

**Date : 5/21/2023 8:00:12 PM**

**From : "Ensign, Joan"**

**To : "Bryan Nickie" , "Dawn Heinrichs" , "Guttenberg, Randy" , "Jack Heinemann" , "Judith Engebretson" , "Katherine Dotzler" , "Mark Hetzel" , "Ted Frey"**

**Cc : joanensign@waunakee.k12.wi.us**

**Subject : Re: Dana Mackenzie**

Good evening Bryan,

Thank you for your email and sharing your concerns with the recent decision regarding the high school basketball coach. I will be including the rest of the board members and superintendent in this response so everyone has a chance to read your email.

Sincerely,  
Joan Ensign

On Sun, May 21, 2023 at 7:09 PM Bryan Nickie <[stangelfam3234@gmail.com](mailto:stangelfam3234@gmail.com)> wrote:

BOE

I am writing today to express my concern of what is happening in the school district with the Men's Basketball program and the non renewal of the contract of Coach Dana Mackenzie.

The smear campaign that has been presented to you by a few disgruntled parents has been proven not to be true. The time, effort and school district funding that has been spent and has proven that any and all of the accusations brought forth against Coach Mackenzie have been false. I have worked with the boys summer basketball program for over 10years in the month of June and I am paid out of the account set aside for that. He has proven his innocence time and time again. Why are you letting Mark Whalen and his very small group of parents bully not only Dana, but the BOE also.

"Bullying is deliberate or intentional behavior using words or actions, intended to cause fear, intimidation or harm. Bullying may be repeated behavior and involves an imbalance of power." This is just 2 sentences of the Waunakee Community School District policy on bullying. At the end of the written policy 443.9 it closes by stating.

" The policy will be distributed annually to all students enrolled in the school district, their parents and/or guardians and employees. It will also be distributed to organizations in the community having cooperative agreements with the schools."

As you all probably know, this Anti-Bullying Policy is 443.9 in the Waunakee Policy handbook. Why do we have written policies if the BOE doesn't have to follow them?

The statement you provided was "need a change of culture." The Waunakee Men's Basketball program is one of the most well respected and feared programs not only in the conference but in the state. The programs records speak for themselves. What these coaches have done in the last 20yrs for this program is unheard of. not only for the Varsity program but for the youth program. Their "culture" has made the youth boys basketball program one of the best in the state. There are more youth boys playing basketball in the grade school levels than ever before. The "culture" that these coaches has established has done that.

What kind of standard are we setting in this school district? The few outweigh the many? What are we teaching our children?

I don't know any of you on the BOE and you don't know who I am. But I know this coaching staff and not only what they mean to the boys basketball program but what they mean to the whole community. This is an act of bullying by a few parents, Please don't let the voice of a few outweigh the voice of many.

Thank you for your time.

Bryan Stangel