



# ORANGE & BLACK

Focusing On Activities In The

Iola-Scandinavia School District

Special Section of the Waupaca County Post

February 23, 2017

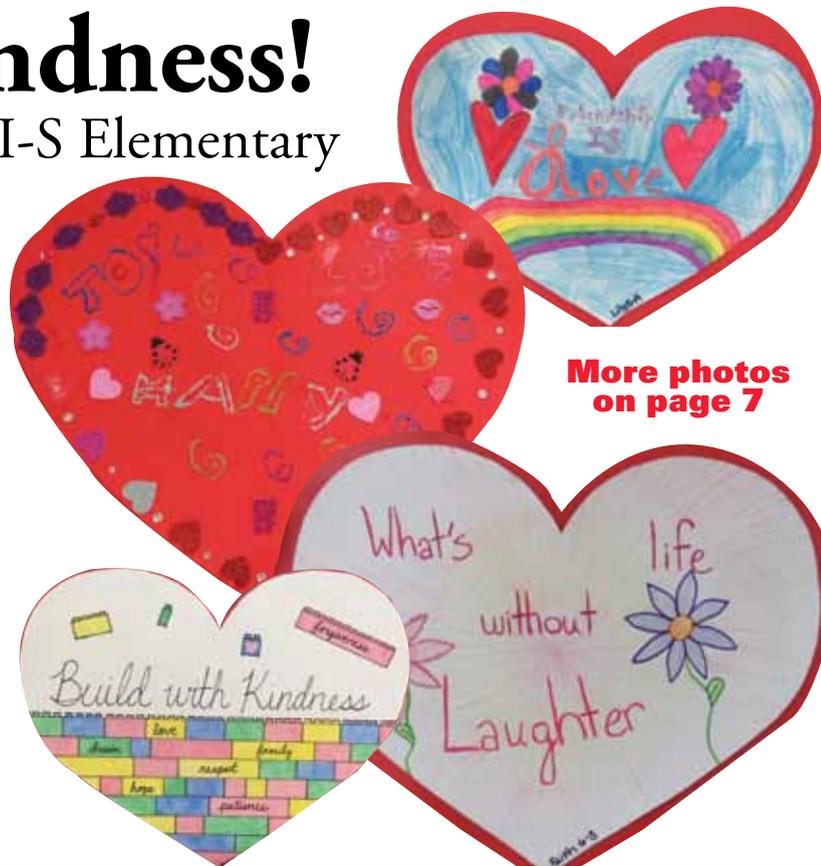
## Choose Kindness! Hearts Fill the Halls at I-S Elementary

BY JILL WILLEMS  
ELEMENTARY ART INSTRUCTOR

Messages of kindness and beautiful artworks in the shape of hearts are on display at Iola-Scandinavia Elementary. Students, parents and staff created about 140 hearts to promote positive and caring behavior and attitudes.

Here's a sampling of some of the inspirational phrases: "Build with Kindness, Set an Example – Be Kind – Others Will Follow, Scatter Kindness Wherever You Go, It Costs Nothing to Be Kind, It Takes the Special Heart of a Kind Person to Mend Another Person's Wrinkled Heart, Throw Kindness Around Like Confetti, Warm Your Heart, How Beautiful a Day Can Be When Kindness Touches It, Use Your Heart to Choose Your Words," and my favorite quote of all: "Be the Person Your Dog Thinks You Are!"

NOTE: Mrs. Willems has started a Facebook page dedicated to I-S Elementary Art. It is called "Studio 29." If you don't have Facebook, here is the link where you can find the page [www.facebook.com/Studio-29-722960737841859/](http://www.facebook.com/Studio-29-722960737841859/)



More photos  
on page 7

## Elementary Principal's Report

BY STACEY WESTER  
PRINCIPAL I-S ELEMENTARY SCHOOL

It is hard to believe we have already passed the halfway point of the 2016-17 school year. The Iola-Scandinavia staff and I want to thank you for all of your continued support of your children and our school.



Wester

I want to thank the families and community for supporting the changes at the elementary school that are assisting in maintaining a safe and secure school building.

Here are some of the changes that have been implemented:

- All doors will be locked throughout the school day.
- A staff member will be available to allow guests access to the school building.
- All guests wishing to access the building should report to the office upon entering, sign in and pick up a guest badge.
- Parents are asked to stay in the lobby and not enter any of the hallways for morning drop-off or after-school pick up.
- Elementary parents are welcome in the lobby at 2:55 p.m. to meet their child at the end of the school day.

### Messages of Kindness

Kindness: the quality of being friendly, generous, and considerate

As I look at the display of kindness hearts that Mrs. Willems is collecting, I see many beautiful hearts sharing messages of kindness. If you haven't seen them, I urge you to stop in and take time to read these wonderful messages.

## Miss Wisconsin Visits ISES



More  
photos  
on page 3

Miss Wisconsin included Iola-Scandinavia Elementary School in her recent tour of the area.

The tour promoted the personal platform of Courtney Pelot, the reigning Miss Wisconsin: "Open Books, Open Opportunity: Promoting Literacy in Our Communities."

Pelot was crowned Miss Wisconsin at the June 2016 Miss Wisconsin Pageant where she participated as Miss Green Bay Area.

Her visit included photo opportunities with students.

Students meeting Miss Wisconsin when she visited the elementary school included (from left) Jensen Rice, Charlie Tappa, Sienna Miller, Masina Reuter, Katelin Rosenthal and Brylee Jueds.

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**Iola-Scandinavia  
Community  
Fitness and  
Aquatic Center**  
BY TIM WELCH  
ISCFAC DIRECTOR



Do you like free things to do with your kids? Do your children like to swim, climb the climbing wall and jump in a bouncy house?

Then please mark your calendar for Saturday, March 11. That is the date of the Iola Lions Community Health Fair.

The Health Fair will again be held 7 a.m. to 11a.m. at the Iola-Scandinavia Community Fitness and Aquatic Center.

Family activities include: Climbing on the rock wall, bouncing in the inflatable bounce house, group exercise and swimming.

Adults can enjoy a free lipid panel and blood glucose test, blood pressure screening (requires fasting) and balancing tests. We also will have skin cancer screening and the Lions' "Spot Vision camera."

Other information such as nutrition, physical therapy, exercise groups, suicide prevention and fire prevention will also be provided among others.

A delicious pancake breakfast will also be provided by the Iola-Scandinavia Leos Club. The cost is \$5 for adults and \$3 for children ages sixth grade and younger. The breakfast includes pancakes, sausage, syrup, numerous toppings, coffee and juice.

## President's Day



Derek Haroldson's 4 Year-old kindergarten class celebrated President's Day by dressing up as George and Martha Washington, playing with real coins, and putting their photos on a \$100 bill. Pictured are Chase Mork and Casey Hendricks.



**Have a news  
story for  
Orange & Black?  
Please submit to  
jmyhra@mmclocal.com**

# Welcome Spring with the PTO

BY ROSE MCGUIRE  
I-S PTO VICE PRESIDENT

The I-S PTO is thrilled to announce another Spring Fling. Mark your calendars for the family dance that won the hearts of our elementary students and their families last year. The date is April 6.

Mr. Jacob Martin will be our deejay, spinning some fun songs. We'll be providing snacks and treats again. More details will follow soon regarding the times, admission and

other information.

Interested in helping plan the fun? Want to donate a snack or treat for it? Ready to help plan another Staff Appreciation Week?

We need you. Please join us at our next meeting at 5:30 p.m. Monday, March 13, in the Elementary School Office. If you cannot attend the meeting, but want to help, please let us know.

## Spring Soccer Coordinators Needed

The Iola-Scandinavia Recreation Association is looking for Spring Soccer coordinator(s).

We are looking for several parent volunteers to help with getting our soccer season underway this spring.

This involves helping to coordinate the program and working with teams/coaches and other light du-

ties as needed.

If you are interested in assisting this soccer program and making it fun for the children please contact us.

For more information, please email Tim Welch at [welcht@iola.k12.wi.us](mailto:welcht@iola.k12.wi.us) or [printzk@iola.k12.wi.us](mailto:printzk@iola.k12.wi.us).

## Health Café Targets Healthy Goals

### Public Discussion set for Feb. 26

The New Year often starts off with great intentions. Now is about the time many of us realize we're not quite on track to accomplish our goals. The good news – it's not too late. Let's take a deep breath, pick ourselves up, dust ourselves off, and start all over again. But before we do, let's think about what we can do to be more successful.

A few health conscious folks in Iola plan on doing just that. They are hosting a discussion café at the Iola-Scandinavia Community Fitness and Aquatic Center from 2-3 p.m. Sunday, Feb. 26, All are welcome, free of charge.

Barb Sauer is organizing the event with the help of Tammie Jo Berg, a Yoga instructor at Lessons from the Arts, on Main Street in Iola.

Sauer was an athlete at the cusp of the rise in women's sports. She lettered in field hockey and softball at Michigan State University when the women's basketball team brought on the first Title IX lawsuit in the late 1970s.

"I remember the poster 'Train without Pain there is no Gain' that hung in the Varsity 'S' weight room and having to come back from summer 'at weight.' If you didn't, you had to run extra laps at the end of practice," she said. "Of course, in those days advice for how to 'get to weight' didn't include any education about nutrition; it was all about the workout schedule they gave us."

"I recall a discussion with the athletic trainer one day," Sauer said. "She was doing a doctoral thesis on diet and the female athlete. She found that it was not unusual to see females competing in diving and gymnastics who suffered with eating disorders because they felt their weight influenced the judge's scores. I'm so glad that there is more information about diet, peak performance and health, in general, now. The key is getting that information to people." Nowadays, Sauer's drive isn't to win the game, but to get the most out of life. To do that, you need to be healthy.

According to the Marits Poll, being a better person tops the list of New Year's resolutions for 2017, knocking weight

loss from the number one spot for the first time since 2014. Exercising more ties weight loss for second place. Less than half of those polled, 44 percent make resolutions and most of them, 68 percent, report that they kept at least a portion of their promise from last year. Kudos to them.

But what about the majority, 56 percent, who report they are not likely at all to make a change?

Clearly the resolution setters seek improved health. The resolution list also reflects the poor state of our nation's health in regard to diet and exercise. In all but four states, more than 25 percent of adults are obese. Unfortunately, Wisconsin is not one of these four, but at least it's not one of the three worst; Arizona, Mississippi and West Virginia have this claim to shame.

Only about one-third of Americans report regular moderate or vigorous physical activity (National Health Interview Survey). Similarly, only about one-third of people report eating fruit two or more times a day, and only 26 percent reported eating vegetables three or more times a day. Many health professionals recommend 7-13 servings of combined fruits and vegetables a day. Americans, as a whole, are not doing very well against these goals.

Another 2012 survey of more than 1,000 Americans indicated that the majority of people, 52 percent, find it harder to figure out what you should and shouldn't eat to be healthy than to figure out how to do your taxes.

Regarding better health – considering the importance of, the desire to, and the confusion how – Sauer and Berg hope the room will be filled with people who want to collaborate with each other on the topic of health. Their goal is to celebrate and share healthy habits, confront shortcomings, and motivate and inspire each other to be the best we can be when it comes to our health.

The health café is an interactive discussion forum. People share their stories and learn from each other, while the discussion is interjected with information from subject matter experts.

# Happenings in the Science Department

**BY ROSE MCGUIRE**  
STEM CHALLENGE ADVISOR

The Science department has had a busy and successful six months of this school year so far. We have continued to work on hands-on laboratory activities, implemented many Next Generation Science Standards (NGSS) practices in the classroom, and continued working with engineering design to test our conceptual knowledge.

Chemistry students had a chance to participate in Independent Research Projects will in the fall 2016 semester. The extensive research and writing process will well prepare them for further college and career success.

The entire project was student run, from investigating an area of interest and refining a question, to gathering their data from their experiments. Faculty oversight helped them refine their design process.

The following students chose to share their project titles with the Orange and Black readers.

- Jon Bauer – The Effects of Water on Rope Tensile Strength
- Taylor Beske – Hand Cleaning Methods on Diabetic Test Strip Readings
- Angela Gauerke – The Effectiveness of Different Types of Waterproof Mascara

- Brooklyn Podgorny – The Longest Lasting Nail Polish
- Carter Przybylski – Different Brands Golf Ball Weight vs. Elasticity
- Amie Smith – The Effects of Sugary Drinks on Teeth
- Jessica Trzebiatowski – The Race Against Time – A Candy Dissolution Experiment

Additionally this year, a select group of students are participating in a STEM Challenge run through the Biomimicry Institute with support from the CESA 5 Science Specialist. The STEM Challenge Advisor Rose McGuire has overseen project development with the student members.

Student members Carter Snyder, Jada Beacom, Echo Watters, Britney Tuszke and Cocheta Packard are working on a project that will address (through mitigation, adaptation or prevention) Global Climate Change, while mimicking something found in nature. Currently their design involves addressing lunch waste in a creative composting design. They have had two field trip days to the Wisconsin Dells to work with creative thinking coaches and science specialists in the design process. Stay tuned for further updates.

You can stay up to date with the on-goings of the Science Department by following “I-Sci” on Facebook.

# Rib Fest set for March 5

**BY TOM ANDERSON**  
I-S SOFTBALL COACH

The Iola-Scandinavia Girls Softball Team will host their very popular Rib Fest Dinner on Sunday, March 5, at Silver Lake Lanes in Scandinavia. Due to the popularity of this event, dinners will now be served from 2-6 p.m.

Along with your choice of a full- or half-rack of ribs, the menu includes a baked potato, baked beans, coleslaw, fresh bread and a variety of salads and desserts.

The cost for a full-rack is \$20, and \$15 for a half-rack. If you would like to take your dinner home, we do have to-go containers.

Tickets may be purchased at the I-S High School office, Silver Lake Lanes, and from any softball player or coach.

Money raised will help fund the softball team’s spring training trip to Disney World this spring.

## Secondary Principal’s Report

**BY SARA ANDERSON**  
PRINCIPAL I-S HIGH/MIDDLE SCHOOL

As we near the end of February the winter co-curricular activities are winding down.

The girls’ basketball team will begin the WIAA regional play on Tuesday, Feb. 21, while the boys have their first regional game schedule for Tuesday, Feb. 28.

The middle school girls’ basketball team will finish their season on Feb. 27 when they host Manawa.

The quiz bowl team is nearing the end of the 2017 season as well. They will host Gresham on Feb. 22. The Conference match is scheduled for Wednesday, March 8. In order to qualify for this meet the teams would have to finish in first place in their division.

Ms. Chelsea Liesch, Mrs. Linda Trepasso and Mr. Jacob Martin continue preparations for The Wizard of Oz. A special thank you to Ms. Heather Lynch for her help with the costuming. Please plan to attend one or more of the performances scheduled for April 21, 22 and 23.

The 2017 National Honor Society Induction ceremony will be held on Wednesday, March 15, at 1:30 p.m. in the High School Auditorium.

Mr. Darin Beschta received word that he along with five students have been selected to attend a summer science camp scheduled to be held July 10-13 at the University of Wisconsin-Madison. The camp is sponsored by the Morgridge Institute of Research, Inc., a private interdisciplinary biomedical research organization affiliated with UW-Madison.



Anderson



Sixth grade students with Miss Wisconsin.



James Olson tries on the crown.



Some of the students tried on the Miss Wisconsin banner.

### Miss Wisconsin Visits ISES



Third graders with Miss Wisconsin.

### Wester

Continued from page

However, the kindness in our school goes beyond the hearts on the wall. Kindness can be felt and seen every day in our school. We have many students that are consistently modeling how to be friendly, generous and considerate.

Thank you to all that have made kindness hearts and thank you to everyone that makes kindness a part of their

daily lives.

### Family Literacy Night

Our next Family Literacy Night will be Thursday, March 23. The details of this event will be shared in the next few weeks.

As always, feel free to contact me with any ideas, questions, compliments or concerns you may have regarding I-S Elementary.

# Frequently Asked Questions of Recent School District Events

**1. At the last School Board meeting several people criticized the Board for firing the District Administrator and the reasons the District Administrator was fired. Was the District Administrator fired and how come?**

The statements that the District Administrator was fired are completely untrue. The District Administrator is currently on a sabbatical leave of absence through March 2017.

**2. There have been accusations that the Board has not communicated with the public about the situation with the District Administrator. What has the Board communicated? What has the Board not communicated? When has the Board communicated?**

The Board provided the statement below to the public on Jan. 16:

Dr. Dyb has been granted a sabbatical leave from his position with the School District of Iola-Scandinavia for the purpose of career exploration and educational opportunities. The Board has appointed Business Manager Sarah Thiel, Elementary School Principal Stacey Wester and Middle/High School Principal Sara Anderson to serve as co-interim District Administrators in his absence.

As was reaffirmed in the months leading up to the November referendum, our school district is a focal point in Iola-Scandinavia, and there is enthusiastic support by the community to support educational opportunities for I-S students. The success of our schools is a collaborative effort by teachers, parents, staff, school leaders and the community to make student learning a priority and to focus efforts on continually striving to achieve the high standards set in our schools. We are committed to excellence and are confident that allowing this sabbatical leave will not affect our students, as our staff will continue to provide the best education possible.

Our focus is described in our district's mission statement: "The Iola-Scandinavia School District partners with families and the community to engage, prepare, encourage and inspire our students as they embrace opportunities to learn and become contributing members of society." The district will continue to put a laser focus on our mission statement and will concentrate decision making around what is best for students. We also realize the importance of the strong school-community connections and will work to maintain those relationships with the community by actively participating in various community outreach events and community groups.

Thank you for being patient and under-

standing while we provide privacy for David during his sabbatical. Please contact any of our Administrators or Board members with additional questions you may have.

Although we would have liked to provide this much earlier, we were prevented from doing so per federal and state law. We communicated this information on the very first day that we legally could.

To the best of our knowledge, we have answered every question that has been asked via email or in a public meeting that we legally can. Please understand that there are many questions we have not answered because doing so would cause us to break federal and state law, and we will continue to abide by the law. This might be frustrating to some; however, following the law is in the best interests of the School District. If there are questions that we can legally respond to that anyone feels have not been answered, we encourage them to email the entire Board or ask them during a public meeting.

**3. Who is in charge while the Administrator is on sabbatical and can they handle it?**

First, please know that there is no legal requirement for a Wisconsin public school district to have a District Administrator or Superintendent. During Dr. Dyb's sabbatical, the School District considered hiring an outside interim administrator or having Mrs. Wester, Mrs. Anderson, and Mrs. Thiel perform the role of co-interim administrators. After discussing the options at length, the Board selected the latter option because of the cost and the fact that to prepare an outsider to step into this position at this stage of the school year would be difficult.

We have provided you with a Communication Pathways document that describes the temporary chain of command in the School District and the different responsibilities assigned to each of the co-interim administrators. We have also provided you with a list of the roles and responsibilities that Dr. Dyb was performing before his sabbatical leave. It is important to note that the list is not as long as you might expect, which helps give us confidence that the three co-interim administrators will be able to adequately fill in. It is also important to note that instructional leadership is not on the list. For the last four years, the Elementary and High School Principals, with assistance from teacher leaders, have provided almost all of the instructional leadership for the School District. The Principals and teacher leaders will continue to perform this function during Dr. Dyb's sabbatical leave. Therefore, while the co-interim administrators have had to take on new responsibilities in Dr. Dyb's absence, instructional leader-

ship is not one of them.

**4. What is the process for evaluating an administrator?**

State and federal law do not dictate the process by which a District Administrator is evaluated. Such decisions are left to the local control of the public school district. In our School District, the Board has adopted policies and procedures governing the expectations of an administrator. For example, several responsibilities demanded by the Iola-Scandinavia School District include: providing instructional leadership, being liaison between the Board and staff, being liaison between the District and the community, following direction provided by the Board, and acting in a manner consistent with the law. In addition, Board Policy #223 outlines the process of the District Administrator evaluation. As reflected in many Board meeting minutes, this policy was followed by the Board.

**5. What is the long term plan for handling the duties of the District Administrator?**

There is no long term plan as Dr. Dyb is on a sabbatical leave until the end of March 2017.

**6. Can relatives be on the School Board at the same time?**

There is no state or federal law prohibiting relatives from serving on the School Board at the same time. In fact, there are many examples of relatives serving in a variety of elected positions throughout the State and the Country. For example, in recent years, brothers have served together in the Wisconsin State Legislature. The father and daughter who served on the Board from 2012-17, were legally elected by the electors of the Iola-Scandinavia School District to serve on the same Board twice during this timeframe.

**7. At the last School Board meeting, an accusation was made that the Basketball Coach and the Baseball Coach could now be fired. What is the process for firing a coach?**

At no point has there been a recommendation from either the Principal or AD about firing either. This is simply rumor. If there was a concern about an individual employed by the School District in a coaching position, this would be discussed by the Athletic Director and Principal/Administration and investigated, as necessary and appropriate. If a decision to terminate was contemplated, it would require a recommendation to the School Board. At this time, we have neither received a recommendation for the termination of the Basketball Coach or the Baseball Coach, nor are aware of any concerns or pending investigations

by the Principal or Athletic Director. Again, it is complete rumor.

**8. What is the process for evaluating a teacher?**

Teacher evaluations in Wisconsin have changed dramatically in the past few years because of 2011 Wisconsin Act 10 and 2011 Wisconsin Act 166. Teacher evaluations are no longer addressed in a negotiated collective bargaining agreement. Moreover, teachers must be evaluated using the Educator Effectiveness process developed by the Wisconsin Department of Public Instruction or an approved alternative. As a result, teacher evaluations are completed by the Principal serving as the direct supervisor of the teacher. If you have additional questions regarding teacher evaluations or Educator Effectiveness, feel free to visit the DPI website/educator effectiveness at <https://dpi.wi.gov/social-studies/laws/educator-effectiveness> or contact Sara Anderson and/or Stacey Wester.

**9. How do parents voice concerns about a teacher?**

There are several ways for a parent to voice a concern about a teacher or other School District employee. One option is to utilize the Communication Pathways document that was provided at the Feb. 13 Board meeting and which has been shared on our school website, in the Waupaca County Post and on our School District Facebook page. As you will see upon review, concerns about teachers should begin first by communicating directly with the teacher. Should you feel your concern has not been addressed, the next step would be to contact the Principal serving as the teacher's direct supervisor. If you still feel your concern has not been addressed, you can contact the District Administrator and during Dr. Dyb's sabbatical leave, your concerns should be brought to the proper co-interim administrator (depending upon the nature of the concern). If your concerns have not been addressed after working with the District Administrator or the co-interim administrator, only then would the Board get involved.

If, however, the concern involves instructional materials; harassment, discrimination or bullying; special education; library materials; or other similar issues, you should review the Board Policies to determine the proper method to voice a concern or to bring a complaint. The Board's Policy Manual is available on the School District's website at [http://www.iola.k12.wi.us/district/policy\\_manual.cfm](http://www.iola.k12.wi.us/district/policy_manual.cfm)

**10. How do parents voice concerns about an administrator?**

The same methods described in response to Question No. 9 may be used by parents

to voice concerns about an Administrator.

**11. How come the Personnel Committee was involved in the Head Track Coach hiring process?**

Per Board Policy 533, a committee of jurisdiction and/or Personnel Committee can become involved in the hiring process. For instance, the entire Personnel Committee has been involved in recent administrative hiring decisions. Typically, the District Administrator provides a recommendation without Board review of the application materials, letters or recommendation, etc. Thus, hiring decisions are typically based on the Board trusting the District Administrator to make a good decision.

The Head Track Coach opening has received a high level of community focus and attention. As a result, the members of Personnel Committee and the entire Board have identified a desire to obtain deeper understanding of the candidates and the application process for this position than is typically warranted. In order to be able to adequately answer questions from the public, the Board needed more direct information than typical.

Furthermore, District employees received a threat that was witnessed and corroborated. There is no safety concern and there was no need to make an official report to authorities; however, the School Board felt it necessary to step in and support our staff by being involved in the process.

**12. There have been criticisms as to how the first bomb threat was handled. What exactly happened that can legally be shared? How does this compare to how some other school districts would have handled it?**

The first bomb threat included several Snapchat posts. These threats occurred after school, while nobody was in the building. The threats included a specific timeframe in which the school would be attacked. The identity of the person making the threat was immediately identified. The Portage County Sheriff's Department and Iola Police Department were dispatched. Law enforcement determined it was not a credible threat. The person who made the threat was not allowed at school the following day and a police presence was provided. Since no actual threat existed, we did not communicate publically.

Different School Districts handle safety concerns, such as this one in different ways. Generally, area school districts with whom we've communicated would have handled it in a similar fashion. For example, a potential threat recently occurred in an area school district that cannot be named for obvious reasons. According to that school district, they "assessed the situation with the chief of police and his recommendation was to not notify. His reasoning was two-fold - 1. There was no risk to students or staff.

2. It would create a 2nd story that was not needed." No parents voiced a concern and it didn't cause any community alarm.

According to a spokesperson for the New London School District, "the district philosophy on parent communication is situation dependent. We will always work first to ensure the safety of students and staff. After that has been done we will notify parents if we believe it is in their best interest to know." It was suggested by New London that four questions are considered in each situation: 1. Will it impede anything the school or police are trying to accomplish?; 2. Was student/staff safety in jeopardy?; 3. Is it a police issue or school issue?; and, 4. Do you create a bigger distraction or mess by notifying parents? This is exactly the process that we used with regard to the first bomb threat.

**13. Who made the first bomb threat?**

We cannot legally divulge this information.

**14. Has the person who made the first bomb threat returned to school?**

We cannot legally divulge this information.

**15. Some have accused the School District of not communicating with teachers about the first bomb threat. Were the teachers communicated with and how?**

These accusations are false. Staff received an email before school after we learned of the threat.

**16. How come the first bomb threat was not handled like the recent threat in the Waupaca School District?**

Some have complained that we handled the initial bomb threat inappropriately and referenced that we should have handled it like a recent threat in Waupaca. The threat in Waupaca was much different. It happened while school was in session and students were present in the building. The initial threat in our District occurred after school and nobody was in the building. We were aware of the student making the threat and the time frame surrounding the threat. The Portage County Sheriff's Department and Iola Police Department were dispatched. Due to the aforementioned detail and their investigation, they determined it was not a credible threat. The person making the threat was not allowed at school the following day and a police presence was provided. Since no threat existed, it was not communicated publically. Everything was handled prior to our students and staff returning to our buildings.

**17. How come the second bomb threat was handled differently?**

The second bomb threat occurred while the school was occupied. The school was immediately evacuated and the Waupaca County Sheriff's Department and Iola Police Departments were immediately dis-

patched. The Brown County bomb squad was also dispatched. This threat is much different than the first. It occurred while the school was occupied. It did not identify a specific timeframe in which the school would be attacked. Also, the identity of the potential attacker was not known. Due to these and other factors, it was determined to be a credible threat and it remains a credible threat.

**18. How come the School District does not have written policy regarding how to address a bomb threat, active shooter, or other threat?**

Our teachers and administration are trained regarding how to handle a bomb threat. Providing these instructions to the public via written policy could also serve to provide the potential perpetrators with the same plans. Therefore, we have determined (and law enforcement officers have confirmed) that it would be irresponsible to share this information with potential perpetrators.

**19. Why do we now have a police presence at the school?**

Some have asked why we have and complained about the police presence at school. Actually, we have always had police presence at the school. Both the Iola Police Department and Waupaca County Sheriff's Department are committed to stop in our school buildings throughout the day at random times when availability allows.

**20. How long will the doors remain locked?**

The school building doors will remain locked and security continually enhanced. The doors will be open every morning from 7:30 am.. to 8:15 a.m. Students coming in early for clubs, meetings, extra assistance from staff, etc., will be met in the commons and escorted to the appropriate locations.

**21. What are some of the rules that you have in place for students (e.g., bathroom use, etc)? Why is this important?**

Since the second bomb threat, the school building doors have remained locked with the exception of a window of time when students enter in the morning. The doors will remain locked for the remainder of the school year. Students will stay in the commons area until 8:00am when staff supervision is available. This will also continue for the remainder of the school year. Support staff have been hired to help monitor the door access and the commons areas in the mornings. Students have had more restricted access in the building. They have not been able to use their merit privileges, commons privileges, or pass privileges. The decision to limit these privileges was based on conversations with members of the Iola Police Department and the Waupaca County Sheriff's Department as a means to maintain the security of the building for the

safety of our students.

**22. Some people have been voicing their concerns via Facebook about how they feel the District is going over-board with the restrictions on the students, especially since the school was cleared by local law enforcement. What would you say to them?**

It may seem that these measures are unnecessary from an outsider's perspective. It can be difficult for those who are not engaged in the daily operations of a school to fully understand the extent of activity in our building. As has been stated by many in law enforcement "Safety is not convenient." Having the building cleared by law enforcement is the first step in making sure our students and staff are safe. Keeping it safe is a daily process.

**23. How long will these restrictions stay in place?**

We have already reassessed some of our needs and our procedures. Some of the merit privileges outside of the building have been reinstated since we have been able to get assistance with our door access. Discussions are occurring about our current pass policies and adjustments that might be made to allow students some pass privileges while not opening the risk to new threats. We are also assessing the commons situation and would like to provide our students opportunities to study in the commons if and when possible. We had not had direct supervision of these students in the past, but feel we currently need to provide supervision for their security and safety. Some students have expressed concern about feeling unsure about being in the commons when people walk in the front doors. We want to make the commons a place where (our) students feel safe again.

**24. How significantly has the bomb threat impacted the school overall? How do you feel about this type of threat?**

Anytime you have a threat to the safety of over 300 students and staff members, as well as to their families, it has a very large emotional impact. In this situation, it is even more difficult as we do not know who the threat came from. Students have difficulty learning in the classroom when they feel unsafe. Staff, who are already very busy making sure students are successful, have had to add more responsibilities to their daily routines. Everyone sits a little bit more on the edge of their chair questioning things they would not have questioned before the incident. The person responsible for this threat needs to know that they have negatively impacted not just one day but several weeks if not months of education for so many. The District is saddened that one person can have this much of a negative impact.

# I-S School Board's Response to Op-Ed

Dear Iola-Scandinavia Community:

It truly saddens and sickens us that we are forced to write this letter. For the last several months, there has been growing discontent amongst some citizens regarding School Board and staff decisions. Unfortunately, much of the concern has been fueled by misinformation, lies, myths and conspiracies concocted by a handful of people who have a lack of understanding of the law, School Board policy, and due process. Their actions threaten to destroy a community and a School District that has long been considered one of the best in the State.

In an attempt to communicate the truth, the School Board has developed a Frequently Asked Questions document that can be viewed on the school website (also available in this issue of Orange & Black). We have also responded to comments and untrue statements, which have been posted on a recently developed website. This response can also be viewed on the school website.

Certainly, everyone is entitled to their own opinions and are encouraged to communicate them to the School Board. However, people are not entitled to their own "personal facts" that diverge greatly from reality. Last week, Joe Opperman, Mary Timdal, and Mary Olson wrote an op-ed that illustrates the type of misinformation being spread. The following is the School Board's attempt to correct that misinformation.

In the future, we ask that people consider what they actually know to be true. Not, what they've heard. Not, what they read on Facebook. But, what they actually know to be true.

## **Their op-ed begins:**

As members of the Iola-Scandinavia School District, we are concerned about several decisions the Iola-Scandinavia School Board made with regards to the leave/sabbatical of the District Administrator David Dyb, the current status of the student/staff safety in light of the shooting and bomb threats, the potential reversal of the approved tennis court project, and the current process of hiring coaches for the district.

I-S School Board minutes lack documentation on the above topics. According to the Wisconsin open meetings law, each item where decisions are made whether discussed privately or publicly, must be announced and documented.

Specifically, Wis. Stat. 19.81(1) states that "all meetings of all state and local governmental bodies shall be publicly held in places reasonably accessible to members of the public and shall be open to all citizens at all times unless otherwise expressly provided by the law." The law provides that in Wis. Stat. 19.82(2) that if one-half or more

of the members of a body are present, the gathering is presumed a "meeting." If the meeting was not announced, this would be considered a violation of open meetings law.

The I-S School Board was asked to provide the meeting dates and times where a private or public meeting took place, and the vote was taken to approve a leave/sabbatical of District Administrator Dyb. Board President Kristen Hoyord's response was "I am sorry I cannot provide you with more information regarding Dr. Dyb's leave or sabbatical."

## **School Board Response:**

Unfortunately, Mr. Opperman, Ms. Timdal, and Ms. Olson have attempted to make a legal argument while lacking an understanding of the Law. First, there is no such thing as a "private" meeting of a School Board. As they noted, when a quorum of the School Board members are present, the meeting must be posted as and is considered a public meeting. If they are implying that a quorum of the School Board illegally met without posting a meeting, let us assure you that this did not happen. We would encourage them to file a complaint with the Wau-paca County District Attorney's office and give us the opportunity to present a defense to their specific allegations.

Second, they fail to acknowledge the Wisconsin Open Meetings Law (Wis. Stat. §19.85), which permits the School Board to meet in closed session for specific purposes. For decades, State lawmakers have believed that certain discussions and decisions are necessary to have and make without the public present. For example, conducting an evaluation of an employee, imposing employee discipline, engaging in competitive negotiations, and conducting student expulsions are some of the many discussions and actions that may permissibly occur in closed session.

The op-ed authors also disregard that the information discussed in closed session is often protected from disclosure by various state and federal laws (e.g., FMLA, FERPA, HIPAA, ADA). As the School Board has explained repeatedly, the District is unable to share some of the information reviewed and decisions made in closed session regarding the aforementioned topics due to various federal and state laws. At this time, the District has shared everything it legally can with the community. The School Board is not willing to break the law in order to satisfy the curiosity of a few.

## **Their op-ed continues:**

There is no documentation of meetings regarding the status change on the privately-funded tennis court project. The school board approved the project at the October

10, 2016 meeting and work began.

## **School Board Response:**

This statement by Mr. Opperman, Ms. Timdal, and Ms. Olson is inaccurate. First, the Tennis Court project was never approved by the School Board on Oct. 10, 2016. In fact, the project has never been approved. As noted in the Oct. 10, 2016, minutes: "A motion was made by Mr. Oppor and seconded by Mr. Beyersdorf to have the Tennis Court Association flatten the dirt pile and place a sign that all work is being completed in full by the Tennis Court Association. Motion carried." Nowhere does it read that the project was approved. In fact, flattening of the pile was necessary because the project had heretofore failed to be approved and the District had grown tired of a large dirt pile. The sign was mandated to help assuage concerns that the pre-project dirt work and potential (but never approved) project was being paid for by the District. We understood that constituents were especially sensitive to this given the referendum process.

It is true that, during the December 2015 School Board meeting, the project was "conditionally approved." The minutes read "A motion was made by Mr. Oppor and seconded by Mr. Beyersdorf to conditionally approve the Tennis Court Site Plan, motion carried. Dr. Dyb will draft assurances and conditions discussed into a memorandum of understanding for discussion at January board of education meeting." District staff prepared a memorandum of understanding, which is a legal document and presented it to the Tennis Court Association, but the Association never signed it.

Because of the lack of progress on the memorandum of understanding, the School Board was puzzled by the fundraising activity and on multiple occasions, requested more information. Due to this uncertainty, the School Board requested that the Tennis Court Association provide an update no later than Oct. 1, 2016. The School Board never received a report. As a result, the School Board understood that the conditional approval was no longer of interest to either the Tennis Court Association or the District. Ultimately, the fact that the Tennis Court Association never signed the memorandum of understanding was fortunate because the School Board has since learned that the School District's attorney was never asked to review the memorandum of understanding and we now believe that there are problems with the memorandum that could have created challenges for the District.

Due to the School Board's desire to make an accommodation for the tennis courts, despite not hearing from the Tennis Court Association for months, we asked the Association to attend the Jan. 9, 2017, meeting

to discuss the matter in open session. The School Board explained that we are still interested in moving forward with the project, but not on the piece of property formerly being considered due to drainage, parking, recreational, and curriculum concerns.

## **Their op-ed continues:**

The opening for the head track coach position was announced last fall. The application was extended to Jan. 20 at the Jan. 9 board meeting. A school board member resigned on Jan. 26 so he could apply for the position, and the deadline was extended to Jan. 27. At a special board meeting on Jan. 30, the vice president of the board stated that the school board would be involved in the interview process for the track coach.

## **School Board Response:**

To be clear, the second extension of the deadline occurred before the resignation of the School Board member. The extension occurred because both a bomb threat and weather had caused the school to be closed for a substantial amount of time or disrupted, respectively, and Principal Anderson and Athletic Director Jueds wanted to offer potential applicants every opportunity to apply. In addition, to receiving a second application, an inquiry for the head track coach position and two inquiries for the assistant coach positions were received, but did not produce any applications. Additionally, anyone familiar with personnel processes understands that application periods are often extended due to lack of a competitive pool of candidates. Until Jan. 27, the pool only included one candidate. Although not a consideration in this instance, extending a deadline due to limited applications is not uncommon.

## **Their op-ed continues:**

The School district policy says the interviewing process is the responsibility of the school principal and the athletic director.

## **School Board Response:**

This is not the case. Wis. Stat. §120.12(1), the School Board has the duty to manage the school district. Moreover, Policy 533 provides that personnel be hired by the School Board, and specifies that the committee of jurisdiction and Personnel Committee can be involved in the process. Policy 232 assigns to the Principal the responsibility of recruiting, interviewing and recommending new staff members for employment and Policy 531.7 explains that the Athletic Director is responsible for assisting in hiring coaches.

In this instance, the Personnel Committee was involved in the interview primarily for two reasons. First, the Head Track Coach opening has received a high level of attention by the community. As a result,

the members of the Personnel Committee and School Board have identified a desire to obtain a deeper understanding of the candidates and the application process. Failure to be deeply involved would have caused a situation in which the Board did not have full information regarding the candidates. Because the Board members will undoubtedly be questioned about the process, full understanding and involvement was necessary. Lack of involvement would have resulted in the public being upset about our lack of knowledge.

Second, District employees received implicit and explicit threats regarding this position. Threatening a School Board member is inappropriate; however, threatening employees of the District causes a different level of concern that required the Personnel Committee to become involved. Currently,

there is no safety concern and there was no need to make an official report to authorities; however, the School Board felt it necessary to step in and support our staff by being involved in the process.

**Their op-ed continues:**

“To avoid conflict of interest because one of the applicants is a former school board member, the board should not participate in the interview process”

**School Board Response:**

School Board members are subject to the Code of Ethics for Local Public Officials (Wis. Stat. §19.59), which is incorporated by reference in Board Policy 161. It is true that a School Board member may not: 1) Take official action which substantially affects a matter in which the School Board member, his/her immediate family member,

or an associated organization has a substantial financial interest; or, 2) Use his/her office to produce a substantial benefit for the School Board member, his/her immediate family member, or an associated organization.

For purposes of the Code, the term “immediate family member” is defined as the School Board member’s spouse and a relative, who receives or provides more than one-half of his/her support from/to the School Board member.

It is clear that none of the School Board members have a conflict of interest that would prevent them from participating in the interview process for the Head Track Coach position.

Furthermore, if you take this statement to its natural end and has been argued on a recently formed website, the School Board

should not be involved in the hiring process either. Not only would this violate policy 533, it begs the question – “If the School Board doesn’t hire, then who does?” We’re quite certain that constituents in the District would be unhappy if the School Board was not the hiring authority.

**Their op-ed continues:**

As constituents, we are responsible to hold the School Board accountable.

**School Board Response:**

The School Board absolutely agrees with this statement. We are responsible to the students, staff, and electors in the District. However, Mr. Opperman, Ms. Timdal, and Ms. Olson attempting to hold the School Board accountable based on misinformation only serves to destroy the District and the community they claim to support.

# Hearts Fill the Halls at I-S Elementary



## Ice Sculpting

Working on an ice sculpture during the Iola Winter Carnival were (from left) Iola Winter Carnival Princesses Faith Loken, Kendall Johnson, Amie Smith, Madelyn Nelson and Lauren Hayes. Holly Neumann Photos

Working on an ice sculpture were (from left) Kira Petersen, Kayla Sidman and Miranda Buelow.

**FAQ**

Continued from page 5

**25. How come the District is hiring four Educational Assistants to stand by the doors?**

The District has installed security cameras and is planning on installing an access system that won't require people to stand by the doors. The recommendation of law enforcement is that we keep the doors locked at this time. Until we either get different direction from law enforcement or complete installation of an access system that won't require people to stand by the doors, we need to have these people in place. While staffing the doors, these new educational assistants will also be available to perform clerical work. Over recent years, we decreased staffing to a bare minimum. Current staff cannot perform this role as this would negatively impact student instruction. At this time, the four positions are temporary until we no longer need people to stand by the doors.

**26. Anything additional you would like parents and/or students to know?**

As a Board and as a School District, we will continue to assess our safety practices and procedures in a thoughtful manner with a focus on the students, staff, families and community.

# MARCH 2017 IOLA-SCANDINAVIA ELEMENTARY SCHOOL BREAKFAST/LUNCH MENU

SUNDAY MONDAY TUESDAY WEDNESDAY THURSDAY FRIDAY SATURDAY



## Wake up to School Breakfast!

The importance of a healthy balanced breakfast has been recognized through well-documented research. Breakfast plays an important role in child nutrition. A well-balanced breakfast gives children a "jump start" to the day when their bodies are fueled with the nutrients they need to help them learn. Studies indicate that students who eat breakfast have improved mathematics grades and reading scores, enhanced classroom attentiveness, reduced absenteeism and tardy rates, fewer nurses' visits, and improved psychosocial behaviors. Breakfast makes kids feel good and also contributes to a healthy body weight.



## Go for the Green

Green vegetables are all high in vitamin C and fiber, and also contain vitamin A, iron and calcium. In general, the darker the color of the green vegetable, the more nutrients. Green vegetables are also a good source of enzymes when eaten fresh. Enzymes function to more effectively break down food, allowing for absorption of more nutrients from foods eaten and a more thorough elimination of parts of foods that are not useful to our bodies. In short, enzymes in green vegetables will get your metabolism cracking and ensure a healthy digestive system. Antioxidants are prevalent in the green veggie department, as if you needed another reason to be consuming them on a daily basis. Antioxidants bind with free radicals (unstable molecules that damage body tissues) to make them stable, and in this way contribute to ensuring that the body is keeping on top of all the daily free radical producers, such as processed foods, smoke from cigarettes and city smog, and also from airborne pesticides.

	W/G Cereal Bar, W/G Graham Snacks, Fruit & Fruit Juice, Milk Choice <b>6</b>	Baked French Toast Sticks, Fruit & Fruit Juice, Milk Choice <b>7</b>	W/G Mini Waffles, Fruit & Fruit Juice, Milk Choice <b>1</b> Taco Salad w/W/G Tortilla Chips, Salsa & Black Beans, WK Corn, Shredded Romaine Blend, Diced Tomatoes,	Assorted W/G Cereal, Milk Choice <b>2</b> Chicken Tender Strips, Tri-Taters (K-6), Baked Potato w/Toppings (7-12), Tossed Salad w/Romaine, Applesauce, Wheat Roll	Egg Patty on a W/G Bagel, Fruit & Fruit Juice, Milk Choice <b>3</b> Mozzarella Cheese Quesadilla, w/ Salsa & Refried Beans, Tossed Salad w/ Romaine, Fruit Cocktail or Juice, W/G Muffin (6-12) BB V Regional Game 2 TBD	<b>4</b> BB V Regional Game 3 TBD
	Breaded or Spicy Chicken Patty on a W/G Bun, Red Skin Potato Nuggets, Tomato Slice, Tossed Salad with Romaine, Warm Apple Cinnamon Slices	W/G Stuffed Crust Pizza, Green Beans, Tossed Salad with Romaine, Pineapple Chunks, Italian Breadstick (9-12)	W/G Breakfast Pizza, Fruit & Fruit Juice, Milk Choice <b>8</b> Mini Corn Dogs, Steamed Broccoli w/Cheese Sauce, Baby Carrots w/Dilly Dip, Chilled Pears, Chocolate Oat Bar (6-12)	W/G Cinnamon Roll w/ Icing, Yogurt, Fruit & Fruit Juice, Milk Choice <b>9</b> Chicken Nuggets, Baked Beans, Tossed Salad with Romaine, Mandarin Oranges or Juice, Wheat Roll, Chocolate Chip Cookie (9-12) BB V Sectional Game 1 TBD	Cinnamon Wheat Toast, String Cheese, Fruit & Fruit Juice, Milk Choice <b>10</b> Cheeseburger on a W/G Bun, French Fries, Tossed Salad w/Romaine, Tomato Slice, Pickles, Apricots or Juice	<b>11</b> BB V Sectional Game 2 TBD
	W/G Pop Tart®, Yogurt, Fruit or Fruit Juice, Milk Choice <b>13</b> Brat or Hot Dog on a Bun, Baked Beans, Sauerkraut (9-12), Tossed Salad w/Romaine, Orange Wedges or Fruit Juice, Snickerdoodle Cookie (9-12)	Toasted Wheat Bagel, String Cheese, Fruit & Fruit Juice, Milk Choice <b>14</b> Tomato Soup w/Crackers, Grilled Cheese Sandwich, Tossed Salad w/ Romaine, Baby Carrots, Frozen Yogurt (9-12)	Cheesy Omelet, Tri-Taters, Fruit & Fruit Juice, Milk Choice <b>15</b> Chicken Fajita on W/G Tortilla, Pepper Strips, Salsa & Grated Cheese, Steamed Brown Rice (6-12), Tossed Salad with Romaine, Peaches, W/G Muffin (6-12)	Assorted W/G Cereal, Assorted W/G Muffins, Fruit & Fruit Juice, Milk Choice <b>16</b> Brunch for Lunch, W/G French Toast Sticks, Yogurt Cup or Sausage, Tri-Taters • Fruit Cup, Tomato Juice, Zucchini Bread (9-12) BB V State Tournament TBD	W/G Mini Pancakes, Fruit & Fruit Juice, Milk Choice <b>17</b> Shamrock Shaped Chicken, Potato Wedges, Lettuce Salad w/ Romaine, Pineapple Tidbits, Cookie, Dinner Roll BB V State Tournament TBD	<b>18</b> BB V State Tournament TBD
	Wheat Toast, W/G Graham Snacks, Fruit & Fruit Juice, Milk Choice <b>20</b> Hot Ham & Cheese on a Bun, Baked Chips (6-12), Sweet Potato Wedges, Tossed Salad w/Romaine, Frozen Fruit Cup	Smucker's Peanut Butter & Jelly Uncrustable Sandwich®, Fruit & Fruit Juice, Milk Choice <b>21</b> Taco's on a W/G Tortilla, Refried Beans & Salsa, Shredded Romaine Blend, Diced Tomatoes, Cinnamon Applesauce, W/G Muffin	W/G Mini Waffles, Fruit & Fruit Juice, Milk Choice <b>22</b> Chicken & Gravy, Mashed Potatoes & Gravy, Steamed Garden Peas, Cranberry Sauce, Strawberry Cup, W/G Biscuit, W/G Pop-Tart (9-12)	Assorted W/G Cereal String Cheese Fruit & Fruit Juice Milk Choice <b>23</b> Mozzarella Cheese Dippers w/Marinara Sauce or Teriyaki Chicken Wrap (6-12) Steamed Carrots Tossed Salad with Romaine Fresh Fruit or Juice Ice Cream Cup	Egg Patty on a W/G Bagel, Fruit & Fruit Juice, Milk Choice <b>24</b> Cold Cut Combo Sub Sandwich on W/G Hoagie Roll, Seasoned Potato Wedges, Tossed Salad w/Romaine, Peaches, Home-made Cheesy Broccoli Soup w/Crackers (9-12)	<b>25</b>
	W/G Cereal Bar, W/G Graham Snacks, Fruit & Fruit Juice, Milk Choice <b>27</b> Hamburger on a W/G Bun, French Fries Tossed Salad w/Romaine, Pickles, Fresh Apple Slices or Juice	W/G Baked French, Toast Sticks, Fruit & Fruit Juice, Milk Choice <b>28</b> W/G Spaghetti w/Meatsauce, Whole Kernel Corn, Tossed Salad with Romaine, Pineapple Chunks, Garlic Toast	W/G Breakfast Pizza, Fruit & Fruit Juice, Milk Choice <b>29</b> Pizza w/Assorted Toppings, California Blend Vegetables, Tossed Salad with Romaine, Mandarin Oranges or Juice, Ice Cream Cup (9-12)	W/G Cinnamon Roll w/ Icing, Yogurt, Fruit & Fruit Juice, Milk Choice <b>30</b> Chicken Patty on a W/G Bun, Tater Tots, Tossed Salad with Romaine, Chilled Pears, Rice Krispie Treat (6-12)	<b>Vacation Day No School;</b> 	

Milk Choice of nonfat white, nonfat chocolate or 1% white milk included daily. Fruit (1/2 cup) & Fruit Juice (1/2 cup) offered daily. An additional 1/2 cup serving of fruit or juice may be taken for a total of 1 cup daily. Choices offered daily: W/G Muffin and String Cheese or Peanut Butter & Jelly Uncrustable W/G Sandwich.

Menu items are subject to change without notice. Choice of nonfat white, nonfat chocolate or 1% white milk is included daily. Students must take at least one half cup serving of produce before they sit down with their tray. When available, students may have of a cold sandwich instead of the daily

hot entrée or \*Yogurt Cup & String Cheese. W/G=made with 51% or more whole grain. (6-12)=choice offered to 6th grade through 12th grade only. (9-12)=choice offered to 9th - 12th grade only. USDA is an equal opportunity provider and employer

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