

In The Matter Of:
2016 WIAA ANNUAL MEETING

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April 20, 2016

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2016
WISCONSIN INTERSCHOLASTIC ATHLETIC ASSOCIATION
ANNUAL MEETING

Annual meeting reported by Monica M. Hunkins, RPR, a Notary Public in and for the State of Wisconsin, at the Holiday Inn, 1001 Amber Avenue, Stevens Point, Wisconsin, on the 20th day of April, 2016, commencing at 9:00 a.m. and ending at 10:39 a.m.

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P R O C E E D I N G S

MR. BAUMGARTNER: Good morning, everyone. At this time, I'd like to call this meeting to order and welcome each of you to today's annual meeting of the WIAA.

At this time, I would ask that everyone within the room to silence their cell phones, if you have not done so already. We have a lot of work to focus on.

As of yesterday, registration for this meeting included 518 delegates from 440 schools. It is truly great to see so many folks engaging in your association. For all of those in attendance, I strongly encourage you to actively participate in the meeting today.

For those of you who don't know me, I'm Corey Baumgartner. I am the president of the Board of Control this year. But also, I serve as a high school principal in Kiel.

As a vast majority of you know, each of these annual meetings is vitally important, for it is the one time each year that we look together as an entire membership. Please use this opportunity to have your voices heard and your concerns expressed

1 for your respective schools and communities.

2 Before we begin our formal business,
3 you'll notice that our meeting materials include the
4 following. You should have an annual meeting
5 brochure, a copy of the Dose of Reality information
6 from the Department of Justice. Your official school
7 delegate will also have your school voting ballots,
8 along with a name tag and a pen for all of your
9 school's attendees.

10 During the course of the meeting, if
11 there are any written statements, we ask that you
12 please give them to the front table so that we can
13 include it in the official record.

14 At this time, I'd like to introduce you
15 to the folks that are up here at the front table.

16 First, starting with WIAA executive
17 director, Dave Anderson.

18 MR. ANDERSON: Good morning.

19 (Applause.)

20 MR. BAUMGARTNER: President-elect for
21 the Board of Control, Pam Foegen.

22 (Applause.)

23 MR. BAUMGARTNER: This year's
24 treasurer, Steve Knecht.

25 (Applause.)

1 MR. BAUMGARTNER: And WIAA legal
2 counsel, Gerald O'Brien.

3 (Applause.)

4 MR. BAUMGARTNER: To my right, our
5 deputy director, Dr. Wade Labecki.

6 DR. LABECKI: Good morning.

7 (Applause.)

8 MR. BAUMGARTNER: Administration
9 coordinator, Julie Kage.

10 (Applause.)

11 MR. BAUMGARTNER: The parliamentarian
12 for this meeting is Dr. Edward Miller from UW-Stevens
13 Point.

14 (Applause.)

15 MR. BAUMGARTNER: And Monica Hunkins of
16 Willette Court Reporting will record the meeting's
17 minutes.

18 (Applause.)

19 MR. BAUMGARTNER: It is now my honor
20 and privilege to introduce you to the remaining
21 members of the Board of Control and WIAA staff that
22 are with us today.

23 First, with our Board members, Mike
24 Beighley, Whitehall.

25 (Applause.)

1 MR. BAUMGARTNER: Eric Coleman,
2 Milwaukee.

3 (Applause.)

4 MR. BAUMGARTNER: Luke Francois,
5 Mineral Point.

6 (Applause.)

7 MR. BAUMGARTNER: Ted Knutson, Aquinas.

8 (Applause.)

9 MR. BAUMGARTNER: Eric Russell,
10 Baldwin-Woodville.

11 (Applause.)

12 MR. BAUMGARTNER: Dean Sanders, Lake
13 Mills.

14 (Applause.)

15 MR. BAUMGARTNER: Scott Winch,
16 Stratford.

17 (Applause.)

18 MR. BAUMGARTNER: And Bill Yingst,
19 Senior, Durand.

20 (Applause.)

21 MR. BAUMGARTNER: For our WIAA staff
22 members, please stand.

23 You recognize Deb Hauser, associate
24 director, in the back of the room there.

25 (Applause.)

1 MR. BAUMGARTNER: Tom Shafranski,
2 assistant director.

3 (Applause.)

4 MR. BAUMGARTNER: Stephanie Hauser,
5 assistant director.

6 (Applause.)

7 MR. BAUMGARTNER: Okay. Todd Clark,
8 communications director.

9 (Applause.)

10 MR. BAUMGARTNER: Joan Gralla, office
11 manager.

12 (Applause.)

13 MR. BAUMGARTNER: Eric Dziak,
14 techno- -- technology coordinator.

15 (Applause.)

16 MR. BAUMGARTNER: Kassie McGettigan,
17 director of business operations and ticketing.

18 (Applause.)

19 MR. BAUMGARTNER: Hydie Laidlaw,
20 administrative assistant for Wade Labecki.

21 (Applause.)

22 MR. BAUMGARTNER: Megan Pollack, social
23 media and graphics specialist.

24 (Applause.)

25 MR. BAUMGARTNER: And Emily Mallek, our

1 WIAA intern.

2 (Applause.)

3 MR. BAUMGARTNER: Also, our Board
4 liaison will be joining us today, John Ashley from
5 WASB.

6 (Applause.)

7 MR. BAUMGARTNER: Mike Thompson from
8 DPI.

9 (Applause.)

10 MR. BAUMGARTNER: And Tim Collins from
11 WADA.

12 (Applause.)

13 MR. BAUMGARTNER: There's a lot of work
14 that goes into the association and a lot of folks
15 that I'd also like to recognize. So at this time,
16 I'd like to ask the members of the WIAA Advisory
17 Council and Sports Advisory Council to please stand
18 to be recognized.

19 (Applause.)

20 MR. BAUMGARTNER: I would also like to
21 recognize that Mr. Doug Chickering,
22 director-emeritus, is present with us today. Where's
23 Doug?

24 (Applause.)

25 MR. BAUMGARTNER: A member of the media

1 will be joining us today. So welcome to those in
2 attendance with us.

3 Please note that the minutes from the
4 2015 annual meeting are found on the website and in
5 the yearbook. 2015 minutes were approved by the
6 Board of Control at their meeting on May of 2015.

7 I now turn over the treasurer's report
8 to Mr. Steve Knecht.

9 MR. KNECHT: Good morning.

10 Please turn your attention to pages 16,
11 17, and 18 in your program where you can find the
12 treasurer's report. Within the contents of these
13 three pages, you will notice that the report goes
14 back to 2013. It gives projections through the
15 remainder of this year and an outlook into the
16 2016/'17 school year.

17 I'm pleased to be able to present this
18 to you today and show you that the WIAA is in good
19 physical shape. Our year was thrown a couple of
20 curveballs, including expenses associated with the
21 past year's legislative sessions and a choice to
22 start up the development of a survey for the
23 membership that addresses competitive equity.

24 It is important to note that we are
25 experiencing financial stability while no longer

1 collecting membership dues or fees and still
2 providing complimentary rule books.

3 Additionally, we have no plan to
4 increase ticket prices for our tournaments at this
5 time.

6 Now we'll take questions or I'll turn
7 it back over to Corey so he can entertain a motion
8 for approval.

9 (No response.)

10 MR. BAUMGARTNER: Not seeing any
11 questions, I would entertain a motion to approve the
12 treasurer's report.

13 MR. GOSZ: Mike Gosz, Hamilton.

14 MR. BAUMGARTNER: Thank you.

15 And look for a second.

16 MR. BAGSTAD: Second. Lance Bagstad,
17 Clintonville.

18 MR. BAUMGARTNER: Thank you very much.

19 So we'll go with a voice vote at this
20 time. All those in favor of approving the
21 treasurer's report, signify by saying aye.

22 ALL: Aye.

23 MR. BAUMGARTNER: Opposed, same sign.

24 (No response.)

25 MR. BAUMGARTNER: Thank you very much.

1 We now look at the election results,
2 Ms. Joan Gralla.

3 MS. GRALLA: Good morning, everyone.

4 The recent Board of Control and
5 Advisory Council election results are as follows:

6 District 1. Eric Russell,
7 superintendent of Baldwin-Woodville was elected to a
8 three-year term.

9 District 6. Bernard Nicolay,
10 superintendent, Cambridge, elected to a three-year
11 term.

12 District 7. Steve Knecht, coordinator
13 of athletics, Kenosha, was reelected to a three-year
14 term.

15 And nonpublic schools at-large. Ted
16 Knutson, principal of Aquinas, reelected to a
17 three-year term.

18 Advisory Council. Large schools. Dan
19 Retzki, associate principal of Green Bay Preble,
20 elected to a three-year term.

21 Medium schools. Mike Endreas, district
22 administrator of Spencer, reelected to a three-year
23 term.

24 In the mediu- -- medium schools,
25 Jeffrey Sauer, principal of Dodgeland, elected to a

1 three-year term.

2 Small schools. Jennifer Vogler,
3 district administrator, Wabeno, reelected to a
4 three-year term.

5 And small schools. Kyle Luedtke,
6 district administrator, Benton, elected to a
7 three-year term.

8 Thank you.

9 MR. BAUMGARTNER: All right. Thank
10 you, Ms. Gralla.

11 Today we are honored to have Wisconsin
12 Attorney General Brad Schimel in attendance with us.
13 Mr. Schimel is a career prosecutor with extensive
14 experience including 25 years with the Waukesha
15 County district attorney's office. It was during his
16 time at Waukesha County that Brad Schimel saw
17 firsthand the crisis that we'll be discussing today
18 with our membership. Through his relentless efforts,
19 Mr. Schimel has worked to battle the problem of
20 heroin within our state. He has established a
21 successful drug court for other counties to model
22 after. It was influential in the development of
23 recommendations for key legislative efforts to
24 address opiate addiction in Wisconsin.

25 In just his first nine months on the

1 job, Attorney General Schimel launched a statewide
2 prescription pain killer abuse awareness program
3 called Dose of Reality, which is aimed to save lives
4 through the awareness it creates. This is a concern
5 that is gripping our state. And we all know too well
6 that our high school student athletes are not immune
7 to this problem.

8 We now look forward to hearing about
9 Mr. Schimel's initiative today for we feel that it
10 complements the WIAA current educational efforts
11 regarding drugs, steroids, and supplements.

12 Please join me at this time in
13 welcoming Wisconsin Attorney General Brad Schimel.

14 (Applause.)

15 MR. SCHIMEL: Good morning.

16 This is a long way away. There.
17 That's a little better. I'm going to have a bad back
18 if I stand here leaning into that long.

19 Good morning. First, thank you for the
20 opportunity to -- to be here to present about this
21 important topic in which we need to be strong
22 partners if we're going to find a resolution.

23 And then thank you also for your
24 service to -- to our student athletes statewide to
25 give them a place for healthy competition where they

1 can learn good sportsmanship and -- and all sorts of
2 other things.

3 My -- my 14-year-old is a freshman
4 in -- in the Waukesha school district. And -- well,
5 she's quite passionate about her athletic events.
6 She doesn't miss an event. I swear, every sport, she
7 has to be there for everything.

8 And there was the dust-up earlier in
9 the year about -- about rules for demonstrations.
10 And she and her friends were quite -- quite upset
11 about whether there were going to be restrictions on
12 what they could do at sporting events.

13 And I got home from work one night, and
14 she was waiting for me, which is unusual for a
15 freshman. She's usually in her room. She was
16 waiting for me to arrive home because she wanted to
17 know whether I was going to sue the WIAA. The answer
18 is unequivocally no. So -- so relax on that. Yeah.

19 (Applause.)

20 MR. SCHIMEL: They -- they -- they get
21 quite -- they can get quite worked up at -- in 9th
22 grade, and she did.

23 Well, I hope this morning that this --
24 this conversation I'm going to have with you about
25 Wisconsin's opiate epidemic will shock you a little

1 bit because it is shocking. It is material that is
2 unquestionably shocking.

3 In the course of -- this shows a
4 13-year span. The numbers have continued to go up in
5 recent years. We just don't have solid numbers post
6 2013. It's government collecting the material. So
7 unfortunately, this is how fast it works. But we saw
8 almost a 500 percent increase in opiate overdose
9 deaths in Wisconsin in that 13-year period.

10 Now, I want to put this in perspective.
11 When you look at this graph from these deaths -- we
12 can look at graphs -- and I'll show you in a minute a
13 graph that shows traffic crash deaths in Wisconsin.
14 If we saw traffic crash deaths go up like this, what
15 would we do? I mean, we'd do things that might sound
16 crazy. We'd put a roundabout every 200 feet, I
17 think. We would -- we would raise the driving age
18 maybe to -- maybe to somewhere in the 20s rather than
19 16.

20 But this is a different problem. And
21 we have -- we have started to make strong commitments
22 as a state, but we've got a long way to go to -- to
23 do what we're going to need to do to turn this
24 around.

25 One of the battles that we're facing

1 with -- and we're trying to address with the Dose of
2 Reality campaign are the myths because the myths are
3 what -- are what's the root of this problem.

4 People believe that -- and in
5 particular, young people believe that prescription
6 medications are safe, that they can't be addictive
7 because they're prescribed by a doctor. Well,
8 we're -- we're finding that the opposite is true.

9 When we talk -- what we're talking
10 about today, so we're clear, are prescription
11 narcotic pain killers. These are chemically the same
12 as heroin. They are -- they include things like
13 Oxycontin. When they put their Oxycontin --
14 80-milligram is the big pill you can see, that that's
15 the number one bad guy that we've had trouble with.
16 But they're all giving us trouble - Vicodin,
17 Oxycodone, Hydrocodone, Percocet, Tramadol. There's
18 a whole range of narcotic pain killers that are --
19 they're opiates. They're in the same family as
20 heroin.

21 Now, it's different than heroin, in one
22 sense, because that pill you see there, for instance,
23 has 80 milligrams stamped on it. You know you're
24 taking something with 80 milligrams of a particular
25 drug. The pill is also different because it's

1 designed, if you take it the way you're supposed to,
2 to have a release over time so that you don't -- you
3 don't have just pain relief right now when you take
4 it. You have it over a period of hours. Well, what
5 young people are doing is, they're -- they can crush
6 them and snort the pills and they can also crush and
7 cook and inject the pills. And these are leading to
8 many overdoses. It's also the -- it's also the
9 gateway to heroin.

10 We've spent a lot of time in recent
11 years talking about the heroin problem. And that is
12 good because heroin is a tremendous problem for our
13 state and our nation. However, as you can see from
14 this graph, we really need to talk -- and this is
15 what we're doing with the Dose of Reality campaign is
16 we are focusing on the root cause. More people die
17 from prescription narcotic pain killers in Wisconsin
18 than heroin and cocaine combined. This is the real
19 problem that we're facing.

20 Now, many people become addicted to the
21 prescription pain killers. And once the pain killers
22 become too expensive and -- and -- and too difficult
23 to get -- let me explain on the cost factor here.
24 When you saw that 80-milligram pill, that pill goes
25 for about 80 bucks. They go for about a buck a

1 milligram on the streets. So the pills, you can
2 imagine, become very expensive. And tolerance
3 builds. Once you've stolen all the ones from your
4 parents' medicine cabinet or your grandparents'
5 medicine cabinet, then your tolerance builds. And
6 even one pill isn't going to get you there. Heroin,
7 you could buy a dose for about ten bucks. So once
8 peo- -- once the pills become too expensive, people
9 do make the shift to heroin.

10 So as you can see from this graph, most
11 of the people that are dying are dying before they
12 ever make the shift to heroin. They're dying from
13 the pills.

14 I can't spend a lot of time on this,
15 but I want to just touch on this briefly, that we may
16 see the storm get a little bit worse than it -- than
17 it is right now when it comes to deaths. Because we
18 are working closely with the -- with the medical
19 community in Wisconsin. We're making some dramatic
20 changes to presc- -- to prescribing of prescription
21 narcotics. The -- and we're also seeing doctors
22 changing the conversations they're having with the
23 patient.

24 As we reduce the volume of the
25 prescriptions, we're going to see more people have to

1 shift to heroin because there are already many
2 people, tens of thousands in our state, that are
3 addicted to opiates already, and they're relying on
4 the pills when they -- when they have to -- when the
5 pill -- when the pill that is available for diversion
6 reduce in our community, we're going to see more
7 people shift to heroin.

8 I put this map up because you can see
9 up in the northeast part of the state, Marinette
10 County is dark red. Marinette County is a microcosm
11 of what we expect to see. They had two doctors
12 across the border in Menominee, Michigan, who were
13 running a pill mill. They were selling prescription
14 narcotics for -- for profit. The DEA stepped in,
15 busted them, put those two docs out of business and
16 in prison. But we have people in Marinette County
17 who are now addicted to the pills, and they had to
18 make the shift to heroin. So you see, Marinette
19 County become one of the top counties in Wisconsin
20 for heroin submissions to the crime lab. That's why
21 they come out dark red like those more -- much more
22 populous counties in the southeast part of the state.
23 We know that this is a potential to develop
24 statewide. And we're working hard to -- to mitigate
25 that by making more treatment available by working on

1 other ways to get people into treatment earlier. And
2 that's part of why -- why we're talking with you.

3 I think you see these are the -- the
4 medical partners that have been working with us. I
5 talked about this already a little bit.

6 One of the awareness problems or myths
7 that we're dealing with is this idea that illicit
8 drugs are less dangerous than the street - or excuse
9 me - that the prescription drugs are less dangerous
10 than the illicit street drugs. We are working on
11 these myths.

12 And I want to show this video, if you
13 could run this, please. There's no sound, so I can
14 talk as it's going. On the right-hand side of this
15 building -- and you can tell this is not Wisconsin
16 because of palm trees. On the right -- on the
17 right-hand side, you'll see a man come walking around
18 the corner. That is the doctor. This is 9:00 a.m.
19 in Florida. He is going to open up a pain management
20 clinic. Now you can just watch for yourself what
21 happens. This is not time-lapsed or sped up. This
22 is one minute in realtime. You see people walking up
23 with their children. There's a green car that goes
24 by. When they pull around, you'll see them park.
25 They're in too much of a hurry to pay attention to

1 the -- to the lines, and they just take up two spots.
2 This is one minute in time.

3 Fortunately, we haven't had these kind
4 of pill mills in Wisconsin. Our laws are a little
5 tighter. But we've had to be vigilant about this.

6 This is just what can happen when we --
7 when we look at individuals who are addicted to pain
8 killers, the prescription drugs. Just in one
9 minute's time, and they're all rushing to get in the
10 door first.

11 Now, one of the other -- one of the
12 other myths that we're trying to address is it --
13 really, what's keeping people from taking this
14 personally is the belief that this can't happen in my
15 neighborhood or my school district or my community;
16 this is happening just to the bad kids. Well, I can
17 tell you that I have met hundreds -- hundreds and
18 hundreds of parents now who have buried their
19 children to opiate overdoses. I have yet to meet the
20 parent who thought their child was the bad kid.

21 When I was district attorney and I met
22 with parents like this regularly, I had parents come
23 in. There were -- one set of parents, I'll never
24 forget this. They brought in their child's report
25 card from when they graduated high school. Their

1 child -- their son had a 4.0 GPA. And he didn't make
2 it to 20. And these parents wanted to know what
3 happened in between. Life was perfect. Everything
4 was on track. It was ideal. And a year and a half
5 later, our child is gone. And they don't know -- to
6 a heroin overdose.

7 I've had parents hand -- show me medals
8 and trophies for athletic accomplishments. Boy --
9 one brought in a Boy Scout merit badge -- sash that
10 was just full of merit badges. This is happening to
11 good kids because it can happen so fast.

12 There have always been drugs in our
13 community. There have always been drugs in our
14 schools. The difference now is the drugs are so much
15 more addictive and they're so much more deadly when
16 we're talking about these drugs. They can -- they
17 can take -- you can become addicted the first time
18 you use them. It happens. You can -- there are
19 people who have overdosed the first time that they
20 have -- they have abused one of these drugs. It --
21 the consequences are so much more deadly and
22 significant than the old days' drugs like when I was
23 in high school a hundred years ago.

24 One of the other myths that we're
25 battling is that people think that this is all about

1 illicit street drug sales, that's where this all
2 comes from; and then most of these people are -- or
3 if you are getting them, you're getting them legally
4 from some doctor who overprescribes. The dose of
5 reality is, 70 percent of the people who start
6 abusing prescription narcotic pain killers got them
7 improperly from a family member or a friend, meaning
8 they -- either someone shared their prescription or
9 they stole them from someone's medicine cabinet.

10 How many -- how many at some point have
11 had in their house the drawer full of orange bottles?
12 We may not -- we've had them at our house. I know,
13 you're all reluctant to your raise your hand. But,
14 people, this is a common phenomena.

15 Young people are doing things called
16 pharm parties, P-H-A-R-M. They're stealing what they
17 can, they take them, and they put them in a bowl at a
18 party. And they take -- and they'll take the pills,
19 often times not knowing what they're taking because
20 they believe that those drugs are less dangerous than
21 drugs like marijuana.

22 With -- with a number like this, where
23 70 percent of the drugs that are being diverted are
24 obtained improperly from a family member and friends,
25 provides a great opportunity for every household to

1 play a role in this solution. Because if we can
2 reduce the diversion from people's medicine cabinets,
3 we can addre- -- we can address 70 percent of -- of
4 the people who start down this path.

5 So the message that we have through
6 Dose of Reality is, use these -- use prescription
7 medications only as they're prescribed to you. Store
8 them safely and securely.

9 If -- right now I have some -- some
10 opiates in our home that I got after a dental surgery
11 recently. Didn't end up taking any of them. I had
12 them in case. I have those locked in my gun safe. I
13 would not put those in any other drawer in my house.
14 I would never take the chance that my teenagers or
15 their friends could get access to that while they're
16 in our -- in the bathroom.

17 That's -- that's what I think people
18 should do. We would not leave a loaded handgun --
19 pretend that's a handgun. We would not leave that on
20 the counter in our kitchen with teenagers coming in
21 and out of the house. Well, very few people are
22 thinking twice about what's in their medicine
23 cabinet. And what's in their medicine -- in the
24 cabinet is killing far more people than handguns in
25 our state.

1 So use them only as prescribed to you.
2 Store them safely and securely. And then when you're
3 done, get rid of them properly.

4 Another myth, of course, is that
5 illicit drugs are the cause of most of the problem.
6 I talked about that a little bit already. But here's
7 another statistic: Nearly four out of five, almost
8 80 percent, of the people who are using heroin
9 started by first becoming addicted to prescription
10 narcotic pain killers. This is another great
11 opportunity for us. Because if we can address the
12 problem with diver- -- diversion and abuse of pain
13 killers, we might not have to be talking about heroin
14 anymore. We could knock this problem out.

15 The re- -- there's a very simple reason
16 why heroin is in Wisconsin. Because there's a demand
17 for heroin in Wisconsin. And the demand -- as a
18 matter of fact, the demand is so high that, every
19 time law enforcement takes out a dealer, there --
20 there are numerous people waiting in the wings to
21 take over that dealer's -- that dealer's network of
22 customers because it is enormously profitable.

23 You know, there's another -- another
24 perspective that we're trying to -- another myth that
25 we're trying to break down is that, you know, this is

1 an isolated problem; we've got bigger public safety
2 issues. Well, here's -- here's a look at Wisconsin's
3 injury deaths. And again, the latest numbers we have
4 that I can give you with confidence are 2013, but I
5 can tell you that the numbers of opiate deaths have
6 gone up. You see, the drug overdose is the blue
7 line. It's -- it's climbing, and it continues to.

8 Falls have traditionally been our
9 number one cause of injury and death in Wisconsin,
10 the orange line. They've been relatively flat. And
11 we expect that that's going to continue.

12 Then you see the green line, motor
13 vehicle crashes. They have -- our deaths from motor
14 vehicle crashes, they have been dropping over the
15 years. As a matter of fact, by 2013, we had about
16 twice as many drug overdose deaths as car crash
17 deaths. We spent a lot of money and resources
18 training kids how to drive, and we should.

19 We're not doing an awful lot to train
20 them about how -- what to think about drugs and
21 medications, and we need to do better on that.

22 But I -- if the trend continues, as you
23 see on this graph, sometime in 2014 or '15 when those
24 numbers come out, we're probably going to have a new
25 champion, a new number one cause of injury and death

1 in our state, and it's going to be a drug overdose.
2 And the scary prospect about that is that I'm as
3 vulnerable -- as a parent, I am as vulnerable to that
4 as any other parent in the state.

5 And, of course, the myth that this is
6 an urban problem, that is -- it is affecting
7 communities of all kinds - urban, suburban, rural.
8 I'm going to flash through this quick. This is --
9 this is a chart, a depiction, of submissions of
10 heroin to the State Crime Lab. And you start in
11 2008, you're already well into the problem. This is
12 a little misleading on the numbers because the
13 numbers reflect cases that are set for trial. That's
14 when you submit heroin to the crime lab. It -- that
15 does not submit these sei- -- that does not reflect
16 the seizures of heroin in our counties.

17 But what I want -- but watch how
18 this -- how this changes as I click two years at a
19 time forward. The state got a lot more red, a lot
20 more yellow. As we get up to 2012, a lot more red, a
21 lot more yellow. The red is the bad. And then we
22 get to 2014. You see that there are very few
23 counties in the state that didn't submit heroin to
24 the crime lab for analysis, and many of them now are
25 in the red zone. And that includes, as you'll note,

1 counties that are urban, suburban, and rural. Every
2 kind of community in our state is being affected by
3 this. And there's just -- you can see the number,
4 when you look at the two charts between 2008 and
5 2014, how much our state changed color.

6 And, of course, it's not just the
7 deaths. This is also causing a tremendous number of
8 overdoses where people are saved. You can see these
9 are hospitalizations for -- to emergency departments
10 for -- for opiate overdoses. They about quadrupled
11 in the course of about a decade. And the -- we
12 know -- I -- I don't have more recent numbers again,
13 and I wish I did. I know from 2012 -- in 2012, over
14 5,000 times Narcan was administered to bring somebody
15 out of a near fatal overdose. Over 5,000 times in
16 2012. And you're seeing how these graphs keep
17 climbing. We know that number is significantly
18 higher now.

19 As a matter of fact, the number of
20 Narcan doses by ambulance personnel have gone up so
21 much that it's become a cost issue for them. They're
22 starting to have to address it specifically in their
23 budgets because they're administering so many doses
24 of it. And often times, someone overdoses, they're
25 brought back to life. And days or weeks later, EMS

1 is back at that house administering another dose of
2 Narcan to bring them out of another near fatal
3 overdose. This is how powerful that addiction is.
4 It is stronger than the fear of death.

5 That's why the only way I believe we
6 win this ultimately is through prevention, and that's
7 where schools can play a role with us in this.

8 Now, I'm -- I'm out of time here. So
9 I'm going to have to click past some -- past a lot of
10 the story about how heroin got to be in our state and
11 the nature of it.

12 I just want to tell you just briefly
13 about heroin now available for sale in Wisconsin.
14 In -- in 1985 -- I was already out of high school by
15 then. In 1985, the average heroin for sale on the --
16 on the streets in Wisconsin, the purity was about 5
17 percent. So 95 percent of it was an inert cutting
18 agent. That has changed. And I want to get to this
19 slide quickly. That has changed -- in a moment. But
20 that has changed. In recent years now, we don't see
21 5 percent pure heroin anymore. The lowest we see is
22 about 20 percent, and it goes all the way up to 80
23 percent. And you can't look at it in your hand and
24 know what you have, unlike a pill that has a stamp on
25 it. There's no way of knowing. That's part of why

1 we're seeing so many overdoses. Because of the --
2 the change in our source of heroin, they no longer
3 have to cut it for it to be profitable.

4 I just want to touch on our drug
5 take-back days because coming up on Saturday, the
6 30th, is our next statewide drug take-back day.
7 These are the numbers we've had from 2014 in
8 September. 34,000 pounds. Out of the bottles, by
9 the way. May of '15, 39,000 pounds. Last October,
10 44,000 pounds. That's two semi trucks full of
11 palletted boxes of drugs emptied out of the bottles.
12 We are expecting actually -- in our drug take-back
13 now in a week and a half, we're expecting that we're
14 going to have a third semi truck full of drugs taken
15 to an incinerator for destruction.

16 That's good news and bad news. On the
17 one hand, we're removing many tons of unused
18 prescription medications from people's medicine
19 cabinets that are not getting diverted. The bad news
20 is, this is the -- we've been doing this now -- this
21 is the sixth year that we've been doing two take-back
22 days a year. And we still keep breaking records for
23 how much we collect. The bad news is we still
24 continue to be overprescribed.

25 So that -- that's just a photo of

1 the -- of the warehouse where we were boxing up the
2 drugs for loading onto the trucks. That's all drugs
3 that came from people's medicine cabinets last fall.

4 So let me get to -- I normally do --
5 take about 40 minutes on these so -- on this
6 presentation.

7 But here's what we're hoping: Our
8 next -- we've started out working with the medical
9 community to reduce prescribing of opiates, to leave
10 patients better informed about what narcotic
11 prescriptions are when they leave -- when they leave
12 the doctor's office.

13 We are moving right now into our next
14 phase, working with employers in the state. We have
15 over -- we have over 163,000 people in Wisconsin --
16 163,000 who are abusing opiates in some manner. That
17 is a big problem. We need employers to help us start
18 reaching people earlier, to intervene earlier in
19 their -- in their pro- -- progression into addiction.

20 We also need -- need the schools. Not
21 everybody who is dying from -- from drug overdoses
22 are teenagers or people in their early 20s, but many,
23 many of them are. And -- and many of them are
24 starting when they are in junior high, in high school
25 to experiment with these drugs. And many are now --

1 the average age of a person addicted to heroin is now
2 right about the age of a person graduating high
3 school. So we know it's starting very early. We
4 need your help, and we're hoping that we'll be able
5 to cooperate with the Department of Public
6 Instruction and the WIAA to help get this message out
7 to every student and every parent in our schools
8 statewide so that they can be part of this solution,
9 part of making sure that there are no drugs in their
10 house that are getting diverted, and that they're
11 making sure that prescriptions are taken only as
12 prescribed, that they're being stored safely and
13 securely, and that, when they're done taking that,
14 they dispose of it properly.

15 So I'm out of time. I've got to wrap
16 up. Thank you very much. And I appreciate all the
17 work you do. I'm looking forward to a great
18 cooperation between the Wisconsin Department of
19 Justice, Department of Human Services, and the WIAA.
20 Thank you very much.

21 (Applause.)

22 MR. SCHIMEL: Oh. Can I just -- can I
23 do one thing?

24 MR. ANDERSON: Please.

25 MR. SCHIMEL: We -- we have -- we'll

1 have -- for the take-back day, we're going to --
2 we'll have over 200 locations statewide where you can
3 take drugs on Saturday to dispose of them safely.

4 More important, when you go to the
5 doseofrealitywi.gov website -- and it's on the
6 pamphlet that should be in all your materials. It's
7 also -- just -- just go to the Wisconsin Department
8 of Justice website and find it. But you can find
9 drug take-back locations for Saturday. But you can
10 also find a place where you can enter your zip code,
11 and you can find -- and you -- you'll get an
12 interactive map that shows you the closest 24/7
13 medication return units. Police departments have --
14 about 230 police departments in the state have them
15 in their lobby. You can take them there anytime. No
16 questions asked. Drop them off, and we'll make sure
17 they get -- they get disposed of safely. Thank you.

18 MR. BAUMGARTNER: Thank you, Attorney
19 General Schimel for sharing that very important
20 initiative with us today.

21 At this time, I'd like to invite
22 director-emeritus, Mr. Doug Chickering, to the stage.

23 (Applause.)

24 MR. ANDERSON: We want to take
25 advantage of this opportunity -- this isn't on your

1 agenda. We're going off script right now. So we're
2 blitzing. You made the call, and we'll pick it up.

3 We at the WIAA have, for many, many
4 years, been so well-served by an outstanding
5 gentleman, an outstanding legal mind, and I think one
6 of the WIAA's biggest fans. His name is Mr. Jerry
7 O'Brien. Jerry informed the Board of Control this
8 past December that he was going to be stepping away
9 from his full-time practice with the Anderson law
10 firm here in Stevens Point but does want to continue
11 helping to serve this association, which he has
12 invested so much time and energy and affections into
13 for so many years. And so we wanted to take this
14 opportunity in front of our entire membership and
15 with our state's Attorney General present and -- and
16 long-time friend, Mr. Chickering, to ask Mr. O'Brien
17 to come up and -- and be acknowledged.

18 (Applause.)

19 MR. BAUMGARTNER: For those in
20 attendance, the plaque reads as following: "Jerry
21 O'Brien has been a champion of the WIAA since 1965.
22 His legal expertise, dedication and compassion and
23 integrity will have a lasting influence on high
24 school sports. Always a friend, he has been an
25 inspiration and has played a key role in the national

1 standing the WIAA enjoys. Presented with best wishes
2 on your retirement. April 2016."

3 (Applause.)

4 MR. O'BRIEN: Thanks to you -- excuse
5 me. Thanks to you all. It really has been a
6 pleasure working for the WIAA. I go back to John
7 Roberts, Les (inaudible), Doug Chickering, and Dave.
8 And -- and this staff has been wonderful to work
9 with. This is really almost a gift to be able to
10 work. I love working with you all people who are
11 interested in our youths, are interested in
12 athletics, and that makes this job so rewarding and
13 have made it so rewarding for me over the years.

14 I do intend to stay on for a period of
15 time working with the WIAA with other members of our
16 firm.

17 And so I guess I didn't have a speech
18 prepared because I didn't know this was coming.
19 Al- -- although, I'm usually pretty good at speeches.

20 But thank you very much all of you.
21 It's been a real pleasure.

22 (Applause.)

23 MR. ANDERSON: Let's -- let's take a
24 minute for one quick photo, if we could.

25 MR. BAUMGARTNER: Okay. So at this

1 time, we'd like to turn it over to the open forum
2 portion of our meeting.

3 As you step to the mike, please, please
4 identify yourself and the school that you're
5 representing before you start speaking about your
6 stance, concern, or question you may have.

7 Now is the time to chat, folks. What
8 do we got?

9 MR. AUDOVICIC: Good morning. Ante
10 Audovicic, South Milwaukee High School.

11 I do have a -- just a brief written
12 statement. It's -- I can share it via email. I can
13 send it to Dave, if that would help.

14 MR. BAUMGARTNER: That would be
15 appreciated.

16 MR. AUDOVICIC: Okay. I would like to
17 just request that we look at reverting back to the
18 40-minute soccer halves and look at returning to
19 either 8-minute quarters in basketball or, if
20 quarters isn't going to happen, going to 16-minute
21 halves. There are a variety of reasons for this.

22 In having conversations with coaches
23 and ADs in our area, essentially the rationale for
24 reverting back, halves provide basketball two less
25 opportunities for our concession sales. And a lot of

1 us have had complaints from Boosters saying that
2 that's impacted them. And they certainly help us to
3 provide our students with opportunities. Entities
4 like pep bands, cheerleaders, and sports marketing
5 classes have fewer opportunities to participate
6 without the quarter break in basketball.

7 The rationale for basketball is that we
8 will see an increase in participation and/or playing
9 time. And in conversations with a great many of
10 people in our area, we just don't see it. In fact, I
11 had to find 15 - that's 1-5 - 15 nonconference
12 freshman girls' games this year to fill our schedule.
13 Every year, we have fewer and fewer girls
14 participating. And this is the fewest number of boys
15 to go out for South Milwaukee, my guess, is in at
16 least 60 years. We had 12 total. This is the first
17 time we ever not had to cut. The year before, we had
18 18. So it's been progressively going lower and
19 lower.

20 Officials are now asking for additional
21 pay because they are working longer in both soccer
22 and baseball. It's certainly -- certainly
23 understandable, but it's hard to absorb.

24 I think we need to be very careful when
25 adding things that add costs to schools, like the

1 additional games, adding up to 22 basketball games or
2 whatnot, adding additional equipment. With budget
3 projections showing that we will be faced with more
4 cuts in the near future, participation certainly
5 might increase for some with those additions perhaps,
6 but those games will certainly be lost when we have
7 to cut sport levels or cut entire teams to be able to
8 make the budgets work.

9 MR. BAUMGARTNER: Thank you.

10 Anyone else?

11 MS. HUSTON: Good morning. Pam Huston,
12 Hayward High School.

13 I'd like to talk about sectional final
14 predetermined sites, which I think has been very
15 helpful for all of us to be prepared for those
16 events. And there are times when the two
17 finalists -- it's more convenient and common sense to
18 move that sectional final site, like happened to us
19 with hockey this winter. While I can appreciate
20 that, for those of us who have those predetermined
21 sites, you may have rented facilities, you have your
22 workers set, et cetera, et cetera. It's very
23 disheartening then to, all of a sudden, lose that
24 venue, and you're still stuck with making some of
25 those bills from renting facilities, and you have to

1 come up with that money.

2 If we're going to continue to move
3 sectional final sites at the last second, I would ask
4 that we look at then, whoever gets the venue, some
5 percentage of that revenue needs to go back to that
6 predetermined site school.

7 Thank you.

8 MR. BAUMGARTNER: Thank you.

9 MS. DEVOS: Good morning. Steph DeVos,
10 Hudson.

11 I would just like to request the
12 awareness for district football. Obviously it
13 affects us in the fact that we only had eight games.
14 We could only get eight games last year. And thanks
15 to Middleton, Greenfield is going to meet us for our
16 ninth game, which will be considered a home game for
17 us, traveling four hours away.

18 Has this ever -- last time -- I haven't
19 been in Wisconsin that long. I am coming from a
20 state that does have district football. It works
21 very well. Have we talked about district
22 football's -- football? And where are we at with
23 that?

24 Thank you.

25 DR. LABECKI: Hi, Steph. We did talk

1 about district football in 2009, and we voted it down
2 in 2010.

3 There were several reasons for that.
4 Travel up north was a -- was a large
5 reason.

6 Uncertainty about lower level
7 nonvarsity games and who would play those was another
8 reason.

9 The membership was not real happy at
10 the time with that proposal. We can always talk
11 about it at the football Coaches Advisory Committee
12 and, you know -- when we talk about conference
13 realignment.

14 MR. BAUMGARTNER: Anyone else care to
15 speak at this time?

16 (No response.)

17 MR. BAUMGARTNER: All right. Not
18 seeing anyone jump up to the mike, we'll move on to
19 our amendments. Dr. Labecki will outline the
20 procedures for changing the Constitution and Bylaws.

21 DR. LABECKI: First, I'd like you to
22 turn to page 3. Those are the changes that were
23 voted by the membership last year for new rules.

24 On page 4, you'll see the chart which
25 describes how rules are changed in the WIAA

1 membership.

2 Remember, we have three types of rules.
3 The first type of rule is the NFHS sport rules. So
4 if you are looking at a change in football for
5 interference and whether it's loss of down or 15-yard
6 penalty, that is done at the national level with the
7 NFHS. We have some input, but ultimately, the
8 national committees change those rules.

9 We also have season regulations and
10 tournament procedures. Those are changed through the
11 committee process via the Coaches Committee, Sports
12 Advisory, the Advisory Council, and Board of Control.
13 Ultimately, the Board of Control has final say in
14 season regulations and tournament procedures.

15 Today we're going to talk about
16 Constitution, Bylaws, and Rules of Eligibility.
17 Those are changed by the membership vote here.

18 So the procedures that we're going to
19 use is, first, Robert's Rules of Orders will -- will
20 govern our meeting. We will go by a majority vote.
21 Our motions -- all motions are in the affirmative.
22 So when you come up -- or when you make a motion to
23 have that amendment brought forward, please make it
24 in the affirmative. We will take a second. You can
25 always vote no, but our -- our motions will be in --

1 in the affirmative.

2 Mr. Baumgartner will recognize the
3 delegates as you come up to speak for discussion.

4 And our resolutions can come to this
5 meeting in one of four ways:

6 The first way is by petition before the
7 first Friday in January. We did not have any this
8 year.

9 The second way is to come from the
10 floor here at this annual meeting. Those are not
11 voted on here for implementation. They will come at
12 the next meeting. We have one of those that -- or
13 two of those that we will discuss in Nos. 3 and 4.

14 They can also be brought forward by the
15 Advisory Council or the Board of Control. And the
16 members do have input at the area meetings.

17 The Constitution further specifies that
18 the member school representatives at the ensuing
19 annual meeting of this association shall vote on the
20 proposed amendments. And if the majority of the
21 schools vote in favor of the proposed amendments, it
22 shall become effective no later than the next
23 publication of the bulletin.

24 All voting will be on written ballot
25 that you have in front of you. You should have

1 those. They're color-coded. And those will be
2 counted by our tellers that will come through.

3 Yeah. We'll start with No. 1. No. 1
4 is a Constitutional item. We brought it forward last
5 year and postponed it to this year. This change
6 would require that a member school always maintain
7 administrative control and oversight of at least one
8 independently sponsored interscholastic athletic
9 program or co-op athletic program throughout the
10 duration of membership. Last year we didn't have the
11 co-op oversight. And there's 23 schools that all of
12 their sports are co-oped with another school.

13 Therefore, now what this means is that a school will
14 have to have oversight of at least one program,
15 whether it's co-op or a stand-alone program.

16 When you see the items that are brought
17 forward, a strike-through means that language is
18 being removed. Shaded area means that that's the new
19 language.

20 So we would add No. 5, "For continued
21 membership, schools must have administrative
22 oversight of at least one independently sponsored
23 interscholastic athletic program or co-op athletic
24 program that is maintained throughout the duration of
25 the membership."

1 And we would renumber No. 5 to No. 6.

2 It was brought forward through the
3 committee process. The Sports Advisory Committee
4 advanced it 14 to nothing and supported it 14 to
5 nothing. Advisory Council advanced it 15 to nothing
6 and supported it 15 to nothing. Board of Control
7 advanced it 10 to nothing and supported it 10 to
8 nothing.

9 The rationale for that is down below:
10 In order to continue to have an informed membership,
11 school administration must have a hands-on and
12 fundamental understanding of the WIAA Constitution,
13 Bylaws, and Rules of Eligibility.

14 MR. BAUMGARTNER: Thank you, Wade. So
15 at this time, I would entertain a motion.

16 MR. BREITLOW: So move. Tyler
17 Breitlow, Chilton.

18 MR. BAUMGARTNER: Thank you.

19 And a second?

20 MS. STOBBER: Second. Jill Stobber
21 from Waterford.

22 MR. BAUMGARTNER: Thank you.

23 Floor is now open for any discussion.

24 (No response.)

25 MR. BAUMGARTNER: Not seeing anyone

1 approach the mike, we ask you folks to vote on the
2 light blue ballot.

3 I'd just like to recognize, our ballots
4 are collected by the following folks today to help
5 the WIAA staff as well as the count: Jamie Plummer,
6 New Auburn; Brian Paulson, Rhinelander; Rollie Hall,
7 River Falls; Kevin Wopat, Lourdes Academy; Sandy
8 Botham, Madison West; Terri Schumacher, Columbus;
9 Jeff Gaddis, Milwaukee Bay View.

10 Once you're done voting, if you can
11 please pass those ballots to the two center aisles,
12 we'd greatly appreciate that.

13 DR. LABECKI: Okay. While they are
14 collecting the ballots, we will move on to No. 2.

15 No. 2 is brought here last year via the
16 Ad Hoc Committee meeting and at the WADA roundtables.
17 The athletic directors ask that we bring this one
18 back. So once again, this is the classification in
19 our Constitution. And this change would add a
20 success factor to member schools' classification for
21 placement in the WIAA tournament competition in
22 addition to the third Friday of September count.
23 This recommendation was advanced by the WIAA Ad Hoc
24 Committee which studied the competitive equity in
25 2014.

1 So under "Membership," Section 3,
2 "Classification," on page 15, we would add the shaded
3 areas.

4 So to paragraph A, we would add "with
5 the exceptions as noted below."

6 And then we would add No. -- paragraph
7 No. 1 that states, "Beginning with the 2017-'18
8 school year, for competition (including tournaments,
9 where necessary), a success factor will be calculated
10 to determine division placements for the sports of
11 soccer, volleyball, basketball, softball, and
12 baseball. Placements in divisions will first utilize
13 the success factor. The success factor will be
14 defined in the Season Regulations for Tournament
15 Assignment and will be utilized, where appropriate,
16 in advance of enrollment placement considerations."

17 And then the rest of the paragraphs
18 would be renumbered 2, 3, 4, and 5.

19 On page 7, you have a sample of what
20 that process would look like in Season Regulations.
21 This is placed in the baseball section.

22 Sports Advisory voted to advance it 13
23 to 1 and decided to let the membership vote.
24 Advisory Council advanced it to the annual meeting 14
25 to 1 and let the -- and they wanted to let the

1 membership vote. And the Board of Control was 8 to 2
2 with the same response, that the membership vote on
3 this.

4 The rationale was that this amendment
5 comes from the work of the Ad Hoc Competitive Equity
6 Committee. And the amendment was brought forward at
7 the annual 2000- -- 2014 annual meeting but was
8 replaced at the 2015 annual meeting with the
9 amendment and, as a result, was not voted on. And
10 the administrators requested that a vote on this
11 original amendment take place.

12 MR. BAUMGARTNER: Before I look to
13 entertain a motion, I have an important announcement.
14 Anyone parked outside of Slumberland, they are
15 starting to tow cars right now. So if you are parked
16 in that area, you can excuse yourself to address
17 that.

18 So with that being said, I'd entertain
19 a motion.

20 MR. BAGSTAD: Motion. Lance Bagstad,
21 Clintonville.

22 MR. BAUMGARTNER: Thank you very much,
23 Lance.

24 A second?

25 MR. DELANY: Second. Nate Delany,

1 Marshfield.

2 MR. BAUMGARTNER: Thank you, Nathan.

3 The floor is now open for discussion.

4 Once again, as you approach the mike,
5 please introduce yourself and the school that you're
6 representing.

7 (No response.)

8 MR. BAUMGARTNER: Not seeing anyone
9 approach the mike, we will take a vote on the
10 mint-colored ballots in front of you.

11 And once again, once you vote, please
12 bring those to the center aisles.

13 DR. LABECKI: We'll move on to No. 3
14 while they are collecting the ballots.

15 No. 3 was brought to the -- to the
16 floor by a floor vote last year at the annual
17 meeting. So this deals with the Board of Control
18 organization. This change would provide that a Board
19 of Control member could be employed in a full-time or
20 in a part-time position in one of the eligible
21 positions at a member school. Currently, a board
22 member of the Board of Control must be a full-time
23 employee.

24 So the shaded areas would be added to
25 denote and it would state "full-time or part-time."

1 And then we have an editorial change
2 with the word "for" in paragraph 2.

3 It was advanced at the annual meeting
4 by the Sports Advisory Committee 14 to nothing.
5 Their support was 5 to 9. Advisory Council was 15 to
6 nothing. And their support was 13 to 2. The Board
7 of Control advanced it 10 to nothing, and their
8 support was 2 to 8.

9 The rationale: This was brought
10 forward by a member school at the 2015 annual
11 meeting.

12 MR. BAUMGARTNER: Before we entertain a
13 motion, we have the results on Constitutional
14 Amendment No. 1. In support of the motion, 417. To
15 deny, 4.

16 So at this time, we'll entertain a
17 motion once again. No. 3.

18 MR. NIKOLAY: So move. Cambridge.

19 MR. BAUMGARTNER: Thank you.

20 MR. RUFSHOLM: Second.

21 MR. BAUMGARTNER: Name of school?

22 MR. RUFSHOLM: Jim Rufsholm, Black
23 River Falls.

24 MR. BAUMGARTNER: Thank you very much.
25 The floor is open for discussion.

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(No response.)

MR. BAUMGARTNER: Hearing none, we'll take a vote on the bubble-gum-colored ballots. And pass those to the center aisle, once again.

DR. LABECKI: No. 4 came from the floor as well last year, and this deals with the Advisory Council organization. This change would provide that an Advisory Council member could be employed in a full-time or part-time position in one of the eligible positions at a member school. Currently, a member of the Advisory Council must be a full-time employee.

So in paragraph 6, we would add the words "full-time or part-time."

The Sports Advisory Committee voted to advance it 14 to nothing, and they supported it 7 to 7. The Advisory Council, 15 to nothing to advance. 13 to 2 to support. Board of Control, 10 to nothing to advance. 2 to 8 to support.

The rationale was that this was brought forward by a member at the 2015 annual meeting.

MR. BAUMGARTNER: Thank you, Wade. Once again, I'd like to entertain a motion.

MR. COHEN: So vote. Kurt Cohen,

1 Darlington.

2 MR. BAUMGARTNER: Thank --

3 MR. THOMAS: Second. Laconia High
4 School.

5 MR. BAUMGARTNER: Thank you very much.
6 The floor is open for discussion.

7 (No response.)

8 MR. BAUMGARTNER: Not seeing anyone
9 approach the mike, we'll have you vote on the
10 slate-colored ballots.

11 DR. LABECKI: As you're passing your
12 ballots to the end of the aisles, we're going to move
13 on to No. 5, which is Rules of Eligibility, and this
14 is a transfer rule change. This change would provide
15 the opportunity for nonvarsity eligibility to
16 students transferring before or during their fifth or
17 sixth semester following entry into 9th grade.

18 Currently, it's no competition at any
19 level, but they may practice if they transfer after
20 10th grade and during 11th grade.

21 So under Article II, "Residence and
22 Transfer," Section 3, on page 33, we would strike all
23 of the words or numbers that are "fourth" or "11th
24 and/or" and replace it with "sixth" and "12th grade."

25 So paragraph 1, we would strike

1 "fourth" and make it "sixth."

2 We would add paragraph 3, that "Open
3 enrolled and/or tuition-paying students entering 11th
4 grade are restricted to nonvarsity for one calendar
5 year."

6 Paragraph 4, we would strike "11th
7 and/or" and replace it with "12th."

8 We would renumber paragraphs 5 to 12
9 and 3 to 13.

10 We would add, paragraph 6, "or 11th."

11 Paragraph 7, strike "fourth." Add
12 "sixth."

13 Paragraph 8, strike "fourth." Add
14 "sixth" twice.

15 Paragraph 9 would be renumbered.

16 Paragraph 10, strike "fourth" and
17 change it to "sixth."

18 Renumber 11, 12, and 13.

19 Sports Advisory advanced 14 to nothing.
20 Supported it 12 to 2. Advisory Council, 15 to
21 nothing. Supported 13 to 2. Board of Control, 10 to
22 nothing. Supported 8 to 2.

23 The rationale is this provides some
24 eligibility for competition to transfers before or
25 during 11th grade.

1 MR. BAUMGARTNER: Thank you, Wade.

2 Again, entertain a motion.

3 MR. BAGSTAD: So move. Clintonville.

4 MR. HARVEY: Second.

5 MR. BAUMGARTNER: We had a motion from
6 Lance from Clintonville.

7 MR. HARVEY: Second. Greg Harvey.

8 MR. BAUMGARTNER: Greg Harvey from
9 Wausau.

10 The floor is open for discussion.

11 (No response.)

12 MR. BAUMGARTNER: Okay. Not seeing
13 any, as much as I would love to call this Kiel Raider
14 purple, we're going to go with the orchid-colored -- -
15 colored ballots.

16 DR. LABECKI: Okay. As they're
17 recounting No. 2, we're going to move on to No. 6.

18 Nonschool participation. Nonschool
19 participation. This amendment was brought last year.
20 And the significant change from last year to this
21 year is it would no longer count against the maximum
22 number of contests for that sport. So No. 6, with
23 nonschool participation, this change would allow any
24 individual athlete to participate in up to two
25 nonschool contests during the regular school sport

1 season in the same sport with school approval. It
2 would not count against the athlete's individual
3 participation limit. This change neither affects nor
4 alters the exceptional athlete provision.

5 So in paragraph A, we would add the
6 shaded text: "Athletes may compete in not more than
7 two nonschool competitions with school approval
8 during each regular sport season. The contest will
9 not count against the individual maximum for the
10 athlete in that sport. Nonschool competition will
11 not be allowed during the respective WIAA tournament
12 series in a sport."

13 We would also add the language below
14 that, "more than two."

15 Sports Advisory voted to advance this
16 11 to 3. Did not take a position. Advisory Council,
17 15 to nothing. And their support was 7 to 8. The
18 Board of Control, 10 to nothing to advance. 10 to
19 nothing to support.

20 And the rationale are: These requests
21 come from the members for nonschool competition
22 waivers, and they continue to rise and, therefore,
23 diminish the exceptional athlete provisions. This
24 amendment comes as a result of member schools'
25 frequent and persisting requests for relief from this

1 rule. At present, the WIAA is the only state
2 association among Section 4 states that does not
3 allow relief of this kind. And this change will
4 bring the WIAA in line with Michigan, Minnesota,
5 Illinois, Iowa, Indiana, and other Midwest states.

6 MR. BAUMGARTNER: Thank you once again,
7 Wade.

8 Entertain a motion.

9 MR. BREITLOW: So move. Ty Breitlow,
10 Chilton.

11 MR. BAUMGARTNER: Thank you, Ty.

12 MR. MCCLOWRY: Second. Jim McClowry,
13 Appleton West.

14 MR. BAUMGARTNER: Thank you, Jim.

15 Floor is open for discussion.

16 (No response.)

17 MR. BAUMGARTNER: Not seeing anyone
18 come forward, I've been informed we'll be voting on
19 the cantaloupe-colored ballots.

20 The results for Constitutional
21 Amendment No. 2 are in. In order to support the
22 motion, 198. To deny, 221.

23 DR. LABECKI: Moving on to the last and
24 final amendment proposal, there's a Rules of
25 Eligibility, No. 7, Nonschool Participation During

1 The Season. This change would update the exceptional
2 athlete provision to reflect the National Governing
3 Bodies and the Olympic Development Programs. It
4 would also allow the exceptional athlete to
5 participate in the National Governing Body or Olympic
6 Development Program dur- -- competitions during the
7 WIAA tournaments.

8 In December, we had a request for
9 relief from an athlete who wanted to play on the
10 U.S.A. Hockey team over in Norway. By rule, he could
11 not do that because it was during the WIAA regional
12 tournament. The board did provide relief. So this
13 is being updated as a result of that action. The
14 language is actually the language from Minnesota. So
15 we're updating this because it hasn't been addressed
16 in quite some time.

17 We would strike all of the exceptional
18 athlete language in No. 4 and replace it with the
19 shaded area in B. So "National Teams and Olympic
20 Development Programs for Team and Individual Sport
21 Athletes." "During the school year, students who
22 participate for their school in a sport may
23 participate through training, tryout, or competition
24 on a national team or in a United States Olympic
25 Development Program provided the student receives

1 all" -- "an individual invitation from either the
2 United States National Governing Body (NGB) or" --
3 "on the national level for that sport or from the
4 United States Olympic Committee."

5 Paragraph A defines the national team.

6 On the next page, on page 14, paragraph
7 B defines the Olympic Development Program. In
8 addition to that, we've listed each of those
9 programs. So if they are in baseball, the National
10 Governing Body is U.S.A. Baseball. The examples for
11 all of our sports are given.

12 "C. Special Olympic Definition.

13 Special Olympics provide year-around sports training
14 and athletic competition in a variety of Olympic-type
15 sports for children and adults with intellectual
16 disabilities." That currently is allowed. So this
17 is just updating that language.

18 And in D, The "Waivers may be
19 provided:"

20 1. "That the national team or Olympic
21 development program meets the above definition."

22 2. "The student makes application to
23 the high school principal or designee."

24 And 3. "The member school request a
25 waiver."

1 Sports Advisory voted to advance this
2 14, nothing. Support, 14 to nothing. Advisory
3 Council, 15 to 0. Support, 15, 0. Board of Control,
4 10, 0. Support, 10, 0.

5 So this will bring our exceptional
6 athlete provision into line with other state
7 associations.

8 MR. BAUMGARTNER: Thank you, Wade.

9 I'd like to entertain a motion.

10 MR. WENDT: So vote. Joe Wendt, Racine
11 Horlick.

12 MR. BAUMGARTNER: Thank you.

13 MR. KOHLHEPP: Eau Claire Memorial.

14 MR. BAUMGARTNER: Thank you very much.

15 The floor is now open for discussion.

16 (No response.)

17 MR. BAUMGARTNER: Not seeing anyone
18 come forward, we will vote on the watermelon-colored
19 ballots.

20 The results for Constitutional
21 Amendment No. 3 are in. In favor of supporting the
22 motion, 256. To deny, 155.

23 DR. LABECKI: Last item is editorial
24 changes. So when you flip over to page 15, editorial
25 changes are attempts at clarifying existing rules

1 without making any changes to the interpretation of
2 the rule. And in some instances, the change may be
3 merely a word or the addition or deletion of a
4 sentence, while in other cases, the may -- change may
5 reflect the Board of Control interpretation of
6 membership wishes.

7 This change is a result of the
8 legislation for home school students being eligible
9 to participate. So we would renumber the note above
10 to 1, add the Note 2 in the shaded area: "When state
11 law allows eligibility, those students meeting the
12 stated requirements of the law are eligible at the
13 stated member schools on the same basis and to the
14 same extent of WIAA rules."

15 It was advanced at the annual meeting
16 by the Board of Control 10 to 0, and the support was
17 10 to 0.

18 MR. BAUMGARTNER: Thank you, Wade.

19 Once again, entertain a motion.

20 MR. BAGSTAD: So vote. Clintonville.

21 MR. BAUMGARTNER: Thank you, Lance.

22 MR. THOMAS: Second. Laconia.

23 MR. BAUMGARTNER: Thank you.

24 The floor is open for discussion.

25 (No response.)

1 MR. BAUMGARTNER: Since no one is
2 sprinting to the mike, we'll keep the citrus theme
3 going. We'll go with the lemon-colored ballots.

4 Could you please vote and hand those in
5 to the center aisles.

6 Okay, everyone. While we're waiting
7 for the results of the votes to come in, I'd like to
8 call up Mr. Dave Anderson, executive director, for
9 his report.

10 MR. ANDERSON: Again, good morning and
11 welcome. We appreciate you being here today, and I
12 appreciate the opportunity to speak with you.

13 But before beginning our review whole
14 business, I want to give a quick reminder that
15 Sunday, May 1st, is the WIAA scholar athlete banquet.
16 Coach Dick Bennett is our main speaker. And if you'd
17 like more information or possibly like to join us,
18 see Tom for more information.

19 Also, I want to make sure that you mark
20 your calendars on your smartphone for the WIAA's
21 biannual sportsmanship summit to be held Wednesday,
22 December 7th, right here at the Holiday Inn. Todd
23 Clark will be getting out information in the coming
24 months, and we hope that you put your student teams
25 together and join us for that day.

1 Now, as we turn our attention to the
2 review of old business, quite frankly, it was
3 surprising to me to see the list of topics that were,
4 in fact, taken up by this membership through its
5 committees and board despite the fact that
6 sportsmanship, social media, and legislation
7 dominated our focus through the second half of this
8 year.

9 Because the list was quite extensive,
10 some of the topics may only be mentioned here in
11 order to be placed into the record. For others, it
12 will be appropriate to offer a few comments. For all
13 of the topics that are touched on, this summary only
14 serves as an indication of where discussions have
15 left off. Many of our topics seem to have life in
16 memoriam. So this is where they have left off for
17 the current year.

18 After more than a year of
19 consideration, the Board of Control gave final
20 approval to seeding the half sectional bracket. As
21 you'll recall, the history and rationale of how our
22 tournament models evolved was -- was reviewed last
23 fall. All of those factors were part of
24 deliberations and discussions. And those discussions
25 concluded with the decision that, by next year, all

1 of those team sports who have requested half bracket
2 seeding will be competing under that model.

3 Conference realignment continues to be
4 a topic of great interest across our membership this
5 year and most years. And throughout the fall,
6 members and standing committees were asked to
7 consider the idea of an eight-year statewide
8 realignment plan. While some liked or were intrigued
9 by the idea, it never quite captured broad membership
10 interest and support. And though this idea didn't
11 gain momentum, certainly the interest in realignment
12 persists. I will have more comments on realignment
13 in new business.

14 As promised last April, we took an
15 in-depth look at co-op teams at area meetings last
16 fall. This came about largely as a result of
17 dissatisfaction with co-ops and their integration in
18 our tournament designs from the sport of girls'
19 hockey and, to some extent, gymnastics. I recognize
20 that displeasure still persists for some, but the
21 overwhelming feedback, the overwhelming imp- --
22 impression, given to board and staff is that the
23 opportunities provided by co-op teams was meeting the
24 vast majority of members' needs and expectations.
25 And as a result, no changes have been acted upon at

1 this point in time.

2 As a result of legislation passed as
3 part of the state budget document this past fall, the
4 membership saw eligibility provided to home school
5 children. With strong and nimble leadership by the
6 Board of Control and -- and that of school
7 administrators, we met the requirements of this new
8 law. That spills over into student eligibility and
9 the rules affecting it, which were topics we
10 identified last April and debated throughout the
11 year. Those conversations have culminated in your
12 actions here today. We're still waiting to hear some
13 of the results on -- with several amendments that are
14 affecting student eligibility. It's important to
15 recognize that, as we talk about student eligibility,
16 those are important votes as we see no indication of
17 a lessening of interest in this area by parents and
18 legislators across the country.

19 Since we met last April, many of you
20 have begun getting your coaches certified in First
21 Aid, CPR, and AED in order to meet the 2017
22 requirement that you approved a year ago. I can tell
23 you this: It's quite likely that there have been no
24 changes in many, many years more important than this
25 one. This proactive stance on coaches' education has

1 a direct and a positive impact on student well-being.

2 There are three additional topics that
3 came to the forefront over the course of the past
4 year that I'm going to use now to pivot onto the
5 discussion of new business. The first two topics are
6 season placement and competition.

7 The underlying question for -- for
8 sports season placement is whether our existing
9 season structure is meeting the needs and interests
10 of your students. Or is it limiting participation
11 opportunities, especially for females?

12 As for competition, you know well the
13 concerns that have persisted since 2000 when a
14 membership option was extended to private, religious,
15 and independent schools. The concerns -- those
16 concerns came to a head at our last two annual
17 meetings. In recent years and at this point in time,
18 this membership has rejected proposals which would
19 have us treat a segment of our membership
20 differently.

21 In 2009, a rural/urban plan for
22 basketball was brought forward to area meetings. The
23 five-division model was adopted instead. Last year,
24 both a multiplier and reducer proposal were rejected
25 by membership vote. This year, you have responded to

1 the Ad Hoc Committee's success factor.

2 Because both of these interests, sports
3 season placement and competition, carry with them the
4 prospect of significant impact upon the association,
5 the Board of Control has directed that study and
6 evaluation of these issues must continue.

7 Subsequently, the board has engaged the services of
8 School Perceptions, an independent Wisconsin-based
9 research firm that specializes in conducting surveys
10 for education-based organizations. Their mission is
11 to help educational leaders gather, organize, and use
12 data to make strategic decisions. The research team
13 will have their first meeting with the full board in
14 May. We are hoping to have the survey out to all
15 member schools in October. Of course, we'll keep you
16 informed as more information is collected and a
17 clearer timeline develops, but I can tell you right
18 now that your participation in this survey will be
19 vital to providing guidance to the board and all of
20 the standing committees as they consider these two
21 important issues.

22 The third of these transitional topics
23 is sportsmanship and the sportsmanship manual. But
24 as we begin, it's important and appropriate to
25 remember that school sports, education-based

1 athletics, are different, and they serve a different
2 purpose than every other level of sport. We have
3 different and unique -- unique aims and objectives
4 and responsibilities than professional sports, than
5 club sports, and even the NCAA. As those responsible
6 for the education and safety of children, our views
7 on sportsmanship are inseparable from our
8 responsibilities.

9 The reason for mentioning this is not
10 to lecture on the educational necessity of
11 sportsmanship or to rehash the memories of last
12 January. Mention is made to let you know that about
13 two weeks ago now, on April 8th, the Sportsmanship
14 Committee met, along with several members of our
15 executive staff, for their annual review of
16 sportsmanship in our association and the
17 sportsmanship manual. Staff and committee were on a
18 mission to critically and thoughtfully try to
19 reimagine the sportsmanship manual in light of high
20 school sport today. I'm excited by what I've heard
21 of that committee's work and look forward to seeing
22 the first drafts as they emerge. I believe we will
23 see a distinctly different style and approach brought
24 to our sportsmanship efforts. We expect to have the
25 revisions ready for review by all committees, the

1 Advisory Council, and board by the June meetings. If
2 approved, the new manual will be available to you as
3 a web-based document by the start of the next school
4 year.

5 I want to thank the Sportsmanship
6 Committee for their work, focus, and energy given to
7 this review.

8 Earlier I mentioned conference
9 realignment. I bring it up again because it may be
10 the single greatest source and most persisting source
11 of angst within this membership, perhaps even greater
12 than public versus private.

13 If we take a quick look back, the very
14 first formation of school conferences began around
15 the 1890s. Schools formed relationships among
16 themselves, and that lasted for 78 years.

17 The first documented concerns about
18 conferences go on the books about 1920.

19 It was 1973 when the membership voted
20 110 to 108 to direct the Board of Control to take
21 over conference realignment.

22 Now, that vote was -- that
23 responsibility was questioned and challenged again in
24 1980, but it was affirmed at that time by 284 to 44.

25 The first legal challenges for the

1 board's authority to oversee realignment came in
2 1977. That first challenge was brought by the
3 Lumberjack conference. The sought injunction was
4 denied.

5 The next big challenge was 1997, WIAA
6 v. Slinger, and the Court of Appeals reversed and
7 reprimanded that lower court's injunction.

8 Now, back in the day, when member
9 schools and DPI and the school board association all
10 said, Board of Control, you should be responsible for
11 realignment, it only makes sense, the primary concern
12 was that every member could be in a conference where
13 they could be assured of having contest for their
14 kids to play and that they wouldn't have to travel
15 further than necessary.

16 Members' expectations today are
17 different. Today the expectations for realignment
18 have become finding a conference where everyone can
19 be successful or at least where I can be successful.
20 Too often and for a variety of reasons, members are
21 expecting realignment to do for their programs what
22 they themselves are unwilling or unable to do to make
23 their program successful. As you know, realignment
24 has not ever been able to satisfy everyone.

25 Another noted difference has been that

1 the emotion generated from the realignment process
2 have spilled beyond just being the membership's
3 business. It's no longer uncommon to hear the
4 implied threats of legal action. In the recent
5 efforts to resist legislation directed at the
6 association, we heard from a number of legislators
7 that they were concerned by the displeasure they were
8 hearing from constituents about the WIAA and
9 realignment, and that's why they supported the
10 legislation in front of them at the time.

11 Now, these observations aren't
12 indictments. Believe me, they're just the new
13 realities added to the complex decisions you've
14 already been asking your Board of Control to navigate
15 and still be responsible for conference realignment.

16 Two years ago, by an overwhelming vote,
17 400 to 26, you rebuffed the board's efforts to turn
18 conference formation back to the individual schools.
19 I can tell you, the board and staff remain committed
20 to doing their best to fulfill this responsibility.
21 And to that end, discussions have begun to evaluate
22 our current process for realignment and consider how
23 it might be improved. No final decisions have been
24 set in stone. But ideas such as certainly a more
25 formalized written application and explanation,

1 supported data, are being considered -- is being
2 considered. We believe that district administrators
3 must be directly involved from the very start of the
4 process. Perhaps we need to re- -- we need to
5 consider a realignment hearing committee like the
6 district reassigning committees that are used in
7 other states. These are some of the ideas, just
8 some, that the board and staff will be discuss- --
9 discussing in the year ahead. I promise you, if
10 there is a better way, we are eager to find it and to
11 embrace it.

12 Also, in the year ahead, I think it's
13 important for our membership to begin discussing the
14 new amnesty law for victims of sexual assault where
15 underage alcohol consumption is involved. While the
16 law applies broadly to all underage victims, some
17 protections of that law have primarily focused on
18 college students. I believe that, as a membership,
19 we want to be proactive in considering how our
20 participation codes may need to be modified and
21 supportive of those who are willing to come forward
22 and confront sexual assault.

23 Of course, every year there are
24 sports-specific discussions. The coming year will be
25 no different. Discussions will take place on such

1 things as a -- as a pitch count for pitchers in
2 baseball, maximum weekly weight loss for wrestlers,
3 and football exposure and contact rules. These are
4 the sorts of conversations that are, each and every
5 year, driven by the continuous insights of research
6 and by our commitment to the well-being of student
7 athletes.

8 Football is like -- is also likely to
9 become entwined with our realignment discussions as
10 it rightly or wrongly already has been. Despite the
11 football Ad Hoc Committee's determination that
12 football and our current regular season and playoff
13 structure ought not to be tinkered with, there are
14 those who persist in their belief that either all
15 play or a version of the district plan can diminish
16 the angst of conference realignment.

17 Social media and video conferencing are
18 two areas we will be focusing on -- focusing more
19 attention on in the year ahead. Both can be tools
20 and can support the WIAA membership's efforts to
21 communicate, educate, and tell our unique and special
22 story. Admittedly, we are just beginning to utilize
23 these tools, but we do recognize their potential
24 value.

25 Lastly, in the coming year, you will

1 also see the board evaluating the suspension of
2 member dues and fees. If this suspension is to
3 become a permanent change, a Constitutional amendment
4 will need to be drafted and brought to you at this
5 meeting next April. I can tell you right now that,
6 for all of the reasons provided to you last year on
7 why we believe this to be a desirable path for the
8 membership to follow, not a single one of them have
9 changed. I continue to believe this to be the best
10 path forward for this association and will strongly
11 recommend to you that you make this change permanent
12 a year from now.

13 In closing, I want to say a few words
14 about perspective. Because whether we're talking
15 about sportsmanship, competition, sport injuries,
16 realignment, or any of the important issues which
17 accompany this work, there are times that we may hold
18 our opinions and our perspectives informed by a less
19 than complete understanding. And when our
20 perspectives become fueled with emotion and passion,
21 which are the companions to this work, the good of
22 our efforts can quickly become lost or obscured.

23 Consider this: I'm going to throw a
24 lot of numbers at you. Last fall -- last fall, we
25 sponsored over 8,000 varsity cross-country meets in

1 the regular season. There were over 6,000 boys'
2 varsity soccer games, nearly 8,000 varsity volleyball
3 games, and over 3,500 varsity football games. This
4 past winter, over 20,000 boys' and girls' basketball
5 games were played, there were 4,000 wrestling
6 matches, and nearly 3,000 boys' and girls' varsity
7 hockey games. If all goes good and
8 weather-permitting - somebody was telling me that the
9 sun was only shining on Sundays and Wednesdays this
10 spring - but weather-permitting, by the end of
11 spring, you will have sponsored nearly -- you will
12 have sponsored nearly 10,000 baseball games and
13 11,000 softball games. By the end of this school
14 year, this WIAA membership will have sponsored
15 roughly 119,000 varsity-level contests. And there
16 will have been over 3,300 additional tournament
17 series contests and an unknowable number of
18 subvarsity games. So I believe perspective is
19 important as we think of sportsmanship and consider
20 how many of these contests went exactly as they
21 should have and concluded without incident.

22 Perspective is important if we truly
23 want to be informed about what's harming teams and
24 teenage mortality. It's not the impacts in soccer
25 and football and hockey. We will quickly come to

1 recognize that there are few activities safer than
2 school sport, no better, safer place for kids to be
3 than the programs and opportunities you're providing.
4 Our perspectives, be they narrow or broad, form and
5 shape the conference realignment process and
6 experience.

7 So as we move forward and onward, on to
8 the challenges which lie ahead, there's a couple of
9 things which we must know for sure and not ever lose
10 sight of. We know that education -- education is the
11 pathway to success in life. As we consider the
12 opportunities provided the young people served by
13 what you've done, we know that this work illuminates
14 that pathway for many students. Emotions and
15 personal perspectives aside, at its core, this
16 association is made up of good people who do good and
17 great work and great things for young people. We did
18 not demur from the collective responsibility we share
19 to preserve school sports on the moral, ethical, and
20 educational platform on which it began and why it
21 exists today as part of an educational community and
22 as a pathway for young people as they play their way
23 to life's greatest successes.

24 We do thank you for being here today
25 and thank you for the great work that you do.

1 Mr. President, that con- -- concludes
2 my director's report.

3 (Applause.)

4 MR. BAUMGARTNER: Thank you very much,
5 Mr. Anderson.

6 We have some updates for you regarding
7 the votes.

8 First, starting with Constitutional
9 Amendment No. 4. In support, 366. To deny, 47.

10 Once again, 366 in support. To deny, 47.

11 Moving on to the Rules of Eligibility,
12 No. 5. In support, 384. To deny, 40. Support, 384.
13 Deny, 40.

14 Staying within Rules of Eligibility,
15 No. 6. In support, 271. To deny, 153. 271 in
16 support. 153 to deny.

17 The last one within Rules of
18 Eligibility. In support, 410. Deny, 13. Once
19 again, in support, 410. Deny, 13.

20 The last vote, editorial changes. In
21 support, 381. To deny, 36. Once again, to support
22 is 381. To deny, 36.

23 It's at this time that we look to see
24 if anyone has any announcements or if there's
25 anything else from the floor.

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(No response.)

MR. BAUMGARTNER: It looks like we have -- shaking your head.

Okay. With that being said then, I will look for a motion to adjourn.

MR. SANDERS: Bob Sanders from Sparta High School. Move to adjourn the meeting.

MR. BAUMGARTNER: Thank you, Bob. Looking for a second.

MR. GROSHEK: Shawn Groshek, Adams-Friendship.

MR. BAUMGARTNER: Thank you, Mr. Groshek.

All those in favor, signify by saying aye.

ALL: Aye.

MR. BAUMGARTNER: Opposed, same sign.

(No response.)

MR. BAUMGARTNER: Thank you, everyone.

(Proceedings concluded at 10:39 a.m.)

* * * * *

STATE OF WISCONSIN)
PORTAGE COUNTY)

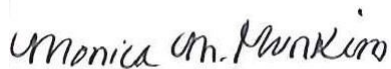
CERTIFICATION PAGE

I, MONICA M. HUNKINS, RPR, Notary
Public in and for the State of Wisconsin, do hereby
certify:

That said meeting was taken before me
at the time, date, and place set forth; and I hereby
certify the foregoing is a full, true, and correct
transcript of my shorthand notes so taken and
thereafter reduced to computerized transcription
under my direction and supervision.

I further certify that I am neither
counsel for nor related to any party to said action,
nor in any way interested in the outcome thereof; and
that I have no contract with the parties, attorneys,
or persons with an interest in the action that
affects or has a substantial tendency to affect
impartiality, or that requires me to provide any
service not made available to all parties to the
action.

IN WITNESS WHEREOF, I have hereunto
subscribed my name this 28th day of April, 2016.



Monica M. Hunkins, RPR
Notary Public - State of Wisconsin

My Commission Expires July 19, 2019

A	<p>additional (5) 36:20;37:1,2;63:2; 72:16</p> <p>Additionally (1) 9:3</p> <p>additions (1) 37:5</p> <p>addre- (1) 23:3</p> <p>address (7) 11:24;15:1;20:12; 23:3;24:11;27:22; 46:16</p> <p>addressed (1) 55:15</p> <p>addresses (1) 8:23</p> <p>adjourn (2) 75:5,7</p> <p>administered (1) 27:14</p> <p>administering (2) 27:23;28:1</p> <p>Administration (2) 4:8;43:11</p> <p>administrative (3) 6:20;42:7,21</p> <p>administrator (3) 10:22;11:3,6</p> <p>administrators (3) 46:10;62:7;69:2</p> <p>Admittedly (1) 70:22</p> <p>adopted (1) 63:23</p> <p>ADs (1) 35:23</p> <p>adults (1) 56:15</p> <p>advance (8) 45:16,22;49:16,17, 19;53:15,18;57:1</p> <p>advanced (9) 43:4,5,7;44:23; 45:24;48:3,7;51:19; 58:15</p> <p>advantage (1) 32:25</p> <p>Advisory (26) 7:16,17;10:5,18; 39:11;40:12,12; 41:15;43:3,5;45:22, 24;48:4,5;49:6,8,11, 15,17;51:19,20; 53:15,16;57:1,2;66:1</p> <p>AED (1) 62:21</p> <p>affected (1) 27:2</p> <p>affecting (3) 26:6;62:9,14</p> <p>affections (1) 33:12</p>	<p>affects (2) 38:13;53:3</p> <p>affirmative (3) 40:21,24;41:1</p> <p>affirmed (1) 66:24</p> <p>again (17) 25:3;27:12;44:18; 47:4,11;48:17;49:4, 23;52:2;54:6;58:19; 59:10;66:9,23;74:10, 19,21</p> <p>against (3) 52:21;53:2,9</p> <p>age (3) 14:17;31:1,2</p> <p>agenda (1) 33:1</p> <p>agent (1) 28:18</p> <p>ago (4) 21:23;62:22;65:13; 68:16</p> <p>ahead (4) 69:9,12;70:19;73:8</p> <p>Aid (1) 62:21</p> <p>aimed (1) 12:3</p> <p>aims (1) 65:3</p> <p>aisle (1) 49:4</p> <p>aisles (4) 44:11;47:12;50:12; 59:5</p> <p>Al- (1) 34:19</p> <p>alcohol (1) 69:15</p> <p>allow (3) 52:23;54:3;55:4</p> <p>allowed (2) 53:11;56:16</p> <p>allows (1) 58:11</p> <p>almost (3) 14:8;24:7;34:9</p> <p>along (2) 3:8;65:14</p> <p>alters (1) 53:4</p> <p>although (1) 34:19</p> <p>always (6) 21:12,13;33:24; 39:10;40:25;42:6</p> <p>ambulance (1) 27:20</p> <p>amendment (13) 40:23;46:4,6,9,11; 48:14;52:19;53:24; 54:21,24;57:21;71:3;</p>	<p>74:9</p> <p>amendments (4) 39:19;41:20,21; 62:13</p> <p>amnesty (1) 69:14</p> <p>among (2) 54:2;66:15</p> <p>analysis (1) 26:24</p> <p>and/or (4) 36:8;50:24;51:3,7</p> <p>Anderson (9) 3:17,18;31:24; 32:24;33:9;34:23; 59:8,10;74:5</p> <p>angst (2) 66:11;70:16</p> <p>announcement (1) 46:13</p> <p>announcements (1) 74:24</p> <p>annual (17) 2:6,22;3:4;8:4; 41:10,19;45:24;46:7, 7,8;47:16;48:3,10; 49:21;58:15;63:16; 65:15</p> <p>Ante (1) 35:9</p> <p>anymore (2) 24:14;28:21</p> <p>Appeals (1) 67:6</p> <p>Applause (39) 3:19,22,25;4:3,7, 10,14,18,25;5:3,6,8, 11,14,17,20,25;6:3,6, 9,12,15,18,21,24;7:2, 6,9,12,19,24;12:14; 13:19;31:21;32:23; 33:18;34:3,22;74:3</p> <p>Appleton (1) 54:13</p> <p>application (2) 56:22;68:25</p> <p>applies (1) 69:16</p> <p>appreciate (5) 31:16;37:19;44:12; 59:11,12</p> <p>appreciated (1) 35:15</p> <p>approach (5) 44:1;47:4,9;50:9; 65:23</p> <p>appropriate (3) 45:15;60:12;64:24</p> <p>approval (4) 9:8;53:1,7;60:20</p> <p>approve (1) 9:11</p> <p>approved (3)</p>	<p>8:5;62:22;66:2</p> <p>approving (1) 9:20</p> <p>April (6) 34:2;61:14;62:10, 19;65:13;71:5</p> <p>Aquinas (2) 5:7;10:16</p> <p>area (10) 35:23;36:10;41:16; 42:18;46:16;55:19; 58:10;61:15;62:17; 63:22</p> <p>areas (3) 45:3;47:24;70:18</p> <p>around (4) 14:24;19:17,24; 66:14</p> <p>arrive (1) 13:16</p> <p>Article (1) 50:21</p> <p>Ashley (1) 7:4</p> <p>aside (1) 73:15</p> <p>assault (2) 69:14,22</p> <p>Assignment (1) 45:15</p> <p>assistant (3) 6:2,5,20</p> <p>associate (2) 5:23;10:19</p> <p>associated (1) 8:20</p> <p>association (11) 2:14;7:14;33:11; 41:19;54:2;64:4; 65:16;67:9;68:6; 71:10;73:16</p> <p>associations (1) 57:7</p> <p>assured (1) 67:13</p> <p>athlete (10) 52:24;53:4,10,23; 55:2,4,9,18;57:6; 59:15</p> <p>athletes (5) 12:6,24;53:6; 55:21;70:7</p> <p>athlete's (1) 53:2</p> <p>athletic (8) 13:5;21:8;42:8,9, 23,23;44:17;56:14</p> <p>athletics (3) 10:13;34:12;65:1</p> <p>at-large (1) 10:15</p> <p>attempts (1) 57:25</p>
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<p>attendance (4) 2:14;8:2;11:12; 33:20</p> <p>attendees (1) 3:9</p> <p>attention (4) 8:10;19:25;60:1; 70:19</p> <p>Attorney (6) 11:12;12:1,13; 20:21;32:18;33:15</p> <p>attorney's (1) 11:15</p> <p>Auburn (1) 44:6</p> <p>AUDOVICIC (3) 35:9,10,16</p> <p>authority (1) 67:1</p> <p>available (4) 18:5,25;28:13;66:2</p> <p>average (2) 28:15;31:1</p> <p>awareness (4) 12:2,4;19:6;38:12</p> <p>away (3) 12:16;33:8;38:17</p> <p>awful (1) 25:19</p> <p>aye (4) 9:21,22;75:15,16</p>	<p>baseball (7) 36:22;45:12,21; 56:9,10;70:2;72:12</p> <p>basis (1) 58:13</p> <p>basketball (8) 35:19,24;36:6,7; 37:1;45:11;63:22; 72:4</p> <p>bathroom (1) 23:16</p> <p>battle (1) 11:19</p> <p>battles (1) 14:25</p> <p>battling (1) 21:25</p> <p>BAUMGARTNER (87) 2:3,18;3:20,23;4:1, 4,8,11,15,19;5:1,4,7, 9,12,15,18,21;6:1,4,7, 10,13,16,19,22,25; 7:3,7,10,13,20,25; 9:10,14,18,23,25; 11:9;32:18;33:19; 34:25;35:14;37:9; 38:8;39:14,17;41:2; 43:14,18,22,25; 46:12,22;47:2,8; 48:12,19,21,24;49:2, 22;50:2,5,8;52:1,5,8, 12;54:6,11,14,17; 57:8,12,14,17;58:18, 21,23;59:1;74:4; 75:2,8,12,17,19</p> <p>Bay (2) 10:19;44:9</p> <p>become (13) 16:20,22;17:2,8; 18:19;21:17;27:21; 41:22;67:18;70:9; 71:3,20,22</p> <p>becoming (1) 24:9</p> <p>began (2) 66:14;73:20</p> <p>begin (3) 3:2;64:24;69:13</p> <p>Beginning (3) 45:7;59:13;70:22</p> <p>begun (2) 62:20;68:21</p> <p>Beighley (1) 4:24</p> <p>belief (2) 20:14;70:14</p> <p>below (3) 43:9;45:5;53:13</p> <p>Bennett (1) 59:16</p> <p>Benton (1) 11:6</p> <p>Bernard (1)</p>	<p>10:9</p> <p>best (3) 34:1;68:20;71:9</p> <p>better (5) 12:17;25:21;30:10; 69:10;73:2</p> <p>beyond (1) 68:2</p> <p>biannual (1) 59:21</p> <p>big (3) 15:14;30:17;67:5</p> <p>bigger (1) 25:1</p> <p>biggest (1) 33:6</p> <p>Bill (1) 5:18</p> <p>bills (1) 37:25</p> <p>bit (4) 14:1;17:16;19:5; 24:6</p> <p>Black (1) 48:22</p> <p>blitzing (1) 33:2</p> <p>blue (2) 25:6;44:2</p> <p>Board (41) 2:18;3:21;4:21,23; 7:3;8:6;10:4;33:7; 40:12,13;41:15;43:6; 46:1;47:17,18,21,22; 48:6;49:18;51:21; 53:18;55:12;57:3; 58:5,16;60:5,19; 61:22;62:6;64:5,7,13, 19;66:1,20;67:9,10; 68:14,19;69:8;71:1</p> <p>board's (2) 67:1;68:17</p> <p>Bob (2) 75:6,8</p> <p>Bodies (1) 55:3</p> <p>Body (3) 55:5;56:2,10</p> <p>books (2) 9:2;66:18</p> <p>Boosters (1) 36:1</p> <p>border (1) 18:12</p> <p>both (4) 36:21;63:24;64:2; 70:19</p> <p>Botham (1) 44:8</p> <p>bottles (3) 22:11;29:8,11</p> <p>bowl (1) 22:17</p>	<p>boxes (1) 29:11</p> <p>boxing (1) 30:1</p> <p>Boy (2) 21:8,9</p> <p>boys (1) 36:14</p> <p>boys' (3) 72:1,4,6</p> <p>bracket (2) 60:20;61:1</p> <p>Brad (3) 11:12,16;12:13</p> <p>break (2) 24:25;36:6</p> <p>breaking (1) 29:22</p> <p>BREITLOW (4) 43:16,17;54:9,9</p> <p>Brian (1) 44:6</p> <p>brief (1) 35:11</p> <p>briefly (2) 17:15;28:12</p> <p>bring (7) 27:14;28:2;44:17; 47:12;54:4;57:5;66:9</p> <p>broad (2) 61:9;73:4</p> <p>broadly (1) 69:16</p> <p>brochure (1) 3:5</p> <p>brought (18) 20:24;21:9;27:25; 40:23;41:14;42:4,16; 43:2;44:15;46:6; 47:15;48:9;49:20; 52:19;63:22;65:23; 67:2;71:4</p> <p>bubble-gum-colored (1) 49:3</p> <p>buck (1) 16:25</p> <p>bucks (2) 16:25;17:7</p> <p>budget (2) 37:2;62:3</p> <p>budgets (2) 27:23;37:8</p> <p>building (1) 19:15</p> <p>builds (2) 17:3,5</p> <p>bulletin (1) 41:23</p> <p>buried (1) 20:18</p> <p>business (8) 3:2;6:17;18:15; 59:14;60:2;61:13;</p>	<p>63:5;68:3</p> <p>busted (1) 18:15</p> <p>buy (1) 17:7</p> <p>Bylaws (3) 39:20;40:16;43:13</p> <hr/> <p style="text-align: center;">C</p> <hr/> <p>cabinet (5) 17:4,5;22:9;23:23, 24</p> <p>cabinets (3) 23:2;29:19;30:3</p> <p>calculated (1) 45:9</p> <p>calendar (1) 51:4</p> <p>calendars (1) 59:20</p> <p>call (4) 2:4;33:2;52:13; 59:8</p> <p>called (2) 12:3;22:15</p> <p>Cambridge (2) 10:10;48:18</p> <p>came (6) 30:3;49:5;61:16; 63:3,16;67:1</p> <p>campaign (2) 15:2;16:15</p> <p>can (61) 3:12;8:11;9:7;13:1, 21;14:12;15:14;16:5, 6,13;17:1,10;18:8; 19:13,15,20;20:6,16; 21:11,16,17,17,18; 22:17;23:1,3,3; 24:11;25:4,5;27:3,8; 28:7;31:8,22,22;32:2, 8,9,10,11,15;35:12, 12;37:19;39:10; 40:24;41:4,14;44:10; 46:16;62:22;64:17; 67:18,19;68:19; 70:15,19,20;71:5,22</p> <p>cantaloupe-colored (1) 54:19</p> <p>captured (1) 61:9</p> <p>car (2) 19:23;25:16</p> <p>card (1) 20:25</p> <p>care (1) 39:14</p> <p>career (1) 11:13</p> <p>careful (1) 36:24</p> <p>carry (1)</p>
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64:3 cars (1) 46:15 case (1) 23:12 cases (2) 26:13;58:4 cause (4) 16:16;24:5;25:9,25 causing (1) 27:7 cell (1) 2:8 center (4) 44:11;47:12;49:4; 59:5 certainly (7) 36:2,22,22;37:4,6; 61:11;68:24 certified (1) 62:20 cetera (2) 37:22,22 challenge (2) 67:2,5 challenged (1) 66:23 challenges (2) 66:25;73:8 champion (2) 25:25;33:21 chance (1) 23:14 change (21) 29:2;40:4,8;42:5; 44:19;47:18;48:1; 49:7;50:14,14,51:17; 52:20,23;53:3;54:3; 55:1;58:2,4,7;71:3,11 changed (8) 27:5;28:18,19,20; 39:25;40:10,17;71:9 changes (9) 17:20;26:18;39:22; 57:24,25;58:1;61:25; 62:24;74:20 changing (2) 17:22;39:20 chart (2) 26:9;39:24 charts (1) 27:4 chat (1) 35:7 cheerleaders (1) 36:4 chemically (1) 15:11 Chickering (4) 7:21;32:22;33:16; 34:7 child (3) 20:20;21:1,5	children (5) 19:23;20:19;56:15; 62:5;65:6 child's (1) 20:24 Chilton (2) 43:17;54:10 choice (1) 8:21 citrus (1) 59:2 Claire (1) 57:13 clarifying (1) 57:25 Clark (2) 6:7;59:23 classes (1) 36:5 classification (3) 44:18,20;45:2 clear (1) 15:10 clearer (1) 64:17 click (2) 26:18;28:9 climbing (2) 25:7;27:17 clinic (1) 19:20 Clintonville (5) 9:17;46:21;52:3,6; 58:20 closely (1) 17:18 closest (1) 32:12 closing (1) 71:13 club (1) 65:5 Coach (1) 59:16 coaches (4) 35:22;39:11;40:11; 62:20 coaches' (1) 62:25 cocaine (1) 16:18 code (1) 32:10 codes (1) 69:20 Cohen (2) 49:25,25 Coleman (1) 5:1 collect (1) 29:23 collected (2) 44:4;64:16	collecting (4) 9:1;14:6;44:14; 47:14 collective (1) 73:18 college (1) 69:18 Collins (1) 7:10 color (1) 27:5 color-coded (1) 42:1 colored (1) 52:15 Columbus (1) 44:8 combined (1) 16:18 coming (7) 23:20;29:5;34:18; 38:19;59:23;69:24; 70:25 comments (2) 60:12;61:12 commitment (1) 70:6 commitments (1) 14:21 committed (1) 68:19 Committee (15) 39:11;40:11,11; 43:3,3;44:16,24; 46:6;48:4;49:15; 56:4;65:14,17;66:6; 69:5 committees (6) 40:8;60:5;61:6; 64:20;65:25;69:6 Committee's (3) 64:1;65:21;70:11 common (2) 22:14;37:17 communicate (1) 70:21 communications (1) 6:8 communities (2) 3:1;26:7 community (7) 17:19;18:6;20:15; 21:13;27:2;30:9; 73:21 companions (1) 71:21 compassion (1) 33:22 compete (1) 53:6 competing (1) 61:2 competition (13)	12:25;44:21;45:8; 50:18;51:24;53:10, 21;55:23;56:14;63:6, 12;64:3;71:15 competitions (2) 53:7;55:6 competitive (3) 8:23;44:24;46:5 complaints (1) 36:1 complements (1) 12:10 complete (1) 71:19 complex (1) 68:13 complimentary (1) 9:2 con- (1) 74:1 concern (3) 12:4;35:6;67:11 concerned (1) 68:7 concerns (5) 2:25;63:13,15,16; 66:17 concession (1) 35:25 concluded (3) 60:25;72:21;75:20 concludes (1) 74:1 conducting (1) 64:9 conference (11) 39:12;61:3;66:8, 21;67:3,12,18;68:15, 18;70:16;73:5 conferences (2) 66:14,18 conferecing (1) 70:17 confidence (1) 25:4 confront (1) 69:22 consequences (1) 21:21 consider (7) 61:7;64:20;68:22; 69:5;71:23;72:19; 73:11 consideration (1) 60:19 considerations (1) 45:16 considered (3) 38:16;69:1,2 considering (1) 69:19 constituents (1) 68:8	Constitution (5) 39:20;40:16;41:17; 43:12;44:19 Constitutional (6) 42:4;48:13;54:20; 57:20;71:3;74:8 consumption (1) 69:15 contact (1) 70:3 contents (1) 8:12 contest (2) 53:8;67:13 contests (5) 52:22,25;72:15,17, 20 continue (8) 25:11;29:24;33:10; 38:2;43:10;53:22; 64:6;71:9 continued (2) 14:4;42:20 continues (3) 25:7,22;61:3 continuous (1) 70:5 Control (28) 2:19;3:21;4:21; 8:6;10:4;33:7;40:12, 13;41:15;42:7;43:6; 46:1;47:17,19,22; 48:7;49:18;51:21; 53:18;57:3;58:5,16; 60:19;62:6;64:5; 66:20;67:10;68:14 convenient (1) 37:17 conversation (1) 13:24 conversations (5) 17:22;35:22;36:9; 62:11;70:4 cook (1) 16:7 co-op (6) 42:9,11,15,23; 61:15,23 co-oped (1) 42:12 cooperate (1) 31:5 cooperation (1) 31:18 co-ops (1) 61:17 coordinator (3) 4:9;6:14;10:12 copy (1) 3:5 core (1) 73:15 Corey (2)
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<p>2:18;9:7 corner (1) 19:18 cost (2) 16:23;27:21 costs (1) 36:25 Council (17) 7:17,17;10:5,18; 40:12;41:15;43:5; 45:24;48:5;49:7,8,11, 17;51:20;53:16;57:3; 66:1 counsel (1) 4:2 count (6) 44:5,22;52:21; 53:2,9;70:1 counted (1) 42:2 counter (1) 23:20 counties (6) 11:21;18:19,22; 26:16,23;27:1 country (1) 62:18 County (6) 11:15,16;18:10,10, 16,19 couple (2) 8:19;73:8 course (9) 3:10;14:3;24:4; 26:5;27:6,11;63:3; 64:15;69:23 Court (3) 4:16;11:21;67:6 court's (1) 67:7 CPR (1) 62:21 crash (3) 14:13,14;25:16 crashes (2) 25:13,14 crazy (1) 14:16 creates (1) 12:4 crime (4) 18:20;26:10,14,24 crisis (1) 11:17 critically (1) 65:18 cross-country (1) 71:25 crush (2) 16:5,6 culminated (1) 62:11 current (4)</p>	<p>12:10;60:17;68:22; 70:12 Currently (4) 47:21;49:10;50:18; 56:16 curveballs (1) 8:20 customers (1) 24:22 cut (4) 29:3;36:17;37:7,7 cuts (1) 37:4 cutting (1) 28:17</p>	<p>27:11 December (3) 33:8;55:8;59:22 decided (1) 45:23 decision (1) 60:25 decisions (3) 64:12;68:13,23 dedication (1) 33:22 defined (1) 45:14 defines (2) 56:5,7 Definition (2) 56:12,21 DELANY (2) 46:25,25 delegate (1) 3:7 delegates (2) 2:12;41:3 deletion (1) 58:3 deliberations (1) 60:24 demand (3) 24:16,17,18 demonstrations (1) 13:9 demur (1) 73:18 denied (1) 67:4 denote (1) 47:25 dental (1) 23:10 deny (13) 48:15;54:22;57:22; 74:9,10,12,13,15,16, 18,19,21,22 Department (5) 3:6;31:5,18,19; 32:7 departments (3) 27:9;32:13,14 depiction (1) 26:9 deputy (1) 4:5 describes (1) 39:25 designed (1) 16:1 designee (1) 56:23 designs (1) 61:18 desirable (1) 71:7 despite (2)</p>	<p>60:5;70:10 destruction (1) 29:15 determination (1) 70:11 determine (1) 45:10 develop (1) 18:23 development (8) 8:22;11:22;55:3,6, 20,25;56:7,21 develops (1) 64:17 DEVOS (2) 38:9,9 Dick (1) 59:16 die (1) 16:16 difference (2) 21:14;67:25 different (9) 14:20;15:21,25; 65:1,1,3,23;67:17; 69:25 differently (1) 63:20 difficult (1) 16:22 diminish (2) 53:23;70:15 direct (2) 63:1;66:20 directed (2) 64:5;68:5 directly (1) 69:3 director (8) 3:17;4:5;5:24;6:2, 5,8,17;59:8 director-emeritus (2) 7:22;32:22 directors (1) 44:17 director's (1) 74:2 disabilities (1) 56:16 discuss (1) 41:13 discuss- (1) 69:8 discussing (3) 11:17;69:9,13 discussion (10) 41:3;43:23;47:3; 48:25;50:6;52:10; 54:15;57:15;58:24; 63:5 discussions (7) 60:14,24,24;68:21; 69:24,25;70:9</p>	<p>disheartening (1) 37:23 displeasure (2) 61:20;68:7 dispose (2) 31:14;32:3 disposed (1) 32:17 dissatisfaction (1) 61:17 distinctly (1) 65:23 District (17) 10:6,9,12,21;11:3, 6,15;13:4;20:15,21; 38:12,20,21;39:1; 69:2,6;70:15 diver- (1) 24:12 diversion (3) 18:5;23:2;24:12 diverted (3) 22:23;29:19;31:10 division (1) 45:10 divisions (1) 45:12 docs (1) 18:15 doctor (3) 15:7;19:18;22:4 doctors (2) 17:21;18:11 doctor's (1) 30:12 document (2) 62:3;66:3 documented (1) 66:17 Dodgeland (1) 10:25 dominated (1) 60:7 done (6) 2:9;24:3;31:13; 40:6;44:10;73:13 door (1) 20:10 Dose (8) 3:5;12:3;15:1; 16:15;17:7;22:4; 23:6;28:1 doseofrealitywigov (1) 32:5 doses (2) 27:20,23 Doug (4) 7:21,23;32:22;34:7 down (5) 23:4;24:25;39:1; 40:5;43:9 DPI (2) 7:8;67:9</p>
D				
	<p>Dan (1) 10:18 dangerous (3) 19:8,9;22:20 dark (2) 18:10,21 Darlington (1) 50:1 data (2) 64:12;69:1 Dave (4) 3:17;34:7;35:13; 59:8 day (4) 29:6;32:1;59:25; 67:8 days (3) 27:25;29:5,22 days' (1) 21:22 DEA (1) 18:14 deadly (2) 21:15,21 dealer (1) 24:19 dealer's (2) 24:21,21 dealing (1) 19:7 deals (2) 47:17;49:6 Dean (1) 5:12 death (3) 25:9,25;28:4 deaths (11) 14:9,11,13,14; 17:17;25:3,5,13,16, 17;27:7 Deb (1) 5:23 debated (1) 62:10 decade (1)</p>			

<p>Dr (13) 4:5,6,12;38:25; 39:19,21;44:13; 47:13;49:5;50:11; 52:16;54:23;57:23</p> <p>drafted (1) 71:4</p> <p>drafts (1) 65:22</p> <p>dramatic (1) 17:19</p> <p>drawer (2) 22:11;23:13</p> <p>drive (1) 25:18</p> <p>driven (1) 70:5</p> <p>driving (1) 14:17</p> <p>Drop (1) 32:16</p> <p>dropping (1) 25:14</p> <p>drug (11) 11:21;15:25;22:1; 25:6,16;26:1;29:4,6, 12;30:21;32:9</p> <p>drugs (23) 12:11;19:8,9,10; 20:8;21:12,13,14,16, 20,22;22:20,21,23; 24:5;25:20;29:11,14; 30:2,2,25;31:9;32:3</p> <p>dues (2) 9:1;71:2</p> <p>dur- (1) 55:6</p> <p>Durand (1) 5:19</p> <p>duration (2) 42:10,24</p> <p>During (12) 3:10;11:15;50:16, 20;51:25;52:25;53:8, 11;54:25;55:6,11,21</p> <p>dust-up (1) 13:8</p> <p>dying (4) 17:11,11,12;30:21</p> <p>Dziak (1) 6:13</p>	<p>editorial (4) 48:1;57:23,24; 74:20</p> <p>educate (1) 70:21</p> <p>education (4) 62:25;65:6;73:10, 10</p> <p>educational (5) 12:10;64:11;65:10; 73:20,21</p> <p>education-based (2) 64:10,25</p> <p>Edward (1) 4:12</p> <p>effective (1) 41:22</p> <p>efforts (8) 11:18,23;12:10; 65:24;68:5,17;70:20; 71:22</p> <p>eight (2) 38:13,14</p> <p>eight-year (1) 61:7</p> <p>either (4) 22:8;35:19;56:1; 70:14</p> <p>elected (5) 10:7,10,20,25;11:6</p> <p>election (2) 10:1,5</p> <p>Eligibility (14) 40:16;43:13;50:13, 15;51:24;54:25; 58:11;62:4,8,14,15; 74:11,14,18</p> <p>eligible (4) 47:20;49:10;58:8, 12</p> <p>else (3) 37:10;39:14;74:25</p> <p>email (1) 35:12</p> <p>embrace (1) 69:11</p> <p>emerge (1) 65:22</p> <p>emergency (1) 27:9</p> <p>Emily (1) 6:25</p> <p>emotion (2) 68:1;71:20</p> <p>Emotions (1) 73:14</p> <p>employed (2) 47:19;49:8</p> <p>employee (2) 47:23;49:12</p> <p>employers (2) 30:14,17</p> <p>emptied (1)</p>	<p>29:11</p> <p>EMS (1) 27:25</p> <p>encourage (1) 2:15</p> <p>end (5) 23:11;50:12;68:21; 72:10,13</p> <p>Endreas (1) 10:21</p> <p>energy (2) 33:12;66:6</p> <p>enforcement (1) 24:19</p> <p>engaged (1) 64:7</p> <p>engaging (1) 2:13</p> <p>enjoys (1) 34:1</p> <p>enormously (1) 24:22</p> <p>enrolled (1) 51:3</p> <p>enrollment (1) 45:16</p> <p>ensuing (1) 41:18</p> <p>enter (1) 32:10</p> <p>entering (1) 51:3</p> <p>entertain (12) 9:7,11;43:15; 46:13,18;48:12,16; 49:23;52:2;54:8; 57:9;58:19</p> <p>entire (3) 2:24;33:14;37:7</p> <p>Entities (1) 36:3</p> <p>entry (1) 50:17</p> <p>entwined (1) 70:9</p> <p>epidemic (1) 13:25</p> <p>equipment (1) 37:2</p> <p>equity (3) 8:23;44:24;46:5</p> <p>Eric (4) 5:1,9;6:13;10:6</p> <p>especially (1) 63:11</p> <p>essentially (1) 35:23</p> <p>established (1) 11:20</p> <p>et (2) 37:22,22</p> <p>ethical (1) 73:19</p>	<p>evaluate (1) 68:21</p> <p>evaluating (1) 71:1</p> <p>evaluation (1) 64:6</p> <p>even (3) 17:6;65:5;66:11</p> <p>event (1) 13:6</p> <p>events (3) 13:5,12;37:16</p> <p>everybody (1) 30:21</p> <p>everyone (7) 2:4,7;10:3;59:6; 67:18,24;75:19</p> <p>evolved (1) 60:22</p> <p>exactly (1) 72:20</p> <p>examples (1) 56:10</p> <p>exceptional (6) 53:4,23;55:1,4,17; 57:5</p> <p>exceptions (1) 45:5</p> <p>excited (1) 65:20</p> <p>excuse (3) 19:8;34:4;46:16</p> <p>executive (3) 3:16;59:8;65:15</p> <p>existing (2) 57:25;63:8</p> <p>exists (1) 73:21</p> <p>expect (3) 18:11;25:11;65:24</p> <p>expectations (3) 61:24;67:16,17</p> <p>expecting (3) 29:12,13;67:21</p> <p>expenses (1) 8:20</p> <p>expensive (3) 16:22;17:2,8</p> <p>experience (2) 11:14;73:6</p> <p>experiencing (1) 8:25</p> <p>experiment (1) 30:25</p> <p>expertise (1) 33:22</p> <p>explain (1) 16:23</p> <p>explanation (1) 68:25</p> <p>exposure (1) 70:3</p> <p>expressed (1)</p>	<p>2:25</p> <p>extended (1) 63:14</p> <p>extensive (2) 11:13;60:9</p> <p>extent (2) 58:14;61:19</p>
F				
<p style="text-align: center;">E</p> <p>eager (1) 69:10</p> <p>earlier (5) 13:8;19:1;30:18, 18;66:8</p> <p>early (2) 30:22;31:3</p> <p>Eau (1) 57:13</p>	<p>emotion (2) 68:1;71:20</p> <p>Emotions (1) 73:14</p> <p>employed (2) 47:19;49:8</p> <p>employee (2) 47:23;49:12</p> <p>employers (2) 30:14,17</p> <p>emptied (1)</p>	<p>entire (3) 2:24;33:14;37:7</p> <p>Entities (1) 36:3</p> <p>entry (1) 50:17</p> <p>entwined (1) 70:9</p> <p>epidemic (1) 13:25</p> <p>equipment (1) 37:2</p> <p>equity (3) 8:23;44:24;46:5</p> <p>Eric (4) 5:1,9;6:13;10:6</p> <p>especially (1) 63:11</p> <p>essentially (1) 35:23</p> <p>established (1) 11:20</p> <p>et (2) 37:22,22</p> <p>ethical (1) 73:19</p>	<p>faced (1) 37:3</p> <p>facilities (2) 37:21,25</p> <p>facing (2) 14:25;16:19</p> <p>fact (7) 24:18;25:15;27:19; 36:10;38:13;60:4,5</p> <p>factor (6) 16:23;44:20;45:9, 13,13;64:1</p> <p>factors (1) 60:23</p> <p>fall (7) 30:3;60:23;61:5, 16;62:3;71:24,24</p> <p>Falls (3) 25:8;44:7;48:23</p> <p>family (3) 15:19;22:7,24</p> <p>fans (1) 33:6</p> <p>far (1) 23:24</p> <p>fast (2) 14:7;21:11</p> <p>fatal (2) 27:15;28:2</p> <p>favor (4) 9:20;41:21;57:21; 75:14</p> <p>fear (1) 28:4</p> <p>feedback (1) 61:21</p> <p>feel (1) 12:9</p> <p>fees (2) 9:1;71:2</p> <p>feet (1) 14:16</p> <p>females (1) 63:11</p> <p>few (5) 23:21;26:22;60:12; 71:13;73:1</p> <p>fewer (3) 36:5,13,13</p> <p>fewest (1) 36:14</p> <p>fifth (1) 50:16</p>	

<p>fill (1) 36:12 final (7) 37:13,18;38:3; 40:13;54:24;60:19; 68:23 finalists (1) 37:17 financial (1) 8:25 find (8) 8:11;12:22;32:8,8, 10,11;36:11;69:10 finding (2) 15:8;67:18 firm (3) 33:10;34:16;64:9 First (24) 3:16;4:23;11:25; 12:19;20:10;21:17, 19;24:9;36:16;39:21; 40:3,19;41:6,7; 45:12;62:20;63:5; 64:13;65:22;66:14, 17,25;67:2;74:8 firsthand (1) 11:17 five (1) 24:7 five-division (1) 63:23 flash (1) 26:8 flat (1) 25:10 flip (1) 57:24 floor (13) 41:10;43:23;47:3, 16,16;48:25;49:5; 50:6;52:10;54:15; 57:15;58:24;74:25 Florida (1) 19:19 focus (3) 2:10;60:7;66:6 focused (1) 69:17 focusing (3) 16:16;70:18,18 Foegen (1) 3:21 folks (6) 2:13;3:15;7:14; 35:7;44:1,4 follow (1) 71:8 following (4) 3:4;33:20;44:4; 50:17 follows (1) 10:5 football (12)</p>	<p>38:12,20,22;39:1, 11;40:4;70:3,8,11,12; 72:3,25 football's (1) 38:22 forefront (1) 63:3 forget (1) 20:24 form (1) 73:4 formal (1) 3:2 formalized (1) 68:25 formation (2) 66:14;68:18 formed (1) 66:15 Fortunately (1) 20:3 forum (1) 35:1 forward (18) 12:8;26:19;31:17; 40:23;41:14;42:4,17; 43:2;46:6;48:10; 49:21;54:18;57:18; 63:22;65:21;69:21; 71:10;73:7 found (1) 8:4 four (3) 24:7;38:17;41:5 fourth (5) 50:23;51:1,11,13, 16 Francois (1) 5:4 frankly (1) 60:2 frequent (1) 53:25 freshman (3) 13:3,15;36:12 Friday (2) 41:7;44:22 friend (3) 22:7;33:16,24 friends (3) 13:10;22:24;23:15 front (6) 3:12,15;33:14; 41:25;47:10;68:10 fueled (1) 71:20 fulfill (1) 68:20 full (5) 21:10;22:11;29:10, 14;64:13 full-time (7) 33:9;47:19,22,25;</p>	<p>49:9,11,14 fundamental (1) 43:12 further (2) 41:17;67:15 future (1) 37:4</p> <p style="text-align: center;">G</p> <p>Gaddis (1) 44:9 gain (1) 61:11 game (2) 38:16,16 games (15) 36:12;37:1,1,6; 38:13,14;39:7;72:2,3, 3,5,7,12,13,18 gateway (1) 16:9 gather (1) 64:11 gave (1) 60:19 General (5) 11:12;12:1,13; 32:19;33:15 generated (1) 68:1 gentleman (1) 33:5 Gerald (1) 4:2 gets (1) 38:4 gift (1) 34:9 girls (1) 36:13 girls' (4) 36:12;61:18;72:4,6 given (3) 56:11;61:22;66:6 gives (1) 8:14 giving (1) 15:16 goes (6) 7:14;8:13;16:24; 19:23;28:22;72:7 Good (21) 2:3;3:18;4:6;8:9, 18;10:3;12:15,19; 13:1;16:12;21:11; 29:16;34:19;35:9; 37:11;38:9;59:10; 71:21;72:7;73:16,16</p>	<p>Governing (4) 55:2,5;56:2,10 government (1) 14:6 GPA (1) 21:1 grade (7) 13:22;50:17,20,20, 24;51:4,25 graduated (1) 20:25 graduating (1) 31:2 Gralla (4) 6:10;10:2,3;11:10 grandparents' (1) 17:4 graph (5) 14:11,13;16:14; 17:10;25:23 graphics (1) 6:23 graphs (2) 14:12;27:16 great (9) 2:13;22:25;24:10; 31:17;36:9;61:4; 73:17,17,25 greater (1) 66:11 greatest (2) 66:10;73:23 greatly (1) 44:12 Green (3) 10:19;19:23;25:12 Greenfield (1) 38:15 Greg (2) 52:7,8 gripping (1) 12:5 Groshek (3) 75:10,10,13 guess (2) 34:17;36:15 guidance (1) 64:19 gun (1) 23:12 guy (1) 15:15 gymnastics (1) 61:19</p> <p style="text-align: center;">H</p> <p>half (5) 21:4;29:13;60:7, 20;61:1 Hall (1) 44:6 halves (3)</p>	<p>35:18,21,24 Hamilton (1) 9:13 hand (5) 21:7;22:13;28:23; 29:17;59:4 handgun (2) 23:18,19 handguns (1) 23:24 hands-on (1) 43:11 happen (4) 20:6,14;21:11; 35:20 happened (2) 21:3;37:18 happening (2) 20:16;21:10 happens (2) 19:21;21:18 happy (1) 39:9 hard (2) 18:24;36:23 harming (1) 72:23 HARVEY (4) 52:4,7,7,8 Hauser (2) 5:23;6:4 Hayward (1) 37:12 head (2) 63:16;75:3 healthy (1) 12:25 hear (2) 62:12;68:3 heard (3) 2:25;65:20;68:6 hearing (4) 12:8;49:2;68:8; 69:5 held (1) 59:21 help (7) 30:17;31:4,6; 35:13;36:2;44:4; 64:11 helpful (1) 37:15 helping (1) 33:11 here's (4) 24:6;25:2,2;30:7 heroin (30) 11:20;15:12,20,21; 16:9,11,12,18;17:6,9, 12;18:1,7,18,20;21:6; 24:8,13,16,17;26:10, 14,16,23;28:10,13, 15,21;29:2;31:1</p>
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<p>Hi (1) 38:25</p> <p>high (16) 2:19;12:6;20:25; 21:23;24:18;28:14; 30:24,24;31:2;33:23; 35:10;37:12;50:3; 56:23;65:19;75:7</p> <p>higher (1) 27:18</p> <p>history (1) 60:21</p> <p>Hoc (5) 44:16,23;46:5; 64:1;70:11</p> <p>hockey (5) 37:19;55:10;61:19; 72:7,25</p> <p>hold (1) 71:17</p> <p>Holiday (1) 59:22</p> <p>home (6) 13:13,16;23:10; 38:16;58:8;62:4</p> <p>honor (1) 4:19</p> <p>honored (1) 11:11</p> <p>hope (2) 13:23;59:24</p> <p>hoping (3) 30:7;31:4;64:14</p> <p>Horlick (1) 57:11</p> <p>hospitalizations (1) 27:9</p> <p>hours (2) 16:4;38:17</p> <p>house (6) 22:11,12;23:13,21; 28:1;31:10</p> <p>household (1) 22:25</p> <p>Hudson (1) 38:10</p> <p>Human (1) 31:19</p> <p>hundred (1) 21:23</p> <p>hundreds (3) 20:17,17,18</p> <p>Hunkins (1) 4:15</p> <p>hurry (1) 19:25</p> <p>HUSTON (2) 37:11,11</p> <p>Hydie (1) 6:19</p> <p>Hydrocodone (1) 15:17</p>	<p>I</p>	<p>increase (4) 9:4;14:8;36:8;37:5</p> <p>independent (2) 63:15;64:8</p> <p>independently (2) 42:8,22</p> <p>in-depth (1) 61:15</p> <p>Indiana (1) 54:5</p> <p>indication (2) 60:14;62:16</p> <p>indictments (1) 68:12</p> <p>individual (6) 52:24;53:2,9; 55:20;56:1;68:18</p> <p>individuals (1) 20:7</p> <p>inert (1) 28:17</p> <p>influence (1) 33:23</p> <p>influential (1) 11:22</p> <p>information (5) 3:5;59:17,18,23; 64:16</p> <p>informed (7) 30:10;33:7;43:10; 54:18;64:16;71:18; 72:23</p> <p>initiative (2) 12:9;32:20</p> <p>inject (1) 16:7</p> <p>injunction (2) 67:3,7</p> <p>injuries (1) 71:15</p> <p>injury (3) 25:3,9,25</p> <p>Inn (1) 59:22</p> <p>input (2) 40:7;41:16</p> <p>inseparable (1) 65:7</p> <p>insights (1) 70:5</p> <p>inspiration (1) 33:25</p> <p>instance (1) 15:22</p> <p>instances (1) 58:2</p> <p>instead (1) 63:23</p> <p>Instruction (1) 31:6</p> <p>integration (1) 61:17</p> <p>integrity (1)</p>	<p>33:23</p> <p>intellectual (1) 56:15</p> <p>intend (1) 34:14</p> <p>interactive (1) 32:12</p> <p>interest (4) 61:4,10,11;62:17</p> <p>interested (2) 34:11,11</p> <p>interests (2) 63:9;64:2</p> <p>interference (1) 40:5</p> <p>intern (1) 7:1</p> <p>interpretation (2) 58:1,5</p> <p>interscholastic (2) 42:8,23</p> <p>intervene (1) 30:18</p> <p>into (12) 7:14;8:15;12:18; 19:1;26:11;30:13,19; 33:12;50:17;57:6; 60:11;62:8</p> <p>intrigued (1) 61:8</p> <p>introduce (3) 3:14;4:20;47:5</p> <p>invested (1) 33:12</p> <p>invitation (1) 56:1</p> <p>invite (1) 32:21</p> <p>involved (2) 69:3,15</p> <p>Iowa (1) 54:5</p> <p>isolated (1) 25:1</p> <p>issue (1) 27:21</p> <p>issues (4) 25:2;64:6,21;71:16</p> <p>item (2) 42:4;57:23</p> <p>items (1) 42:16</p>	<p>Jennifer (1) 11:2</p> <p>Jerry (3) 33:6,7,20</p> <p>Jill (1) 43:20</p> <p>Jim (3) 48:22;54:12,14</p> <p>Joan (2) 6:10;10:2</p> <p>job (2) 12:1;34:12</p> <p>Joe (1) 57:10</p> <p>John (2) 7:4;34:6</p> <p>join (3) 12:12;59:17,25</p> <p>joining (2) 7:4;8:1</p> <p>Julie (1) 4:9</p> <p>jump (1) 39:18</p> <p>June (1) 66:1</p> <p>junior (1) 30:24</p> <p>Justice (3) 3:6;31:19;32:8</p>
	<p>K</p>		<p style="text-align: center;">J</p> <p>Jamie (1) 44:5</p> <p>January (2) 41:7;65:12</p> <p>Jeff (1) 44:9</p> <p>Jeffrey (1) 10:25</p>	<p style="text-align: center;">K</p> <p>Kage (1) 4:9</p> <p>Kassie (1) 6:16</p> <p>keep (4) 27:16;29:22;59:2; 64:15</p> <p>keeping (1) 20:13</p> <p>Kenosha (1) 10:13</p> <p>Kevin (1) 44:7</p> <p>key (2) 11:23;33:25</p> <p>kid (1) 20:20</p> <p>kids (5) 20:16;21:11;25:18; 67:14;73:2</p> <p>Kiel (2) 2:20;52:13</p> <p>killer (1) 12:2</p> <p>killers (9) 15:11,18;16:17,21, 21;20:8;22:6;24:10, 13</p> <p>killing (1) 23:24</p>

<p>kind (3) 20:3;27:2;54:3</p> <p>kinds (1) 26:7</p> <p>kitchen (1) 23:20</p> <p>Knecht (4) 3:24;8:8,9;10:12</p> <p>knock (1) 24:14</p> <p>knowing (2) 22:19;28:25</p> <p>Knutson (2) 5:7;10:16</p> <p>KOHLHEPP (1) 57:13</p> <p>Kurt (1) 49:25</p> <p>Kyle (1) 11:5</p>	<p>latest (1) 25:3</p> <p>launched (1) 12:1</p> <p>law (8) 24:19;33:9;58:11, 12;62:8;69:14,16,17</p> <p>laws (1) 20:4</p> <p>leaders (1) 64:11</p> <p>leadership (1) 62:5</p> <p>leading (1) 16:7</p> <p>leaning (1) 12:18</p> <p>learn (1) 13:1</p> <p>least (5) 36:16;42:7,14,22; 67:19</p> <p>leave (5) 23:18,19;30:9,11, 11</p> <p>lecture (1) 65:10</p> <p>left (2) 60:15,16</p> <p>legal (5) 4:1;33:5,22;66:25; 68:4</p> <p>legally (1) 22:3</p> <p>legislation (5) 58:8;60:6;62:2; 68:5,10</p> <p>legislative (2) 8:21;11:23</p> <p>legislators (2) 62:18;68:6</p> <p>lemon-colored (1) 59:3</p> <p>Les (1) 34:7</p> <p>less (5) 19:8,9;22:20; 35:24;71:18</p> <p>lessening (1) 62:17</p> <p>level (5) 39:6;40:6;50:19; 56:3;65:2</p> <p>levels (1) 37:7</p> <p>liaison (1) 7:4</p> <p>lie (1) 73:8</p> <p>Life (4) 21:3;27:25;60:15; 73:11</p> <p>life's (1)</p>	<p>73:23</p> <p>light (2) 44:2;65:19</p> <p>liked (1) 61:8</p> <p>likely (2) 62:23;70:8</p> <p>limit (1) 53:3</p> <p>limiting (1) 63:10</p> <p>line (5) 25:7,10,12;54:4; 57:6</p> <p>lines (1) 20:1</p> <p>list (2) 60:3,9</p> <p>listed (1) 56:8</p> <p>little (7) 12:17;13:25;17:16; 19:5;20:4;24:6;26:12</p> <p>lives (1) 12:3</p> <p>loaded (1) 23:18</p> <p>loading (1) 30:2</p> <p>lobby (1) 32:15</p> <p>locations (2) 32:2,9</p> <p>locked (1) 23:12</p> <p>long (4) 12:16,18;14:22; 38:19</p> <p>longer (5) 8:25;29:2;36:21; 52:21;68:3</p> <p>long-time (1) 33:16</p> <p>look (20) 2:23;9:15;10:1; 12:8;14:11,12;20:7; 25:2;27:4;28:23; 35:17,18;38:4;45:20; 46:12;61:15;65:21; 66:13;74:23;75:5</p> <p>looking (3) 31:17;40:4;75:9</p> <p>looks (1) 75:2</p> <p>lose (2) 37:23;73:9</p> <p>loss (2) 40:5;70:2</p> <p>lost (2) 37:6;71:22</p> <p>lot (14) 2:9;7:13,14;16:10; 17:14;25:17,19;</p>	<p>26:19,19,20,21;28:9; 35:25;71:24</p> <p>Lourdes (1) 44:7</p> <p>love (2) 34:10;52:13</p> <p>lower (4) 36:18,19;39:6;67:7</p> <p>lowest (1) 28:21</p> <p>Luedtke (1) 11:5</p> <p>Luke (1) 5:4</p> <p>Lumberjack (1) 67:3</p>	<p>59:19</p> <p>marketing (1) 36:4</p> <p>Marshfield (1) 47:1</p> <p>matches (1) 72:6</p> <p>material (2) 14:1,6</p> <p>materials (2) 3:3;32:6</p> <p>matter (3) 24:18;25:15;27:19</p> <p>maximum (3) 52:21;53:9;70:2</p> <p>May (19) 8:6;17:15;22:12; 29:9;35:6;37:21; 50:19;53:6;55:22; 56:18;58:2,4,4; 59:15;60:10;64:14; 66:9;69:20;71:17</p> <p>maybe (2) 14:18,18</p> <p>McClowry (2) 54:12,12</p> <p>McGettigan (1) 6:16</p> <p>mean (1) 14:15</p> <p>meaning (1) 22:7</p> <p>means (3) 42:13,17,18</p> <p>medals (1) 21:7</p> <p>media (4) 6:23;7:25;60:6; 70:17</p> <p>medical (3) 17:18;19:4;30:8</p> <p>medication (1) 32:13</p> <p>medications (4) 15:6;23:7;25:21; 29:18</p> <p>medicine (8) 17:4,5;22:9;23:2, 22,23;29:18;30:3</p> <p>mediu- (1) 10:24</p> <p>Medium (2) 10:21,24</p> <p>meet (3) 20:19;38:15;62:21</p> <p>meeting (31) 2:5,6,12,16;3:3,4, 10,4;12:8,4,6;35:2; 40:20;41:5,10,12,19; 44:16;45:24;46:7,8; 47:17;48:3,11;49:21; 58:11,15;61:23;63:9; 64:13;71:5;75:7</p>
L		M		
<p>lab (4) 18:20;26:10,14,24</p> <p>Labecki (13) 4:5,6;6:20;38:25; 39:19,21;44:13; 47:13;49:5;50:11; 52:16;54:23;57:23</p> <p>Laconia (2) 50:3;58:22</p> <p>Laidlaw (1) 6:19</p> <p>Lake (1) 5:12</p> <p>Lance (5) 9:16;46:20,23; 52:6;58:21</p> <p>language (7) 42:17,19;53:13; 55:14,14,18;56:17</p> <p>Large (2) 10:18;39:4</p> <p>largely (1) 61:16</p> <p>Last (28) 29:9;30:3;38:3,14, 18;39:23;42:4,10; 44:15;47:16;49:6; 52:19,20;54:23; 57:23;60:22;61:14, 15;62:10,19;63:16, 23;65:11;71:6,24,24; 74:17,20</p> <p>lasted (1) 66:16</p> <p>lasting (1) 33:23</p> <p>Lastly (1) 70:25</p> <p>later (3) 21:5;27:25;41:22</p>	<p>Madison (1) 44:8</p> <p>main (1) 59:16</p> <p>maintain (1) 42:6</p> <p>maintained (1) 42:24</p> <p>majority (4) 2:21;40:20;41:20; 61:24</p> <p>makes (3) 34:12;56:22;67:11</p> <p>making (6) 17:19;18:25;31:9, 11;37:24;58:1</p> <p>Mallek (1) 6:25</p> <p>man (1) 19:17</p> <p>management (1) 19:19</p> <p>manager (1) 6:11</p> <p>manner (1) 30:16</p> <p>manual (4) 64:23;65:17,19; 66:2</p> <p>many (25) 2:13;16:8,20;18:1; 22:10,10;25:16; 26:24;27:23;29:1,17; 30:22,23,23,25;33:3, 3,13;36:9;60:15; 62:19,24,24;72:20; 73:14</p> <p>map (2) 18:8;32:12</p> <p>marijuana (1) 22:21</p> <p>Marinette (4) 18:9,10,16,18</p> <p>mark (1)</p>			

<p>meetings (6) 2:22;41:16;61:15; 63:17,22;66:1</p> <p>meeting's (1) 4:16</p> <p>meets (2) 56:21;71:25</p> <p>Megan (1) 6:22</p> <p>member (21) 7:25;22:7,24; 41:18;42:6;44:20; 47:19,21,22;48:10; 49:8,10,11,21;53:24; 56:24;58:13;64:15; 67:8,12;71:2</p> <p>members (10) 4:21,23;5:22;7:16; 34:15;41:16;53:21; 61:6;65:14;67:20</p> <p>members' (2) 61:24;67:16</p> <p>membership (32) 2:24;8:23;9:1; 11:18;33:14;39:9,23; 40:1,17;42:10,21,25; 43:10;45:1,23;46:1, 2;58:6;60:4;61:4,9; 62:4;63:14,18,19,25; 66:11,19;69:13,18; 71:8;72:14</p> <p>membership's (2) 68:2;70:20</p> <p>Memorial (1) 57:13</p> <p>memoriam (1) 60:16</p> <p>memories (1) 65:11</p> <p>Menominee (1) 18:12</p> <p>Mention (1) 65:12</p> <p>mentioned (2) 60:10;66:8</p> <p>mentioning (1) 65:9</p> <p>merely (1) 58:3</p> <p>merit (2) 21:9,10</p> <p>message (2) 23:5;31:6</p> <p>met (5) 20:17,21;62:7,19; 65:14</p> <p>Michigan (2) 18:12;54:4</p> <p>microcosm (1) 18:10</p> <p>Middleton (1) 38:15</p> <p>Midwest (1)</p>	<p>54:5</p> <p>might (4) 14:15;24:13;37:5; 68:23</p> <p>Mike (11) 4:23;7:7;9:13; 10:21;35:3;39:18; 44:1;47:4,9;50:9; 59:2</p> <p>mill (1) 18:13</p> <p>Miller (1) 4:12</p> <p>milligram (1) 17:1</p> <p>milligrams (2) 15:23,24</p> <p>Mills (2) 5:13;20:4</p> <p>Milwaukee (4) 5:2;35:10;36:15; 44:9</p> <p>mind (1) 33:5</p> <p>Mineral (1) 5:5</p> <p>Minnesota (2) 54:4;55:14</p> <p>mint-colored (1) 47:10</p> <p>minute (4) 14:12;19:22;20:2; 34:24</p> <p>minutes (4) 4:17;8:3,5;30:5</p> <p>minute's (1) 20:9</p> <p>misleading (1) 26:12</p> <p>miss (1) 13:6</p> <p>mission (2) 64:10;65:18</p> <p>mitigate (1) 18:24</p> <p>model (3) 11:21;61:2;63:23</p> <p>models (1) 60:22</p> <p>modified (1) 69:20</p> <p>moment (1) 28:19</p> <p>momentum (1) 61:11</p> <p>money (2) 25:17;38:1</p> <p>Monica (1) 4:15</p> <p>months (2) 11:25;59:24</p> <p>moral (1) 73:19</p>	<p>More (28) 16:16;17:25;18:6, 21,21,25;21:15,15, 21;23:24;26:19,20, 20,21;27:12;32:4; 37:3,17;53:6,14; 59:17,18;60:18; 61:12;62:24;64:16; 68:24;70:18</p> <p>morning (12) 2:3;3:18;4:6;8:9; 10:3;12:15,19;13:23; 35:9;37:11;38:9; 59:10</p> <p>mortality (1) 72:24</p> <p>most (5) 17:10;22:2;24:5; 61:5;66:10</p> <p>motion (19) 9:7,11;40:22; 43:15;46:13,19,20; 48:13,14,17;49:24; 52:2,5;54:8,22;57:9, 22;58:19;75:5</p> <p>motions (3) 40:21,21,25</p> <p>motor (2) 25:12,13</p> <p>move (13) 37:18;38:2;39:18; 43:16;44:14;47:13; 48:18;50:12;52:3,17; 54:9;73:7;75:7</p> <p>moving (3) 30:13;54:23;74:11</p> <p>much (20) 9:18,25;18:21; 19:25;21:14,15,21; 27:5,21;29:23;31:16, 20;33:12;34:20; 46:22;48:24;50:5; 52:13;57:14;74:4</p> <p>multiplier (1) 63:24</p> <p>must (7) 42:21;43:11;47:22; 49:11;64:6;69:3;73:9</p> <p>myth (3) 24:4,24;26:5</p> <p>myths (6) 15:2,2;19:6,11; 20:12;21:24</p>	<p>narcotics (2) 17:21;18:14</p> <p>narrow (1) 73:4</p> <p>Nate (1) 46:25</p> <p>Nathan (1) 47:2</p> <p>nation (1) 16:13</p> <p>national (12) 33:25;40:6,8;55:2, 5,19,24;56:2,3,5,9,20</p> <p>nature (1) 28:11</p> <p>navigate (1) 68:14</p> <p>NCAA (1) 65:5</p> <p>near (3) 27:15;28:2;37:4</p> <p>Nearly (5) 24:7;72:2,6,11,12</p> <p>necessary (2) 45:9;67:15</p> <p>necessity (1) 65:10</p> <p>need (13) 12:21;14:23;16:14; 25:21;30:17,20,20; 31:4;36:24;69:4,4, 20;71:4</p> <p>needs (3) 38:5;61:24;63:9</p> <p>neighborhood (1) 20:15</p> <p>neither (1) 53:3</p> <p>network (1) 24:21</p> <p>new (11) 25:24,25;39:23; 42:18;44:6;61:13; 62:7;63:5;66:2; 68:12;69:14</p> <p>news (4) 29:16,16,19,23</p> <p>next (10) 29:6;30:8,13; 41:12,22;56:6;60:25; 66:3;67:5;71:5</p> <p>NFHS (2) 40:3,7</p> <p>NGB (1) 56:2</p> <p>Nicolay (1) 10:9</p> <p>night (1) 13:13</p> <p>NIKOLAY (1) 48:18</p> <p>nimble (1) 62:5</p>	<p>nine (1) 11:25</p> <p>ninth (1) 38:16</p> <p>nonconference (1) 36:11</p> <p>none (1) 49:2</p> <p>nonpublic (1) 10:15</p> <p>Nonschool (8) 52:18,18,23,25; 53:7,10,21;54:25</p> <p>nonvarsity (3) 39:7;50:15;51:4</p> <p>nor (1) 53:3</p> <p>normally (1) 30:4</p> <p>north (1) 39:4</p> <p>northeast (1) 18:9</p> <p>Norway (1) 55:10</p> <p>Nos (1) 41:13</p> <p>note (5) 8:3,24;26:25;58:9, 10</p> <p>noted (2) 45:5;67:25</p> <p>notice (2) 3:3;8:13</p> <p>number (12) 15:15;22:22;25:9, 25;27:3,7,17,19; 36:14;52:22;68:6; 72:17</p> <p>numbers (11) 14:4,5;25:3,5,24; 26:12,13;27:12;29:7; 50:23;71:24</p> <p>numerous (1) 24:20</p>
O				
			<p>objectives (1) 65:3</p> <p>O'Brien (5) 4:2;33:7,16,21; 34:4</p> <p>obscured (1) 71:22</p> <p>observations (1) 68:11</p> <p>obtained (1) 22:24</p> <p>Obviously (1) 38:12</p> <p>October (2) 29:9;64:15</p>	

<p>off (4) 32:16;33:1;60:15,16</p> <p>offer (1) 60:12</p> <p>office (3) 6:10;11:15;30:12</p> <p>official (2) 3:6,13</p> <p>Officials (1) 36:20</p> <p>often (3) 22:19;27:24;67:20</p> <p>old (2) 21:22;60:2</p> <p>Olympic (8) 55:3,5,19,24;56:4,7,12,20</p> <p>Olympics (1) 56:13</p> <p>Olympic-type (1) 56:14</p> <p>once (17) 16:21;17:3,7,8; 44:10,18;47:4,11,11; 48:17;49:4,23;54:6; 58:19;74:10,18,21</p> <p>one (36) 2:23;13:13;14:25; 15:15,21;17:6;18:19; 19:6,22;20:2,8,11,11, 23;21:9,20,24;25:9, 25;29:17;31:23;33:5; 34:24;41:5,12;42:7, 14,22;44:17;47:20; 49:9;51:4;59:1; 62:25;71:8;74:17</p> <p>ones (1) 17:3</p> <p>only (11) 23:7;24:1;28:5; 31:11;38:13,14;54:1; 60:10,13;67:11;72:9</p> <p>onto (2) 30:2;63:4</p> <p>onward (1) 73:7</p> <p>open (11) 19:19;35:1;43:23; 47:3;48:25;50:6; 51:2;52:10;54:15; 57:15;58:24</p> <p>operations (1) 6:17</p> <p>opiate (6) 11:24;13:25;14:8; 20:19;25:5;27:10</p> <p>opiates (5) 15:19;18:3;23:10; 30:9,16</p> <p>opinions (1) 71:18</p> <p>opportunities (7)</p>	<p>35:25;36:3,5; 61:23;63:11;73:3,12</p> <p>opportunity (8) 2:24;12:20;22:25; 24:11;32:25;33:14; 50:15;59:12</p> <p>Opposed (2) 9:23;75:17</p> <p>opposite (1) 15:8</p> <p>option (1) 63:14</p> <p>orange (2) 22:11;25:10</p> <p>orchid-colored (1) 52:14</p> <p>order (5) 2:5;43:10;54:21; 60:11;62:21</p> <p>Orders (1) 40:19</p> <p>organization (2) 47:18;49:7</p> <p>organizations (1) 64:10</p> <p>organize (1) 64:11</p> <p>original (1) 46:11</p> <p>others (1) 60:11</p> <p>ought (1) 70:13</p> <p>out (19) 18:15,21;23:21; 24:7,14,19;25:24; 27:15;28:2,8,14;29:8, 11;30:8;31:6,15; 36:15;59:23;64:14</p> <p>outline (1) 39:19</p> <p>outlook (1) 8:15</p> <p>outside (1) 46:14</p> <p>outstanding (2) 33:4,5</p> <p>over (23) 8:7;9:7;16:2,4; 24:21;25:14;27:13, 15;30:15,15;32:2; 34:13;35:1;55:10; 57:24;62:8;63:3; 66:21;71:25;72:1,3,4, 16</p> <p>overdose (7) 14:8;21:6;25:6,16; 26:1;27:15;28:3</p> <p>overdosed (1) 21:19</p> <p>overdoses (7) 16:8;20:19;27:8, 10,24;29:1;30:21</p>	<p>overprescribed (1) 29:24</p> <p>overprescribes (1) 22:4</p> <p>oversee (1) 67:1</p> <p>oversight (4) 42:7,11,14,22</p> <p>overwhelming (3) 61:21,21;68:16</p> <p>Oxycodone (1) 15:17</p> <p>Oxycontin (2) 15:13,13</p> <hr/> <p style="text-align: center;">P</p> <hr/> <p>page (8) 39:22,24;45:2,19; 50:22;56:6,6;57:24</p> <p>pages (2) 8:10,13</p> <p>pain (12) 12:2;15:11,18; 16:3,17,21,21;19:19; 20:7;22:6;24:10,12</p> <p>palleted (1) 29:11</p> <p>palm (1) 19:16</p> <p>Pam (2) 3:21;37:11</p> <p>pamphlet (1) 32:6</p> <p>paragraph (15) 45:4,6;48:2;49:13; 50:25;51:2,6,10,11, 13,15,16;53:5;56:5,6</p> <p>paragraphs (2) 45:17;51:8</p> <p>parent (4) 20:20;26:3,4;31:7</p> <p>parents (7) 20:18,22,22,23; 21:2,7;62:17</p> <p>parents' (1) 17:4</p> <p>park (1) 19:24</p> <p>parked (2) 46:14,15</p> <p>parliamentarian (1) 4:11</p> <p>part (9) 18:9,22;19:2; 28:25;31:8,9;60:23; 62:3;73:21</p> <p>participate (7) 2:15;36:5;52:24; 55:5,22,23;58:9</p> <p>participating (1) 36:14</p> <p>participation (10)</p>	<p>36:8;37:4;52:18, 19,23;53:3;54:25; 63:10;64:18;69:20</p> <p>particular (2) 15:5,24</p> <p>parties (1) 22:16</p> <p>partners (2) 12:22;19:4</p> <p>part-time (4) 47:20,25;49:9,14</p> <p>party (1) 22:18</p> <p>pass (2) 44:11;49:4</p> <p>passed (1) 62:2</p> <p>passing (1) 50:11</p> <p>passion (1) 71:20</p> <p>passionate (1) 13:5</p> <p>past (7) 8:21;28:9,9;33:8; 62:3;63:3;72:4</p> <p>path (3) 23:4;71:7,10</p> <p>pathway (3) 73:11,14,22</p> <p>patient (1) 17:23</p> <p>patients (1) 30:10</p> <p>Paulson (1) 44:6</p> <p>pay (2) 19:25;36:21</p> <p>pen (1) 3:8</p> <p>penalty (1) 40:6</p> <p>peo- (1) 17:8</p> <p>People (36) 15:4,5;16:5,16,20; 17:8,11,25;18:2,7,16; 19:1,22;20:13;21:19, 25;22:2,5,14,15;23:4, 17,21,24;24:8,20; 27:8;30:15,18,22; 34:10;36:10;73:12, 16,17,22</p> <p>people's (3) 23:2;29:18;30:3</p> <p>pep (1) 36:4</p> <p>percent (10) 14:8;22:5,23;23:3; 24:8;28:17,17,21,22, 23</p> <p>percentage (1) 38:5</p>	<p>Perceptions (1) 64:8</p> <p>Percocet (1) 15:17</p> <p>perfect (1) 21:3</p> <p>perhaps (3) 37:5;66:11;69:4</p> <p>period (3) 14:9;16:4;34:14</p> <p>permanent (2) 71:3,11</p> <p>persist (1) 70:14</p> <p>persisted (1) 63:13</p> <p>persisting (2) 53:25;66:10</p> <p>persists (2) 61:12,20</p> <p>person (2) 31:1,2</p> <p>personal (1) 73:15</p> <p>personally (1) 20:14</p> <p>personnel (1) 27:20</p> <p>perspective (5) 14:10;24:24;71:14; 72:18,22</p> <p>perspectives (4) 71:18,20;73:4,15</p> <p>petition (1) 41:6</p> <p>pharm (1) 22:16</p> <p>P-H-A-R-M (1) 22:16</p> <p>phase (1) 30:14</p> <p>phenomena (1) 22:14</p> <p>phones (1) 2:8</p> <p>photo (2) 29:25;34:24</p> <p>physical (1) 8:19</p> <p>pick (1) 33:2</p> <p>pill (11) 15:14,22,25;16:24, 24;17:6;18:5,5,13; 20:4;28:24</p> <p>pills (8) 16:6,7;17:1,8,13; 18:4,17;22:18</p> <p>pitch (1) 70:1</p> <p>pitchers (1) 70:1</p> <p>pivot (1)</p>
--	---	---	--	---

63:4 place (5) 12:25;32:10;46:11; 69:25;73:2 placed (2) 45:21;60:11 placement (5) 44:21;45:16;63:6, 8;64:3 placements (2) 45:10,12 plan (4) 9:3;61:8;63:21; 70:15 plaque (1) 33:20 platform (1) 73:20 play (7) 23:1;28:7;39:7; 55:9;67:14;70:15; 73:22 played (2) 33:25;72:5 playing (1) 36:8 playoff (1) 70:12 Please (16) 2:24;3:12;5:22; 7:17;8:3,10;12:12; 19:13;31:24;35:3,3; 40:23;44:11;47:5,11; 59:4 pleased (1) 8:17 pleasure (2) 34:6,21 Plummer (1) 44:5 Point (6) 4:13;5:5;22:10; 33:10;62:1;63:17 Police (2) 32:13,14 Pollack (1) 6:22 populous (1) 18:22 portion (1) 35:2 position (3) 47:20;49:9;53:16 positions (2) 47:21;49:10 positive (1) 63:1 possibly (1) 59:17 post (1) 14:5 postponed (1) 42:5	potential (2) 18:23;70:23 pounds (3) 29:8,9,10 powerful (1) 28:3 practice (2) 33:9;50:19 Preble (1) 10:19 predetermined (3) 37:14,20;38:6 prepared (2) 34:18;37:15 presc- (1) 17:20 prescribed (4) 15:7;23:7;24:1; 31:12 prescribing (2) 17:20;30:9 prescription (14) 12:2;15:5,10; 16:17,21;17:20; 18:13;19:9;20:8; 22:6,8;23:6;24:9; 29:18 prescriptions (3) 17:25;30:11;31:11 present (5) 7:22;8:17;12:20; 33:15;54:1 presentation (1) 30:6 Presented (1) 34:1 preserve (1) 73:19 president (2) 2:18;74:1 President-elect (1) 3:20 pretend (1) 23:19 pretty (1) 34:19 prevention (1) 28:6 prices (1) 9:4 primarily (1) 69:17 primary (1) 67:11 principal (5) 2:20;10:16,19,25; 56:23 prison (1) 18:16 private (2) 63:14;66:12 privilege (1) 4:20	pro- (1) 30:19 proactive (2) 62:25;69:19 probably (1) 25:24 problem (14) 11:19;12:7;14:20; 15:3;16:11,12,19; 24:5,12,14;25:1;26:6, 11;30:17 problems (1) 19:6 procedures (4) 39:20;40:10,14,18 Proceedings (1) 75:20 process (7) 40:11;43:3;45:20; 68:1,22;69:4;73:5 professional (1) 65:4 profit (1) 18:14 profitable (2) 24:22;29:3 program (13) 8:11;12:2;42:9,9, 14,15,23,24;55:6,25; 56:7,21;67:23 Programs (5) 55:3,20;56:9; 67:21;73:3 progression (1) 30:19 progressively (1) 36:18 projections (2) 8:14;37:3 promise (1) 69:9 promised (1) 61:14 properly (2) 24:3;31:14 proposal (3) 39:10;54:24;63:24 proposals (1) 63:18 proposed (2) 41:20,21 prosecutor (1) 11:13 prospect (2) 26:2;64:4 protections (1) 69:17 provide (7) 35:24;36:3;47:18; 49:7;50:14;55:12; 56:13 provided (6) 55:25;56:19;61:23;	62:4;71:6;73:12 provides (2) 22:25;51:23 providing (3) 9:2;64:19;73:3 provision (3) 53:4;55:2;57:6 provisions (1) 53:23 public (3) 25:1;31:5;66:12 publication (1) 41:23 pull (1) 19:24 pure (1) 28:21 purity (1) 28:16 purple (1) 52:14 purpose (1) 65:2 put (8) 14:10,16;15:13; 18:8,15;22:17;23:13; 59:24	24:15;69:4 reaching (1) 30:18 reads (1) 33:20 ready (1) 65:25 real (3) 16:18;34:21;39:9 realignment (21) 39:13;61:3,8,11, 12;66:9,21;67:1,11, 17,21,23;68:1,9,15, 22;69:5;70:9,16; 71:16;73:5 realities (1) 68:13 Reality (6) 3:5;12:3;15:2; 16:15;22:5;23:6 really (4) 16:14;20:13;34:5,9 realtime (1) 19:22 reason (4) 24:15;39:5,8;65:9 reasons (4) 35:21;39:3;67:20; 71:6 reassigning (1) 69:6 rebuffed (1) 68:17 recall (1) 60:21 receives (1) 55:25 recent (7) 10:4;14:5;16:10; 27:12;28:20;63:17; 68:4 recently (1) 23:11 recognize (9) 5:23;7:15,21;41:2; 44:3;61:19;62:15; 70:23;73:1 recognized (1) 7:18 recommend (1) 71:11 recommendation (1) 44:23 recommendations (1) 11:23 record (3) 3:13;4:16;60:11 records (1) 29:22 recounting (1) 52:17 red (6) 18:10,21;26:19,20,
Q				
quadrupled (1) 27:10 quarter (1) 36:6 quarters (2) 35:19,20 quick (4) 26:8;34:24;59:14; 66:13 quickly (3) 28:19;71:22;72:25 quite (10) 13:5,10,10,21,21; 55:16;60:2,9;61:9; 62:23				
R				
Racine (1) 57:10 Raider (1) 52:13 raise (2) 14:17;22:13 range (1) 15:18 rather (1) 14:18 rationale (9) 35:23;36:7;43:9; 46:4;48:9;49:20; 51:23;53:20;60:21 re- (2)				

21:25 reduce (4) 17:24;18:6;23:2; 30:9 reducer (1) 63:24 reelected (4) 10:13,16,22;11:3 reflect (4) 26:13,15;55:2;58:5 regarding (2) 12:11;74:6 regional (1) 55:11 registration (1) 2:11 regular (4) 52:25;53:8;70:12; 72:1 regularly (1) 20:22 regulations (4) 40:9,14;45:14,20 rehash (1) 65:11 reimagine (1) 65:19 rejected (2) 63:18,24 relationships (1) 66:15 relatively (1) 25:10 relax (1) 13:18 release (1) 16:2 relentless (1) 11:18 relief (5) 16:3;53:25;54:3; 55:9,12 religious (1) 63:14 reluctant (1) 22:13 relying (1) 18:3 remain (1) 68:19 remainder (1) 8:15 remaining (1) 4:20 Remember (2) 40:2;64:25 reminder (1) 59:14 removed (1) 42:18 removing (1) 29:17 rented (1)	37:21 renting (1) 37:25 renumber (4) 43:1;51:8,18;58:9 renumbered (2) 45:18;51:15 replace (3) 50:24;51:7;55:18 replaced (1) 46:8 report (8) 8:7,12,13;9:12,21; 20:24;59:9;74:2 Reporting (1) 4:16 representatives (1) 41:18 representing (2) 35:5;47:6 reprimanded (1) 67:7 request (4) 35:17;38:11;55:8; 56:24 requested (2) 46:10;61:1 requests (2) 53:20,25 require (1) 42:6 requirement (1) 62:22 requirements (2) 58:12;62:7 research (3) 64:9,12;70:5 Residence (1) 50:21 resist (1) 68:5 resolution (1) 12:22 resolutions (1) 41:4 resources (1) 25:17 respective (2) 3:1;53:11 responded (1) 63:25 response (14) 9:9,24;39:16; 43:24;46:2;47:7; 49:1;50:7;52:11; 54:16;57:16;58:25; 75:1,18 responsibilities (2) 65:4,8 responsibility (3) 66:23;68:20;73:18 responsible (3) 65:5;67:10;68:15	rest (1) 45:17 restricted (1) 51:4 restrictions (1) 13:11 result (7) 46:9;53:24;55:13; 58:7;61:16,25;62:2 results (7) 10:1,5;48:13; 54:20;57:20;59:7; 62:13 retirement (1) 34:2 return (1) 32:13 returning (1) 35:18 Retzki (1) 10:19 revenue (1) 38:5 reversed (1) 67:6 reverting (2) 35:17,24 review (5) 59:13;60:2;65:15, 25;66:7 reviewed (1) 60:22 revisions (1) 65:25 rewarding (2) 34:12,13 Rhineland (1) 44:6 rid (1) 24:3 right (14) 4:4;11:9;16:3; 17:17;19:16;23:9; 30:13;31:2;33:1; 39:17;46:15;59:22; 64:17;71:5 right-hand (2) 19:14,17 rightly (1) 70:10 rise (1) 53:22 River (2) 44:7;48:23 Roberts (1) 34:7 Robert's (1) 40:19 role (3) 23:1;28:7;33:25 Rollie (1) 44:6 room (3)	2:8;5:24;13:15 root (2) 15:3;16:16 roughly (1) 72:15 roundabout (1) 14:16 roundtables (1) 44:16 RUFSHOLM (3) 48:20,22,22 rule (6) 9:2;40:3;50:14; 54:1;55:10;58:2 rules (18) 13:9;39:23,25; 40:2,3,8,16,19;43:13; 50:13;54:24;57:25; 58:14;62:9;70:3; 74:11,14,17 run (1) 19:13 running (1) 18:13 rural (2) 26:7;27:1 rural/urban (1) 63:21 rushing (1) 20:9 Russell (2) 5:9;10:6	29:5;32:3,9 Sauer (1) 10:25 save (1) 12:3 saved (1) 27:8 saw (5) 11:16;14:7,14; 16:24;62:4 saying (3) 9:21;36:1;75:14 scary (1) 26:2 schedule (1) 36:12 Schimel (11) 11:12,13,16,19; 12:1,13,15;13:20; 31:22,25;32:19 Schimel's (1) 12:9 scholar (1) 59:15 school (49) 2:20;3:6,7;8:16; 12:6;13:4;20:15,25; 21:23;28:14;30:24; 31:3;33:24;35:4,10; 37:12;38:6;41:18; 42:6,12,13;43:11; 45:8;47:5,21;48:10, 21;49:10;50:4;52:25; 53:1,7;55:21,22; 56:23,24;58:8;62:4, 6;64:8,25;65:20; 66:3,14;67:9;72:13; 73:2,19;75:7 schools (22) 2:12;3:1;10:15,18, 21,24;11:2,5;21:14; 28:7;30:20;31:7; 36:25;41:21;42:11, 21;58:13;63:15; 64:15;66:15;67:9; 68:18 schools' (2) 44:20;53:24 school's (1) 3:9 Schumacher (1) 44:8 Scott (1) 5:15 Scout (1) 21:9 script (1) 33:1 season (13) 40:9,14;45:14,20; 53:1,8;55:1;63:6,8,9; 64:3;70:12;72:1 second (17)
S				
			safe (2) 15:6;23:12 safely (5) 23:8;24:2;31:12; 32:3,17 safer (2) 73:1,2 safety (2) 25:1;65:6 sale (2) 28:13,15 sales (2) 22:1;35:25 same (8) 9:23;15:11,19; 46:2;53:1;58:13,14; 75:17 sample (1) 45:19 Sanders (3) 5:12;75:6,6 Sandy (1) 44:7 sash (1) 21:9 satisfy (1) 67:24 Saturday (3)	

9:15,16;38:3; 40:24;41:9;43:19,20; 46:24,25;48:20;50:3; 52:4,7;54:12;58:22; 60:7;75:9 Section (4) 45:1,21;50:22;54:2 sectional (4) 37:13,18;38:3; 60:20 securely (3) 23:8;24:2;31:13 seeding (2) 60:20;61:2 seeing (12) 9:10;17:21;27:16; 29:1;39:18;43:25; 47:8;50:8;52:12; 54:17;57:17;65:21 seem (1) 60:15 segment (1) 63:19 sei- (1) 26:15 seizures (1) 26:16 selling (1) 18:13 semester (1) 50:17 semi (2) 29:10,14 send (1) 35:13 Senior (1) 5:19 sense (3) 15:22;37:17;67:11 sentence (1) 58:4 September (2) 29:8;44:22 series (2) 53:12;72:17 serve (3) 2:19;33:11;65:1 served (1) 73:12 serves (1) 60:14 service (1) 12:24 Services (2) 31:19;64:7 sessions (1) 8:21 set (4) 20:23;26:13;37:22; 68:24 several (3) 39:3;62:13;65:14 sexual (2)	69:14,22 Shaded (6) 42:18;45:2;47:24; 53:6;55:19;58:10 Shafranski (1) 6:1 shaking (1) 75:3 shall (2) 41:19,22 shape (2) 8:19;73:5 share (2) 35:12;73:18 shared (1) 22:8 sharing (1) 32:19 Shawn (1) 75:10 shift (5) 17:9,12;18:1,7,18 shining (1) 72:9 shock (1) 13:25 shocking (2) 14:1,2 show (4) 8:18;14:12;19:12; 21:7 showing (1) 37:3 shows (3) 14:3,13;32:12 side (2) 19:14,17 sight (1) 73:10 sign (2) 9:23;75:17 significant (3) 21:22;52:20;64:4 significantly (1) 27:17 signify (2) 9:21;75:14 silence (1) 2:8 simple (1) 24:15 single (2) 66:10;71:8 site (2) 37:18;38:6 sites (3) 37:14,21;38:3 sixth (7) 29:21;50:17,24; 51:1,12,14,17 slate-colored (1) 50:10 slide (1)	28:19 Slinger (1) 67:6 Slumberland (1) 46:14 Small (2) 11:2,5 smartphone (1) 59:20 snort (1) 16:6 soccer (5) 35:18;36:21;45:11; 72:2,24 social (3) 6:22;60:6;70:17 softball (2) 45:11;72:13 solid (1) 14:5 solution (2) 23:1;31:8 somebody (2) 27:14;72:8 someone (2) 22:8;27:24 someone's (1) 22:9 sometime (1) 25:23 somewhere (1) 14:18 son (1) 21:1 sorts (2) 13:1;70:4 sought (1) 67:3 sound (2) 14:15;19:13 source (3) 29:2;66:10,10 South (2) 35:10;36:15 southeast (1) 18:22 span (1) 14:4 Sparta (1) 75:6 speak (3) 39:15;41:3;59:12 speaker (1) 59:16 speaking (1) 35:5 Special (3) 56:12,13;70:21 specialist (1) 6:23 specializes (1) 64:9 specifically (1)	27:22 specifies (1) 41:17 sped (1) 19:21 speech (1) 34:17 speeches (1) 34:19 Spencer (1) 10:22 spend (1) 17:14 spent (2) 16:10;25:17 spilled (1) 68:2 spills (1) 62:8 sponsored (6) 42:8,22;71:25; 72:11,12,14 sport (17) 13:6;37:7;40:3; 52:22,25;53:1,8,10, 12;55:20,22;56:3; 61:18;65:2,20;71:15; 73:2 sporting (1) 13:12 Sports (23) 7:17;33:24;36:4; 40:11;42:12;43:3; 45:10,22;48:4;49:15; 51:19;53:15;56:11, 13,15;57:1;61:1; 63:8;64:2,25;65:4,5; 73:19 sportsmanship (15) 13:1;59:21;60:6; 64:23,23;65:7,11,13, 16,17,19,24;66:5; 71:15;72:19 sports-specific (1) 69:24 spots (1) 20:1 spring (2) 72:10,11 sprinting (1) 59:2 stability (1) 8:25 staff (9) 4:21;5:21;34:8; 44:5;61:22;65:15,17; 68:19;69:8 stage (1) 32:22 stamp (1) 28:24 stamped (1) 15:23	stance (2) 35:6;62:25 stand (3) 5:22;7:17;12:18 stand-alone (1) 42:15 standing (3) 34:1;61:6;64:20 start (9) 8:22;22:5;23:4; 26:10;30:17;35:5; 42:3;66:3;69:3 started (3) 14:21;24:9;30:8 starting (6) 3:16;27:22;30:24; 31:3;46:15;74:8 state (24) 11:20;12:5;14:22; 16:13;18:2,9,22; 23:25;26:1,4,10,19, 23;27:2,5;28:10; 30:14;32:14;38:20; 47:25;54:1;57:6; 58:10;62:3 stated (2) 58:12,13 statement (1) 35:12 statements (1) 3:11 states (7) 45:7;54:2,5;55:24; 56:2,4;69:7 state's (1) 33:15 statewide (7) 12:1,24;18:24; 29:6;31:8;32:2;61:7 statistic (1) 24:7 stay (1) 34:14 Staying (1) 74:14 stealing (1) 22:16 step (1) 35:3 Steph (2) 38:9,25 Stephanie (1) 6:4 stepped (1) 18:14 stepping (1) 33:8 steroids (1) 12:11 Steve (3) 3:24;8:8;10:12 Stevens (1) 33:10
---	--	---	--	--

still (7) 9:1;29:22,23; 37:24;61:20;62:12; 68:15	suburban (2) 26:7;27:1	T	thought (1) 20:20	topics (8) 60:3,10,13,15; 62:9;63:2,5;64:22
Stobber (2) 43:20,20	subvarsity (1) 72:18		table (2) 3:12,15	thoughtfully (1) 65:18
stole (1) 22:9	success (6) 44:20;45:9,13,13; 64:1;73:11	tag (1) 3:8	thousands (1) 18:2	touch (2) 17:15;29:4
stolen (1) 17:3	successes (1) 73:23	take-back (6) 29:5,6,12,21;32:1,9	threats (1) 68:4	touched (1) 60:13
stone (1) 68:24	successful (4) 11:21;67:19,19,23	talk (9) 15:9;16:14;19:14; 37:13;38:25;39:10, 12;40:15;62:15	three (3) 8:13;40:2;63:2	tournament (9) 40:10,14;44:21; 45:14;53:11;55:12; 60:22;61:18;72:16
Store (2) 23:7;24:2	sudden (1) 37:23	talked (3) 19:5;24:6;38:21	three-year (9) 10:8,10,13,17,20, 22;11:1,4,7	tournaments (3) 9:4;45:8;55:7
stored (1) 31:12	sue (1) 13:17	talking (6) 15:9;16:11;19:2; 21:16;24:13;71:14	throughout (4) 42:9,24;61:5;62:10	tow (1) 46:15
storm (1) 17:16	summary (1) 60:13	team (7) 55:10,20,24;56:5, 20;61:1;64:12	throw (1) 71:23	track (1) 21:4
story (2) 28:10;70:22	summit (1) 59:21	teams (6) 37:7;55:19;59:24; 61:15,23;72:23	thrown (1) 8:19	traditionally (1) 25:8
strategic (1) 64:12	sun (1) 72:9	tellers (1) 42:2	ticket (1) 9:4	traffic (2) 14:13,14
Stratford (1) 5:16	Sunday (1) 59:15	technology (1) 6:14	ticketing (1) 6:17	train (1) 25:19
street (3) 19:8,10;22:1	Sundays (1) 72:9	Ted (2) 5:7;10:15	Tim (1) 7:10	training (3) 25:18;55:23;56:13
streets (2) 17:1;28:16	superintendent (2) 10:7,10	teenage (1) 72:24	time-lapsed (1) 19:21	Tramadol (1) 15:17
strike (7) 50:22,25;51:6,11, 13,16;55:17	supplements (1) 12:11	teenagers (3) 23:14,20;30:22	timeline (1) 64:17	transfer (3) 50:14,19,22
strike-through (1) 42:17	support (25) 48:5,6,8,14;49:18, 19;53:17,19;54:21; 57:2,3,4;58:16; 61:10;70:20;74:9,10, 12,12,15,16,18,19,21, 21	tellers (1) 42:2	times (6) 22:19;27:14,15,24; 37:16;71:17	transferring (1) 50:16
strong (3) 12:21;14:21;62:5	supported (9) 43:4,6,7;49:16; 51:20,21,22;68:9; 69:1	telling (1) 72:8	tinkered (1) 70:13	transfers (1) 51:24
stronger (1) 28:4	supporting (1) 57:21	ten (1) 17:7	today (20) 2:16;4:22;7:4,22; 8:1,18;11:11,17; 12:9;15:10;32:20; 40:15;44:4;59:11; 62:12;65:20;67:16, 17;73:21,24	transitional (1) 64:22
strongly (2) 2:15;71:10	supportive (1) 69:21	tens (1) 18:2	today's (1) 2:5	Travel (2) 39:4;67:14
structure (2) 63:9;70:13	supposed (1) 16:1	term (9) 10:8,11,14,17,20, 23;11:1,4,7	Todd (2) 6:7;59:22	traveling (1) 38:17
stuck (1) 37:24	sure (5) 31:9,11;32:16; 59:19;73:9	Terri (1) 44:8	together (2) 2:23;59:25	treasurer (1) 3:24
student (11) 12:6,24;31:7; 55:25;56:22;59:24; 62:8,14,15;63:1;70:6	surgery (1) 23:10	Thanks (3) 34:4,5;38:14	tolerance (2) 17:2,5	treasurer's (4) 8:7,12;9:12,21
students (9) 36:3;50:16;51:3; 55:21;58:8,11;63:10; 69:18;73:14	surprising (1) 60:3	theme (1) 59:2	Tom (2) 6:1;59:18	treat (1) 63:19
studied (1) 44:24	survey (3) 8:22;64:14,18	Therefore (2) 42:13;53:22	tons (1) 29:17	treatment (2) 18:25;19:1
study (1) 64:5	surveys (1) 64:9	thinking (1) 23:22	took (1) 61:14	trees (1) 19:16
style (1) 65:23	suspension (2) 71:1,2	third (3) 29:14;44:22;64:22	tools (2) 70:19,23	tremendous (2) 16:12;27:7
submissions (2) 18:20;26:9	swear (1) 13:6	THOMAS (2) 50:3;58:22	top (1) 18:19	trend (1) 25:22
submit (3) 26:14,15,23		Thompson (1) 7:7	topic (2) 12:21;61:4	trial (1) 26:13
Subsequently (1) 64:7		though (1) 61:10		trophies (1) 21:8
				trouble (2) 15:15,16
				truck (1) 29:14

<p>trucks (2) 29:10;30:2</p> <p>true (1) 15:8</p> <p>truly (2) 2:13;72:22</p> <p>try (1) 65:18</p> <p>trying (4) 15:1;20:12;24:24, 25</p> <p>tryout (1) 55:23</p> <p>tuition-paying (1) 51:3</p> <p>turn (8) 8:7,10;9:6;14:23; 35:1;39:22;60:1; 68:17</p> <p>twice (3) 23:22;25:16;51:14</p> <p>two (20) 18:11,15;20:1; 26:18;27:4;29:10,21; 35:24;37:16;41:13; 44:11;52:24;53:7,14; 63:5,16;64:20;65:13; 68:16;70:18</p> <p>Ty (2) 54:9,11</p> <p>Tyler (1) 43:16</p> <p>type (1) 40:3</p> <p>types (1) 40:2</p>	<p>units (1) 32:13</p> <p>unknowable (1) 72:17</p> <p>unlike (1) 28:24</p> <p>unquestionably (1) 14:2</p> <p>unused (1) 29:17</p> <p>unusual (1) 13:14</p> <p>unwilling (1) 67:22</p> <p>up (32) 3:15;8:22;13:21; 14:4,14;18:8,9;19:19, 21,22;20:1;23:11; 25:6;26:20;27:20; 28:22;29:5;30:1; 31:16;33:2,17;37:1; 38:1;39:4,18;40:22; 41:3;52:24;59:8; 60:4;66:9;73:16</p> <p>update (1) 55:1</p> <p>updated (1) 55:13</p> <p>updates (1) 74:6</p> <p>updating (2) 55:15;56:17</p> <p>upon (2) 61:25;64:4</p> <p>upset (1) 13:10</p> <p>urban (3) 26:6,7;27:1</p> <p>USA (2) 55:10;56:10</p> <p>use (8) 2:24;21:18;23:6,6; 24:1;40:19;63:4; 64:11</p> <p>used (1) 69:6</p> <p>using (1) 24:8</p> <p>usually (2) 13:15;34:19</p> <p>utilize (2) 45:12;70:22</p> <p>utilized (1) 45:15</p> <p>UW-Stevens (1) 4:12</p>	<p>varsity (5) 71:25;72:2,2,3,6</p> <p>varsity-level (1) 72:15</p> <p>vast (2) 2:21;61:24</p> <p>vehicle (2) 25:13,14</p> <p>venue (2) 37:24;38:4</p> <p>version (1) 70:15</p> <p>versus (1) 66:12</p> <p>via (3) 35:12;40:11;44:15</p> <p>Vicodin (1) 15:16</p> <p>victims (2) 69:14,16</p> <p>video (2) 19:12;70:17</p> <p>View (1) 44:9</p> <p>views (1) 65:6</p> <p>vigilant (1) 20:5</p> <p>vital (1) 64:19</p> <p>vitality (1) 2:22</p> <p>Vogler (1) 11:2</p> <p>voice (1) 9:19</p> <p>voices (1) 2:25</p> <p>volleyball (2) 45:11;72:2</p> <p>volume (1) 17:24</p> <p>vote (25) 9:19;40:17,20,25; 41:19,21;44:1;45:23; 46:1,2,10;47:9,11,16; 49:3,25;50:9;57:10, 18;58:20;59:4;63:25; 66:22;68:16;74:20</p> <p>voted (9) 39:1,23;41:11; 45:22;46:9;49:15; 53:15;57:1;66:19</p> <p>votes (3) 59:7;62:16;74:7</p> <p>voting (4) 3:7;41:24;44:10; 54:18</p> <p>vulnerable (2) 26:3,3</p>	<p>Wabeno (1) 11:3</p> <p>WADA (2) 7:11;44:16</p> <p>Wade (8) 4:5;6:20;43:14; 49:22;52:1;54:7; 57:8;58:18</p> <p>waiting (5) 13:14,16;24:20; 59:6;62:12</p> <p>waiver (1) 56:25</p> <p>waivers (2) 53:22;56:18</p> <p>walking (2) 19:17,22</p> <p>warehouse (1) 30:1</p> <p>WASB (1) 7:5</p> <p>watch (2) 19:20;26:17</p> <p>Waterford (1) 43:21</p> <p>watermelon-colored (1) 57:18</p> <p>Waukesha (3) 11:14,16;13:4</p> <p>Wausau (1) 52:9</p> <p>way (11) 12:16;14:22;16:1; 28:5,22,25;29:9;41:6, 9;69:10;73:22</p> <p>ways (2) 19:1;41:5</p> <p>weather-permitting (2) 72:8,10</p> <p>web-based (1) 66:3</p> <p>website (3) 8:4;32:5,8</p> <p>Wednesday (1) 59:21</p> <p>Wednesdays (1) 72:9</p> <p>week (1) 29:13</p> <p>weekly (1) 70:2</p> <p>weeks (2) 27:25;65:13</p> <p>weight (1) 70:2</p> <p>welcome (3) 2:5;8:1;59:11</p> <p>welcoming (1) 12:13</p> <p>well-being (2) 63:1;70:6</p> <p>well-served (1) 33:4</p>	<p>Wendt (2) 57:10,10</p> <p>West (2) 44:8;54:13</p> <p>whatnot (1) 37:2</p> <p>what's (5) 15:3;20:13;23:22, 23;72:23</p> <p>Where's (1) 7:22</p> <p>Whitehall (1) 4:24</p> <p>whole (2) 15:18;59:13</p> <p>WIAA (33) 2:6;3:16;4:1,21; 5:21;7:1,16;8:18; 12:10;13:17;31:6,19; 33:3,21;34:1,6,15; 39:25;43:12;44:5,21, 23;53:11;54:1,4; 55:7,11;58:14;59:15; 67:5;68:8;70:20; 72:14</p> <p>WIAA's (2) 33:6;59:20</p> <p>Willette (1) 4:16</p> <p>willing (1) 69:21</p> <p>win (1) 28:6</p> <p>Winch (1) 5:15</p> <p>wings (1) 24:20</p> <p>winter (2) 37:19;72:4</p> <p>Wisconsin (19) 11:11,24;12:13; 14:9,13;16:17;17:19; 18:19;19:15;20:4; 24:16,17;25:9;28:13, 16;30:15;31:18;32:7; 38:19</p> <p>Wisconsin-based (1) 64:8</p> <p>Wisconsin's (2) 13:25;25:2</p> <p>wish (1) 27:13</p> <p>wishes (2) 34:1;58:6</p> <p>within (6) 2:8;8:12;11:20; 66:11;74:14,17</p> <p>without (3) 36:6;58:1;72:21</p> <p>wonderful (1) 34:8</p> <p>Wopac (1) 44:7</p>
U				
<p>ultimately (3) 28:6;40:7,13</p> <p>unable (1) 67:22</p> <p>Uncertainty (1) 39:6</p> <p>uncommon (1) 68:3</p> <p>under (3) 45:1;50:21;61:2</p> <p>underage (2) 69:15,16</p> <p>underlying (1) 63:7</p> <p>understandable (1) 36:23</p> <p>unequivocally (1) 13:18</p> <p>unfortunately (1) 14:7</p> <p>unique (3) 65:3,3;70:21</p> <p>United (3) 55:24;56:2,4</p>	<p>value (1) 70:24</p> <p>variety (3) 35:21;56:14;67:20</p>			
	V			
			W	

<p>word (2) 48:2;58:3</p> <p>words (3) 49:14;50:23;71:13</p> <p>work (15) 2:9;7:13;13:13; 31:17;34:8,10;37:8; 46:5;65:21;66:6; 71:17,21;73:13,17,25</p> <p>worked (2) 11:19;13:21</p> <p>workers (1) 37:22</p> <p>working (11) 17:18;18:24,25; 19:4,10;30:8,14;34:6, 10,15;36:21</p> <p>works (2) 14:7;38:20</p> <p>worse (1) 17:16</p> <p>wrap (1) 31:15</p> <p>wrestlers (1) 70:2</p> <p>wrestling (1) 72:5</p> <p>written (4) 3:11;35:11;41:24; 68:25</p> <p>wrongly (1) 70:10</p>	<p>2:11</p> <p>Yingst (1) 5:18</p> <p>young (6) 15:5;16:5;22:15; 73:12,17,22</p> <p>youths (1) 34:11</p> <hr/> <p style="text-align: center;">Z</p> <hr/> <p>zip (1) 32:10</p> <p>zone (1) 26:25</p> <hr/> <p style="text-align: center;">0</p> <hr/> <p>0 (6) 57:3,3,4,4;58:16,17</p> <hr/> <p style="text-align: center;">1</p> <hr/> <p>1 (10) 10:6;42:3,3;45:7, 23,25;48:14;50:25; 56:20;58:10</p> <p>10 (12) 43:7,7;48:7;49:18; 51:16,21;53:18,18; 57:4,4;58:16,17</p> <p>10,000 (1) 72:12</p> <p>10:39 (1) 75:20</p> <p>108 (1) 66:20</p> <p>10th (1) 50:20</p> <p>11 (2) 51:18;53:16</p> <p>11,000 (1) 72:13</p> <p>110 (1) 66:20</p> <p>119,000 (1) 72:15</p> <p>11th (6) 50:20,23;51:3,6,10, 25</p> <p>12 (4) 36:16;51:8,18,20</p> <p>12th (2) 50:24;51:7</p> <p>13 (8) 45:22;48:6;49:18; 51:9,18,21;74:18,19</p> <p>13-year (2) 14:4,9</p> <p>14 (9) 43:4,4;45:24;48:4; 49:16;51:19;56:6; 57:2,2</p>	<p>14-year-old (1) 13:3</p> <p>15 (14) 25:23;29:9;36:11, 11;43:5,6;45:2;48:5; 49:17;51:20;53:17; 57:3,3,24</p> <p>1-5 (1) 36:11</p> <p>153 (2) 74:15,16</p> <p>155 (1) 57:22</p> <p>15-yard (1) 40:5</p> <p>16 (2) 8:10;14:19</p> <p>163,000 (2) 30:15,16</p> <p>16-minute (1) 35:20</p> <p>17 (1) 8:11</p> <p>18 (2) 8:11;36:18</p> <p>1890s (1) 66:15</p> <p>1920 (1) 66:18</p> <p>1965 (1) 33:21</p> <p>1973 (1) 66:19</p> <p>1977 (1) 67:2</p> <p>198 (1) 54:22</p> <p>1980 (1) 66:24</p> <p>1985 (2) 28:14,15</p> <p>1997 (1) 67:5</p> <p>1st (1) 59:15</p> <hr/> <p style="text-align: center;">2</p> <hr/> <p>2 (16) 44:14,15;45:18; 46:1;48:2,6,8;49:18, 19;51:20,21,22; 52:17;54:21;56:22; 58:10</p> <p>20 (2) 21:2;28:22</p> <p>20,000 (1) 72:4</p> <p>200 (2) 14:16;32:2</p> <p>2000 (1) 63:13</p> <p>2000- (1)</p>	<p>46:7</p> <p>2008 (2) 26:11;27:4</p> <p>2009 (2) 39:1;63:21</p> <p>2010 (1) 39:2</p> <p>2012 (4) 26:20;27:13,13,16</p> <p>2013 (4) 8:14;14:6;25:4,15</p> <p>2014 (6) 25:23;26:22;27:5; 29:7;44:25;46:7</p> <p>2015 (6) 8:4,5,6;46:8;48:10; 49:21</p> <p>2016 (1) 34:2</p> <p>2016/'17 (1) 8:16</p> <p>2017 (1) 62:21</p> <p>2017-'18 (1) 45:7</p> <p>20s (2) 14:18;30:22</p> <p>22 (1) 37:1</p> <p>221 (1) 54:22</p> <p>23 (1) 42:11</p> <p>230 (1) 32:14</p> <p>24/7 (1) 32:12</p> <p>25 (1) 11:14</p> <p>256 (1) 57:22</p> <p>26 (1) 68:17</p> <p>271 (2) 74:15,15</p> <p>284 (1) 66:24</p> <hr/> <p style="text-align: center;">3</p> <hr/> <p>3 (13) 39:22;41:13;45:1, 18;47:13,15;48:17; 50:22;51:2,9;53:16; 56:24;57:21</p> <p>3,000 (1) 72:6</p> <p>3,300 (1) 72:16</p> <p>3,500 (1) 72:3</p> <p>30th (1) 29:6</p>	<p>33 (1) 50:22</p> <p>34,000 (1) 29:8</p> <p>36 (2) 74:21,22</p> <p>366 (2) 74:9,10</p> <p>381 (2) 74:21,22</p> <p>384 (2) 74:12,12</p> <p>39,000 (1) 29:9</p> <hr/> <p style="text-align: center;">4</p> <hr/> <p>4 (9) 39:24;41:13;45:18; 48:15;49:5;51:6; 54:2;55:18;74:9</p> <p>4,000 (1) 72:5</p> <p>4.0 (1) 21:1</p> <p>40 (3) 30:5;74:12,13</p> <p>400 (1) 68:17</p> <p>40-minute (1) 35:18</p> <p>410 (2) 74:18,19</p> <p>417 (1) 48:14</p> <p>44 (1) 66:24</p> <p>44,000 (1) 29:10</p> <p>440 (1) 2:12</p> <p>47 (2) 74:9,10</p> <hr/> <p style="text-align: center;">5</p> <hr/> <p>5 (9) 28:16,21;42:20; 43:1;45:18;48:5; 50:13;51:8;74:12</p> <p>5,000 (2) 27:14,15</p> <p>500 (1) 14:8</p> <p>518 (1) 2:12</p> <hr/> <p style="text-align: center;">6</p> <hr/> <p>6 (7) 10:9;43:1;49:13; 51:10;52:17,22; 74:15</p>
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<p>6,000 (1) 72:1 60 (1) 36:16</p>				
<p style="text-align: center;">7</p>				
<p>7 (7) 10:12;45:19;49:16, 17;51:11;53:17; 54:25 70 (3) 22:5;23;23:3 78 (1) 66:16 7th (1) 59:22</p>				
<p style="text-align: center;">8</p>				
<p>8 (6) 46:1;48:8;49:19; 51:13,22;53:17 8,000 (2) 71:25;72:2 80 (5) 15:23,24;16:25; 24:8;28:22 80-milligram (2) 15:14;16:24 8-minute (1) 35:19 8th (1) 65:13</p>				
<p style="text-align: center;">9</p>				
<p>9 (2) 48:5;51:15 9:00 (1) 19:18 95 (1) 28:17 9th (2) 13:21;50:17</p>				