

From: ["Lorrie Lala" <llala@masoncityschools.org>](mailto:llala@masoncityschools.org)
To: ["Jodi Draper" <jdraper@masoncityschools.org>](mailto:jdraper@masoncityschools.org)
CC:
Date: 5/7/2017 7:32:41 AM
Subject: Re:

On Sun, May 7, 2017 at 12:14 AM, Jodi Draper <jdraper@masoncityschools.org> wrote:

Thanks for the link. I agree Dan Long is a great principal. I am just looking at Time in district or job with same credintials for a position. We have no base line at all... and if we raise to 88 then those that have been with the district for a long period of time will want a percentage increase for years of service. Taking average of average is not accurate at all. And those in our community will totally come out to voice dismay. Our cost of living is much lower than other states. So where in the middle of taking all the data is correct. We first have to nail down what is base line for first year principal. And what data we are using to establish that.

On Saturday, May 6, 2017, Lorrie Lala <llala@masoncityschools.org> wrote:

I will scan mine or take a pic and send to you tomorrow.

I do think D Long's salary is appropriate for his job. More students, more teachers and staff to manage and more activities to attend than other schools in the district. He is not only busy during the day but every night during the week attending events. (This is coming from a principal's daughter).

When looking at salary I'm afraid looking at national average and local median salary for a family of 4 will may make things more complicated without providing any benefit. I was looking at the census for Mason City and only ~20% of the population has a 4 year college degree Most of the employees we are discussing have advanced degrees. I don't think looking at that data will be of use. Employers would never be able to recruit top notch employees if salary decisions were based on the local household average. I don't think the national average will benefit our discussion since we are trying to recruit to Iowa. Each state's culture is so different as far as education salaries, funding for schools etc. We really can't base our decision on what other states are doing.

I found this website <https://wallethub.com/edu/best-and-worst-states-for-teachers/7159/> which ranks best and worst states for teachers. Iowa is 12 and Arizona is 49. I don't want to do what they are doing. I found a website comparing the states by student test scores which stated Iowa was

17th and Arizona was 37th. MA is number 1 in test scores and #2 in best states for teachers. Salary.com shows this state pays their principals over 100K.

Just some thoughts.

Lorrie

On Sat, May 6, 2017 at 12:57 AM, Jodi Draper <jdraper@masoncityschools.org> wrote:

I accidentally threw out my paper work from our last meeting on Salary issues.

Can I get a copy from one of you? Can you scan to my email?

From listing on 2015 Salary from Globe Gazette:

Principals:

Harding: Brooke Brunsvold Salary listed 89,438.60

Hoover: Barb Wells Salary listed: 102,311.60

Jefferson: Lyndsey Millsap: \$84,438.60

John Adams Jerry Siglin 103,992.60

Lincoln Intermediate Teresa Schlichting \$66,438.60

Mason City Alternative School Dave Ciccetti 93,358.60

Mason City High School Dan Long 104,438.60

Pinecrest Center Brandt Snakenberg (not listed in paper)

Roosevelt Allison Stevenson \$102,744.60

I specifically remember being told that Alison who is now retired was only making 98,000.00 and they wanted to bring Starting pay to 88,000.00 (John, Mike and Jodie all agreed that she retired at 98,000.00)

This was reported in 2015, so each of this staff is making more in 2016/2017 school year.

I believe we gave a 2 percent across the board or 2.25 percent. I would have to dig through the minutes to find out the exact percentage, but if either of you remember that would help me out.

The Salary means very little with out knowing how many years each person has been in educational career, how many years at Mason City and then how many years as a Principal.

What is most telling would be starting Salary as a Principal, and how many years in this role for Mason City.

I know Dan Long has not been in our district very long compared to Dave Cicetti.

I believe if my memory serves they want Principals starting wage at 88 thousand with 3 percent increases for 2 years.

As Dan Arjes for 2015 is listed at 79,438.60 as an Assistant, to get a range I would have to go through each school directory and look at who is listed as assistant and price out their pay. (and how many years in position)

Which I will do.

But at a quick glance The only person under paid needing a salary adjustment is Teresa S.

I am wondering if Globe did a Typo and if 66 thousand is accurate or if it should be 86??

I would need that verified.

For Principals the starting Salary would range from 79,000 to 83,000

As Arjes was at 79,000... Again I would need to review all assistants.

We do not need to go to 88,000.00

We do not need to do the 3 percent for 2 years.

One of the main reasons the Govt is looking to privatize educational process is the entitlement for pay on the tax payer.

I know it is not correct to say out loud but I am a straight shooter.

As a district we can not do this across the board. We can't sustain it for all those positions, we can't go where they want us to go.

Just my thoughts

Jodi

