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CC:
Date: 5/23/2017 6:28:49 PM
Subject: Exempt Session Conversation/Information
Attachments: [Non-Bargained Group Staff Proposal 17-18 \(new 5.19.17\) \(7\).pdf](#)
[2162015 Early Retirement.pdf](#)
[Berg New Position 65,000.00.pdf](#)
[303.4.pdf](#)

Attached Please find 4 documents.

This week I have sent this to Mike, Janna and Lorrie. I have had conversations with each beyond the original email.

As of 6/20/2016 Board Meeting at minute Mark 1:40.36 I talk about John;s Title change. There is nothing presented about dollar amount increased to John.

At our board meeting for non bargaining the board voted to have 2.5% given to all base salary that qualified in this category. We specifically talked about Merit raises vs doing this and why we felt we needed to go in this direction. Paul Deroy and myself had different views so we clearly vetted and voted that we did not want to allow the superintendent to give Merit increases due to how some staff were not given raises for several years.

If you look at attachment Berg New Position
Berg is hired at a starting salary of \$65,000.00
Date of this document is 6/15/2015 (I assume to start 7/1/2015 by board action and minutes recorded)

With that as the starting base pay and if I am following Mr. Penca Non Bargained Group staff proposal:
Berg base salary now is 82,250.00

With a 2.5% wage increase for the 16/17 school year that would bring is base pay from 65,000.00 to \$66,625.00

I have also requested to view Jodie Anderson base starting pay as I was not able to find, nor was Lorrie or Janna, as it may be with her base salary listed that she also was given more than the 2.5% raise that board approved. In conversation with Janna, her recollection of starting Salary for Jodie Anderson was about the same as John's. Her Base salary is being listed as \$ 87,750.00. If Janna memory is correct as no one can find any documentation in personnel reports to date to verify, it would appear that Jodie also received an 18,000.00 increase beyond the 2.5% raise approved by the board.

Mike states that Janna and Lorrie gave him permission to give beyond the 2.5%
Also, stated since staff left and they had more money than they anticipated that he used those dollars to give the additional raises.

He states he has paper work in his office about the permission of giving raises.

Janna did call me around 10/2016 or so and stated that Mike wanted to increase John's salary to 75,000.00.

At the next Finance Committee meeting (Which I have notes on in my book for Board) I asked John his education level, years in leadership position, and what he is currently making. He stated 2 year general degree with certificate in accounting. His current position was his only director position and he was in the mid sixties for Salary.

I called Janna with in the next few days and stated I could not tell the Superintendent what to or not to present on an agenda, but due to lack of education, job experience, I would not be one to support that additional increase.

It was never brought up to the board as it should be, as stated in attached policy, 303.4. The part that is not making sense to me in Mikes explanation to date: He requested 75,000.00 but John Salary is listed as 82,250,00.00 beyond what he stated he requested from Janna and Lorrie.

Janna and Lorrie can not give give permission to give out such raises, we have to do that as a Board. Janna and Lorrie both deny stating any of that to Mike together and or separately. As I was not there with them, I do not have a factual position to state anything on that conversation. However, history tells me, they would have brought it to the board and directed Mike to do so as well before he initiated increases beyond board action. I am confident with stating I am sure that they did not direct Mike to do this at any agenda meeting they have had with him as acting board president and vice president.

I have stated several times about transparency with the tax payers dollars. The Board was not given the chance to vote on this as directed by policy, but more importantly the tax payer was not given the right to address the board, or even given the information.

Mike has requested I meet with him on Thursday to allow him to find his documentation. I will do so and request that Lorrie attend with me. I do believe in due process and he should get a chance to be heard.

With that said, I will not allow this behavior again to be kept on the hush, I have a duty to the people who chose to put their faith in me and vote for me, to be transparent. I will request that the community be made aware. I will be making a public statement that does not identify staff or of an evaluative nature, but, be dollars were spent on positions that violated policy 303.4.

In the special session we have several options and I will be utilizing them on how to proceed. I will request the Contract of the Finance Director and HR director be pulled from the increase this year. I can not evaluate in public with out giving each person a chance to request a closed session.

If the documents appear that the Finance Director took about an \$18,000.00 knowing policy, being educated-transparency, and being told as head of finance he has to be able to say no, this needs to go to board etc. I will exercise my voice to request his contract not be renewed.