

From: [Shane Konen](#)
To: slong@kiel.k12.wi.us
Subject: Two questions
Date: Tuesday, April 26, 2022 2:23:59 PM

Hi Stuart,

I have two (unrelated) questions, both of which I understand to fall under your jurisdiction as clerk:

1. Hypothetically, if I wish to file a formal complaint about a member of the board, is there a process that must be followed? I've searched the board policy manual and found "9130 - PUBLIC REQUESTS, SUGGESTIONS, OR COMPLAINTS" - but it seems to only address students and staff. If the process is codified, I'd appreciate it if you could share, or let me know where to obtain further details.
2. Has Jamie Henschel been sworn in yet? Per "0142.4 - OATH" in the board policy manual this was to be done by yesterday.

Thank you,
Shane Konen

From: [Shane Konen](#)
To: [Long; Stuart](#)
Subject: Re: Two questions
Date: Friday, April 29, 2022 11:04:58 AM

Stuart,

Thank you so much again for your diligence here - it's much appreciated.

I will examine your email thoroughly and get back to you with any questions I might have.

Have a good weekend,

Shane

On Thu, Apr 28, 2022 at 3:42 PM Long, Stuart <slong@kiel.k12.wi.us> wrote:

Hello Shane,

Thank you for your patience.

The correct steps as I understand them should be the following:

- Submit your complaint/concerns to Dr. Ebert, via email or in writing (usps or personally dropped off at the district office)
 - No need to use a specific form at this time, however, include the who (against), what (violation you are claiming if you can clearly identify one or do your best), when, where, and why of your complaint (what damages does it do).
 - From this information, the district office will conduct a preliminary investigation to outline the steps and protocols that will be followed on how the complaint will be handled and proceed (as an example, who will be assigned to do a full investigation; Dr Ebert, an internal (KASD) compliance officer or and external one (from another school district or a retired district administration in the state) and if it is an internal violation (local policy) or violation of state statutes (that may include a referral to dpi or local district attorney) etc.)
- You are welcome to cc myself if using email to file your complaint as an accountability and notification process. That doesn't mean I will be responsible for taking the lead on any portions of the investigation or follow through, only that I will assure that it doesn't get "swept under the rug" and that you will get a timely updates on the status (depending upon how long the process takes)
 - You are welcome to cc anyone else you have confidence in to assure proper documentation and follow through, however, I would suggest that you do not include the full board as that may be seen as prejudicial if any parts of the complaint were appealed to the board level.
 - If you choose to have it delivered by usps then it would be best practice to have it sent registered with a signature (I am not suggesting this or that it is necessary to expend \$ on this, however, as best practice, it would avoid claims of not seen or received until...?)
 - If sent via email, I would also suggest you set up a read receipt (for same reasons stated previously for usps)
 - I am not suggesting these steps because I have any doubt in our district administration or office. Instead I make these suggestions as best practice.
- Dr. Ebert is required to follow up on all complaints, to investigate, and make a

determination, or assign a compliance officer to do so.

- That doesn't guarantee your satisfaction or agreement, however, it would be the first "hoop" that would need to be gone through before an appeal to a "higher authority" (whatever that may be under the circumstances, i.e. board, dpi, district attorney, etc.). Unless obviously criminal in nature, any higher authority would "kick it back" to this first investigative step if not already done.
- I would also suggest that you kindly (please be respectful, I know you are) request a periodic update that would be to your satisfaction (weekly, every 2 weeks, etc.) and provide an outline of what next steps you can expect (that can be shared with you, in case specific students or others would be involved that are legally shielded) or an alternative suggested to you. Again, I suggest this as best practice so that both parties can avoid any conflict due to different expectations or misunderstandings.

If you have any additional questions or if there is something I overlooked, please let me know! I do tend to be wordy and include more detail than is necessary on occasion. Unfortunately, if I have not already written a draft (I have not in this case), my thoughts may move faster than my typing and I miss something. If that is the case, I apologize and ask for your understanding.

If there is any more I can do to assist you, please do not hesitate to ask me. I can not state strongly enough how grateful I am for community members such as yourself willing to speak up under very difficult circumstances. It is strong support like yours that inspires individuals like myself to continue to do our best to serve our children and community (C²).

Respectfully,
Stuart

On Thu, Apr 28, 2022 at 10:07 AM Shane Konen <wiskonen@gmail.com> wrote:

Thank you for the update, Stuart - and for your diligence in processing my request. It is greatly appreciated.

Best,
Shane

On Thu, Apr 28, 2022 at 9:44 AM Long, Stuart <slong@kiel.k12.wi.us> wrote:

Shane,

I did not forget about you. I am looking at one particular policy for guidance and have consulted "free" legal review to confirm it is the best policy and procedure/protocol to use/follow. I expect and answer later today.

Respectfully,
Stuart

On Tue, Apr 26, 2022, 3:15 PM Shane Konen <wiskonen@gmail.com> wrote:

Thanks for your prompt response, Stuart.

The nature of the complaint is [0144.2 - BOARD MEMBER ETHICS](#) as published in the Board Policy Manual.

Thanks in advance,

Shane

On Tue, Apr 26, 2022 at 2:53 PM Long, Stuart <slong@kiel.k12.wi.us> wrote:
Hello Shane,

Thank you for reaching out to me.

Jamie was sworn in last week Friday and witnessed by Dan Meyer and Brad Ebert.

Per your request about complaint processes, are you able to provide me with the nature of the complaint or confirm that your intention is a "local" issue vs. a violation of a state statute governing school board members. This will help me address your question better.

Respectfully,
Stuart

On Tue, Apr 26, 2022, 2:23 PM Shane Konen <wiskonen@gmail.com> wrote:

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Shane Konen

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From: [Shane Konen](#)
To: [Gross; Melanie](#)
Cc: [Kim](#)
Subject: [REDACTED]
Date: Thursday, April 21, 2022 3:28:47 PM

Ok, thank you!! [REDACTED]
Will we receive an automated email when payment is due?
Thanks again,
Shane

On Apr 21, 2022, at 1:44 PM, Gross, Melanie <MGross@kiel.k12.wi.us> wrote:

[REDACTED] I also will put down
dropoff/pick up. Payments will be available in May.

On Thu, Apr 21, 2022 at 1:29 PM Shane Konen <wiskonen@gmail.com> wrote:

Hi Melanie,

[REDACTED]

Thank you,
Shane Konen
920-286-6202

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Melanie Gross
Principal Secretary
Summer School Secretary
Zielanis Elementary School -Kiel
1010 Adams Street
Kiel, WI 53042
920-894-2265 ext. 4000
920-894-5104 fax



Any good coach compliments his team when they do what he taught them

From: Long, Stuart
To: Best For Kids
Subject: Re: To the Kiel Area School District
Date: Thursday, December 29, 2022 1:13:28 PM

Good Afternoon All,

Thank you for your advocacy of the students of the Kiel Area School District!

I find your well thought out and constructive email to not only be reasonable and logical, but very persuasive! I also believe these attacks of Dr. Ebert are direct attacks on our students and staff of the KASD! It also represents an attack on decency in our community!

Respectfully,
Stuart

On Wed, Dec 28, 2022 at 4:37 PM Best For Kids KASD <bestforkidskasd@gmail.com> wrote:

To the Kiel Area School District:

We, the undersigned, are appalled at the continued overt display of adverse politics put into motion by Board President [REDACTED] and those aligned with him. Despite having ample time and opportunity to use the proper channels to voice concerns over KASD Superintendent Dr. Ebert's contract renewal, [REDACTED] has instead, done the following:

- 1) Made an unprecedented move and pulled rank to force a full Board vote regarding Dr. Ebert's contract renewal, against the Personnel Committee's recommendation and overwhelming ongoing community support. **That's not a crime that's his responsibility**
- 2) Neglected to voice any actual concerns regarding Dr. Ebert to the full Board or the district office, but rather kept his 'reasons' for calling Dr. Ebert's contract into question hidden from the full Board and the public. **That's called his prerogative (look it up)**
- 3) Refused to complete his mandatory yearly evaluation of Dr. Ebert last April, as admitted in this year's Board retreat. **What business is it of your Konen? These are not crimes**

If members of the Board believe that Dr. Ebert is not capable or good at his job, why haven't they presented this information publicly or at least to the rest of the School Board? Instead, as a community, we have no substantial evidence that he should be removed from his position as Superintendent and therefore it seems that this is nothing more than another political play.

For a fuller picture, please recall the following list of events that have occurred since the Tri-County Citizens (TCC) began their interest in Kiel's schools:

- False claims of so-called CRT and pornography riddling the district.

NOT TRUE KONEN!
There is a mountain of evidence
on display at
www.tccwi.org

Denying the evidence is totally lame dude