best,
Shane

On Jul 18, 2022, at 10:01 AM, Lefebber, Sheila <sklefeber@kiel.k12.wi.us> wrote:

Thanks Shane! Did you share it with the other complainants or do I need to?

Thanks,

Sheila Lefebber
Kiel Area School District
Administrative Operations Manager
416 Paine Street
Kiel, WI 53042
District Office 920-894-2266
Direct Line 920-894-5112
sklefeber@kiel.k12.wi.us

On Mon, Jul 18, 2022 at 8:59 AM Shane Konen <wiskonen@gmail.com> wrote:

Hi Shelia,

Yes, I did receive your email with Jamie's response. Sorry for the delayed reply back.

Best,
Shane

On Jul 18, 2022, at 8:42 AM, Lefebber, Sheila
<sklefeber@kiel.k12.wi.us> wrote:

Good morning Shane,

I sent you an email on Friday with Jamie Henschel's response to the complaint. I did ask you to confirm receipt along with confirmation that you would pass along.

From: [Shane Konen](#)
To: [Lefeber](#); [Sheila](#)
Cc: [Stuart](#)
Subject: Re: Complaint Response
Date: Tuesday, July 19, 2022 2:07:31 PM
Attachments: [Response to Complaint.docx](#)
[ATT00002.bin](#)

Hi Sheila,

Thank you for passing the response along. I've shared it with the other complainants. This response is unsatisfactory. It does not address the complaint whatsoever. I urge the Board to press forward with further review of this complaint, and implore the other Board members to explore and address the procedure around censuring other members of the Board.

Copying in Clerk Long for visibility.

Thank you,
Shane Konen

On Jul 19, 2022, at 2:33 PM, Lefeber, Sheila <sklefeber@kiel.k12.wi.us> wrote:

Good afternoon Shane,

I'm passing along a response from Diana Schaefer with respect to the complaint she was identified in per the steps I shared previously with you.

Please confirm receipt of this response as well as confirmation that you will pass along her response to the others who were listed as complainants.

Thanks,

Sheila Lefeber
Kiel Area School District
Administrative Operations Manager
416 Paine Street
Kiel, WI 53042
District Office 920-894-2266
Direct Line 920-894-5112
sklefeber@kiel.k12.wi.us

CONFIDENTIALITY WARNING: This email may contain confidential or proprietary business information and is for the sole use of the intended recipient(s). Any unauthorized use or disclosure of this communication, including attachments, is strictly prohibited. If you believe that you have received this email in error, please notify the sender immediately and delete it from your system.

From: [Shane Konen](#)
To: [Lefebber](#); [Sheila](#)
Subject: Re: Complaint Response
Date: Monday, July 18, 2022 1:52:01 PM

Hello Sheila

I've submitted the following response to the KASD Board of Education Public Comments Google form. Please let me know if there are any issues with the submission.

The complainants are not satisfied with Mr. Henschel's response, which is the only response that has been received as of today.

The response does nothing to explain how the Board President election outcome was achieved. I urge the other members of the Board and attorney to press forward with further review of this complaint as well as the other complaints that have been filed.

I would also like to implore the Board to continue on with finalizing complaint process steps beyond the first four. While I can see that these first steps could possibly resolve future complaints, I'm not able to imagine a scenario in which the current complaints will be resolved by these steps alone. I would hope that the Board would agree that some complaints warrant a further degree of accountability and repercussion. I would also like to request that the Board include formal censure as a possible outcome of the complaint process.

Thank you,
Shane Konen

On Fri, Jul 15, 2022 at 10:14 AM Lefebber, Sheila <sklefeber@kiel.k12.wi.us> wrote:

Good morning Shane,

I'm passing along a response from Jamie Henschel with respect to the complaint he was identified in per the steps I shared previously with you.

Please confirm receipt of this response as well as confirmation that you will pass along his response to the others who were listed as complainants.

Thanks,

Sheila Lefebber
Kiel Area School District
Administrative Operations Manager
416 Paine Street
Kiel, WI 53042
District Office 920-894-2266
Direct Line 920-894-5112
sklefeber@kiel.k12.wi.us

CONFIDENTIALITY WARNING: This email may contain confidential or proprietary

That information was added to the board packet late yesterday and would be available to you. Here is the link to the board meeting agenda <https://app.agendamanager.com/kiel/dashboard?take=10&accountId=2071&startDate=2022-09-08&endDate=2022-09-23>

Please let me know if you have any difficulties locating this information.

Thanks,

Sheila Lefebber
Kiel Area School District
Administrative Operations Manager
416 Paine Street
Kiel, WI 53042
District Office 920-894-2266
Direct Line 920-894-5112
sklefeber@kiel.k12.wi.us

On Thu, Sep 8, 2022 at 10:53 AM Shane Konen <wiskonen@gmail.com> wrote:

Hello again,

One more hopefully easy request: The list of unfulfilled/pending open records requests that was compiled and referenced in last night's BOE meeting.

It sounds like the list was already put together so my hope that it is not too taxing to share.

As always, thank you,

Shane Konen

> On Sep 7, 2022, at 10:23 PM, Shane Konen <wiskonen@gmail.com> wrote:

>

>

> Hi Sheila and Brad,

> I'd like to make an open records request, hopefully this is quick one to fulfill:

>

> Any email that was sent to all of the school board members from the last week (9/1/22 - present) that is either sent from, or contains the names: Monty Meister, Heidi Kienbaum, and/or Rose Rabidoux.

>

> Thank you,

> Shane Konen

CONFIDENTIALITY WARNING: This email may contain confidential or proprietary business information and is for the sole use of the intended recipient(s). Any unauthorized use or disclosure of this communication, including attachments, is strictly prohibited. If you believe that you have received this email in error, please notify the sender immediately and

From: [Kim Konen](#)
To: sramminger@kiel.k12.wi.us
Subject: Thank you for the Cookies & Canvas!
Date: Sunday, May 1, 2022 1:17:07 PM

Hi Sheila,

[REDACTED] I wanted to reach out to you to let you know [REDACTED] It was so well organized, your helpers were fantastic, and the project was perfect for kids of all levels.

[REDACTED] I hope it happens again. I'm happy to donate a carafe of coffee and cups for the next one! :)

Kind regards,
Kim Konen