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Communication Log 2015-16

Initiated By	Date	Responded By	Date	Topic	Phone	Letter	Email	Meeting	Other
Kim Mumm	9/15/15 na			Financial advisory committee			x		
Kim Mumm	9/16/15 na			Last Night's supt search citizen open forum			x		
Kim Mumm	9/21/15 na			Average total teacher salaries, longevity and % advanced degrees			x		
Tammy Barry	10/6/15 Sarah Riss		10/7/15	Meeting on 10/7 re: staff area data report comments	x		x	x	
Dave Buck	10/19/15 na			"Concussion" Maajor Motion Picture released 12/05/2015			x		
Kim Mumm	10/20/15 na			Financial advisory committee			x		
Kim Mumm	10/23/15 na			Early retirement incentive proposal			x		
Kim Mumm	10/27/15 David Addison		10/27/15	top criteria for new superintendent			x		
Kim Mumm	11/1/15 na			ultimate staffing changes last yr to this yr. plan to avoid cuts 2016-17			x		
Tammy Barry	11/2/15 na			Respect			x		



**Lori Medlin**

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**From:** Lori Medlin  
**Sent:** Monday, October 12, 2015 9:23 AM  
**To:** Lori Medlin  
**Subject:** RE: financial advisory committee

From: kmummm@charter.net  
To: "moore.diane@wgmail.org", "kite.joann@wgmail.org", "riss.sarah@wgmail.org"  
Cc:  
Sent: Tue, 15 Sep 2015 10:43:55 -0500  
Subject: financial advisory committee

Dear Diane, Joann and Sarah,

Please could you forward this e-mail to the members of the financial advisory committee for me today? Thank you each, also, for my ability to observe this morning.

Dear Brett, Scott, Chris, Steve, Todd, Larry and Chuck,

I appreciate the opportunity I had to observe your meeting this morning. I didn't realize the format, but now do. I would love to be included in you "outer group" of committee members. I'm certain others are more qualified to fill the precious 3 new seats for the 10 member steering committee.

I am glad you received the verbatim comments from the recent survey for the question(s), "As you were deliberating, what issues would have been helpful to you to take into account when voting for the tax levy/bond issue".

As you also know, there is very excellent information there. However, my opinion is, having read the full report thoroughly, the real "meat" of the survey verbatim comments is in the responses to questions:

Q3 "Why you voted yes for the tax levy" pp 48-96

Q 4 “Why you voted no for the tax levy” pp 97-158

Q 6 “Why you voted no for the bond issue” pp 159-207

Q7 “Why you voted no for the bond issue” pp 208-255

My perception is that respondents focused their energy into these 4 fundamental replies/comments.

You can request the full 848 page report w/ all the verbatim comments, as you may have already done. Your roles on this committee are vital to all of us in the WGSD. I don't want you to miss reading some of the most important feedback. I am certain the citizens, who wrote their heartfelt and passionate comments, expected you will be reading them all.

Sincerely,

Kim Mumm

From: kmummm@charter.net

To: "clendennen.amy@wgmail.org"

Cc: "addison.david@wgmail.org", "emersonsmith10@gmail.com", "loher.steve@wgmail.org", "dugan.jean@wgmail.org", "oliver.joel@wgmail.org", "wgsdshipley@gmail.com"

Sent: Wed, 16 Sep 2015 11:46:17 -0500

Subject: last night's superintendent search citizen open forum

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Dear Amy,

Someone showed me the appeal you made on the WG Community Connect regarding your disappointment w/ only 10 residents in attendance at the "come one; come all" superintendent search forum. Thank you for holding that event. It was well advertised. I'm glad you posted a "nudge" for citizens to feel welcome to attend the next forum.

I don't think your relatively small turnout was, in any way, indicative of lack of interest. As many stated, school nights are difficult. The superintendent search survey link (which was not e-mailed to me by the district, but I did receive and sent it far and wide to people I know within WGSD, encouraging them to also spread the word to others in the WGSD) will also allow for you to receive excellent citizen input. Recall, your board meetings only have the attendance of 5-10 citizens, yet hundreds- thousands of people are actively engaged.

I was disappointed, in fact, stunned (I'm stunned a lot these days), when I attended yesterday morning's financial advisory committee (as a non-participatory observer) to learn only one of the four members present at yesterday's meeting had attended one of the WGSD community forums. Further, I perceived members may not have read the entire and complete post-election survey and all comments, although I certainly could be completely incorrect about that. The chair did mention, when I inquired after the meeting, he had not yet read my full report.

The financial committee members quite possibly hold the most important positions, of greatest magnitude in this district, aside from you board members and the staff. I e-mailed them to tell them I believe this is so after the meeting, and to encourage them to read all the verbatim comment replies to the questions, "Why you voted yes and why you voted no for the tax levy and bond issue". I think when people wrote those heartfelt

comments, they may have even felt they were directly addressing the committee members, as well as the administration and you, on the board.

What I will say we need on my superintendent qualities survey is someone who is:

- impeccably honest

- “driven” to lead WGSD to the highest level of academic quality possible

- passionate in the quest to model, teach, motivate and lead all staff to achieve the best practice in all areas of performance

- astutely mindful of our limited resources and solemnly respectful of the taxpayers who support the organization, and will demonstrate these qualities in every decision he/she makes

Sincerely,

Kim Mumm

3

From: kmummm@charter.net

To: "dugan.jean@wgmail.org", "oliver.joel@wgmail.org", "loher.steve@wgmail.org", "wgsdshipley@gmail.com", "clendennen.amy@wgmail.org", "holliday.linda@wgmail.org"

Cc:

**Sent: Mon, 21 Sep 2015 12:37:38 -0500**

Subject: Average total teacher salaries, longevity and % advanced degrees

Dear Jean, Joel and Steve, Amy, Michael and Linda,

I sent a similar e-mail to Emerson and David last evening, then thought, the rest of you might also find these data of use. You may not have seen the 2015 figures presented in this manner yet. If you already have, thanks for allowing me to sent you repeat information.

I have attached an EXCEL file for you. It compares 2015 total average teacher salaries, # years of experience, as well as % with master's degrees, or higher, of many school districts to WGSD. The figures are directly obtained from the DESE data.

When Emerson asked his question at the BOE the other night, I wondered how we compared. I had our comparisons w/ Kirkwood and Lindbergh on hand, and did send these along to him, as well as to you, Linda, as you know. I decided a "fun weekend project" would be to search for the rest. (Ha!) :) :

Here they are.

Tab 1 is comparisons to other St. Louis area districts

Tab 2 is comparisons w/ others in the state.

Take care,

Kim

Attachments (1)

St. Louis area and state districts, sorted by 2015 teacher avg salary, longevity and % advanced degrees.xlsx

Tab 1 St. Louis Comparison

[illegible]

[illegible]

WEBSTER GROVES- 3rd highest average teacher salary of 26 St Louis area districts (top 12% in St. Louis County in salary)												
St. Louis area school districts, sorted by highest to lowest, 2015 average total teacher salary, DESE data. Red indicates years that the average salary DECREASED or stayed VIRTUALLY THE SAME from one year to the next for that district. For those years, that district appears to have retired long term teachers or gave very small increases, froze, reduced salaries or a combination of all of these cost reduction strategies.												
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	
1. Clayton		\$63,030	\$63,378	\$65,682	\$66,509	\$68,129	\$68,357	\$69,111	\$70,715	\$71,205	\$72,184	
2. Kirkwood		\$56,340	\$57,443	\$59,138	\$62,190	\$64,729	\$67,430	\$68,678	\$68,678	\$69,48	\$70,383	
3. Webster Groves		\$53,026	\$56,198	\$57,885	\$55,037	\$60,014	\$61,179	\$62,531	\$64,461	\$66,163	\$66,382	
4. Parkway		\$55,751	\$56,004	\$55,176	\$56,122	\$58,152	\$58,189	\$60,604	\$63,009	\$65,396	\$65,961	
5. Ladue		\$54,943	\$56,055	\$58,560	\$61,587	\$61,548	\$62,040	\$60,610	\$61,967	\$62,386	\$64,841	
6. Brentwood		\$58,609	\$59,407	\$62,599	\$63,398	\$63,928	\$63,453	\$65,394	\$63,337	\$63,303	\$63,350	
7. Pattonville		\$53,429	\$55,561	\$57,233	\$57,943	\$60,235	\$61,887	\$63,032	\$63,918	\$62,793	\$63,125	
8. Special School District		\$53,660	\$54,928	\$56,926	\$58,893	\$60,821	\$61,583	\$61,491	\$61,836	\$61,992	\$62,989	
9. Affton		\$49,966	\$51,893	\$54,182	\$55,705	\$57,833	\$57,881	\$58,332	\$58,360	\$59,475	\$61,108	
10. Francis Howell		\$47,484	\$49,205	\$51,975	\$54,780	\$55,623	\$56,349	\$56,345	\$57,567	\$58,233	\$60,994	
11. Jennings											\$59,643	
12. Rockwood		\$47,938	\$49,819	\$50,951	\$52,828	\$55,037	\$55,965	\$57,739	\$58,787	\$59,811	\$60,542	
13. Ritenour											\$60,195	
14. Fox		\$47,583\$4	\$49,360	\$52,339	\$53,050	\$55,514	\$55,596	\$55,986	\$57,705	\$59,349	\$59,801	
15. Lindbergh		\$51,484	\$51,425	\$53,082	\$54,561	\$55,741	\$56,522	\$56,084	\$57,035	\$58,489	\$59,679	
16. Hancock Place											\$59,671	
17. Valley Park											\$59,689	
18. Hazelwood											\$58,207	
19. Ferguson-Florissant											\$57,670	
20. U. City											\$57,323	
21. Mehlville											\$56,946	
22. Wentzville											\$55,204	
23. Maplewood-Richmaond Hts											\$54,866	
24. Ft Zumwalt											\$52,948	
25. St Charles R- VI											\$51,645	
26. Bayless											\$48,963	
Riverview Gardens											\$49,683	
Normandy Collaborative											\$54,805	

Year each district surpassed the average total teacher salary, listed at right	\$60,000	\$62,000	\$64,000	\$66,000	\$68,000
1. Clayton	<2006	<2006	2008	2009	2010
2. Kirkwood	2009	2009	2010	2011	2012
3. Webster Groves	2010	2012	2013	2014	2015
4. Parkway	2012	2013	2014	not yet	not yet
5. Ladue	2009	2011	2015	not yet	not yet
6. Brentwood	2008	2008	not yet	not yet	not yet
7. Pattonville	2010	2012	not yet	not yet	not yet
8. Special School District	2010	2015	not yet	not yet	not yet
9. Affton	2015	not yet	not yet	not yet	not yet
10. Francis Howell	2015	not yet	not yet	not yet	not yet
11. Jennings	2015	not yet	not yet	not yet	not yet
12. Rockwood	2015	not yet	not yet	not yet	not yet
13. Ritenour	2015	not yet	not yet	not yet	not yet
14. Fox	not yet	not yet	not yet	not yet	not yet
15. Lindbergh	not yet	not yet	not yet	not yet	not yet
16. Hancock Place	not yet	not yet	not yet	not yet	not yet
17. Valley Park	not yet	not yet	not yet	not yet	not yet
18. Hazelwood	not yet	not yet	not yet	not yet	not yet
19. Ferguson-Florissant	not yet	not yet	not yet	not yet	not yet
20. U. City	not yet	not yet	not yet	not yet	not yet
21. Mehlville	not yet	not yet	not yet	not yet	not yet
22. Wentzville	not yet	not yet	not yet	not yet	not yet
23. Maplewood-Richmond Hts	not yet	not yet	not yet	not yet	not yet
24. Ft Zumwalt	not yet	not yet	not yet	not yet	not yet
25. St Charles R- VI	not yet	not yet	not yet	not yet	not yet
26. Bayless	not yet	not yet	not yet	not yet	not yet
Riverview Gardens	not yet	not yet	not yet	not yet	not yet
Normandy Collaborative	not yet	not yet	not yet	not yet	not yet
YEAR the district hit the \$66,000 average salary mark					
1. Clayton					
2. Kirkwood					
3. Webster Groves					
4. Parkway	not yet				
4. Ladue	not yet				
5. Brentwood	not yet				
6. Pattonville	not yet				
6. Affton	not yet				
7. Francis Howell	not yet				
8. Rockwood	not yet				
9. Lindbergh	not yet				
9. Hazelwood	not yet				
Wentzville	not yet				
MRH	not yet				
Ft Zumwalt	not yet				
St Charles R- VI	not yet				

YEAR the district hit the \$68,000 average salary mark					
1. Clayton					
2. Kirkwood					
3. Webster Groves					
4. Parkway					
4. Ladue					
5. Brentwood					
6. Pattonville					
6. Affton					
7. Francis Howell					
8. Rockwood					
9. Lindbergh					
9. Hazelwood					
Wentzville					
MRRH					
Ft Zumwalt					
St Charles R. VI					

**WESTER GROVES- 22nd highest in state of the 2015 % teachers w/ advanced degrees (top 4% of all 520 districts)**

51 Missouri school districts with > 65 % of 2015 % teachers with master's degrees or higher, sorted highest to lowest	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Clayton		82	85.6	88.6	87	87.6	88.6	88.6	91.5	94.1	92.7
Brentwood	81	80.7	83.5	81.9	81.3	82.5	81.3	83.8	83.6	85.3	85.6
Valley Park											84.6
Afton		69	69.9	70.8	75.5	74.8	71.7	71.4	69	66.4	83.9
Parkey		75.9	72.4	67.3	76.4	70.7	71.3	70.9	79.4	81.2	83.1
Keary		66.3	68.6	71.5	76.4	79.3	78.5	80.9	86	84	82.9
Kirkwood	73	78.2	82.9	83	84.8	83.9	86.4	87.1	88.1	85.3	82.6
Blue Springs		63.8	61.3	63.1	75.5	78.3	81.7	81.9	80.3	80.8	82.6
Lee's Summit R-VII		55.5	55.1	54.2	80.1	81.9	83.3	83.4	83.2	82.9	81.8
Santa Fe R-X											81.4
Francis Howell		68.2	71	72.4	80.2	100	80.4	80.8	81.2	80.3	80.3
Laredo R-VII											81.1
Meriville											79.9
Lindbergh	74.4	78.5	75.3	74.3	77.5	79.6	83.8	81.8	79.7	80.1	79.7
Marceline		56.3	58.3	62.6	57.3	68.9	70.6	74.4	76.1	77.9	79
Wentzville		67.9	71.4	69.8	68.2	72.8	78.1	78.6	78.6	78.5	78.8
Rockwood											78.8
Avs		55.7	63	64.2	62.8	64.5	72	76	77.9	78.5	78.5
Harcock Place											77.4
Orchard farm											77.3
ladue		52.3	51.7	57.6	60	63.7	67.2	70.9	74.2	74.1	75.9
WESTER GROVES	63.5	73.7	78.7	74.7	70.7	74.7	74.6	78.5	75.6	74.4	75.9
Pattonville		69.8	70.5	71	70.1	72.2	69.5	68.6	77.4	79.7	75.9
Weaubleau R-III											75.6
Hartville R-2											75.3
Maplewood- Richmond Hts		46.6	50.5	50.7	64.8	70.8	76.5	70	67.9	71	75.2
Ritenour											74.6
Strasbourg C-3											74.5
Fox		67.3	65.1	67.8	64.1	61.9	66.1	72.9	71	71.1	74
Liberty		62.5	68.8	68.3	65	74.6	71.6	71.6	73.2	74.9	73.6
Ft. Zumwalt		58.7	61.1	63.3	66.6	70	71.7	74.8	73.3	73.8	73.4
Cassville R-IV											72.7
Meramec Valley R-III											72.6
Ripley											72.6
Northwest R-I											71.8
Academie Lafayette											71.3
Kirksville											71.1
Columbia	54.6	54.6	54.1	71.2	69.1	74.1	72.4	74.8	73.5		69.6
Nika											69
Festus											69
Bradleyville											68.2
Jennings	61.4	64.5	72.7	70.8	77.2	84	83.9	77.1	74		67.9
Oran											67.8
Portageville											67.3
Dexter											66.8
Grandview C-4											66.1
North Platte											66.1
Westran											65.6
Scott											65.6
Hannibal											65.2
Hardeman											64.9
Waynesville											64.9
Hickory Co R-I											64.5
Chillicothe											64.5
Skyline R-II											64.2
Farmington											63.7
Clarksburg											63.6
Marshall											62.6
U. City											62.5
Attenburg											62.4
School of Osage											61.8
Bismark											61.5
Chaffee											60.7
Wellsville											60.5
Nevada											54.6
Chainsville R-I											54.1
Lakeland											50.2
Howell Valley R-I											44.4
Mound City R-II											44.4

Tab 2  
State Comparisons





4

**Lori Medlin**

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**From:** Tammy Barry <tammywbarry@yahoo.com>  
**Sent:** Sunday, October 11, 2015 12:30 PM  
**To:** Sarah Riss  
**Cc:** Cathy Vespereny; Amy Clendennen; Emerson Smith; Steve Loher; David Addison; Jean Dugan; wgsdshipley@gmail.org; Joel Oliver; Lori Medlin  
**Subject:** Re: Meeting 10/7

Thank you for your reply, Sarah.

However, in this e-mail you are citing total number of certified staff (not positions) that decreased from last year, which includes staff members who retired and resigned.

I was citing just the teacher positions lost following the cuts, rehires and new hires, as a result of the failure of S. At the Key Communicator meeting, after you were asked, you said was 2.8 FTE (positions).

These are two different numbers, but thank you.

Lori- Can you make sure this gets into the communication log?

Tammy Barry

Sent from my iPhone

On Oct 7, 2015, at 5:02 PM, Sarah Riss <[Riss.Sarah@wgmail.org](mailto:Riss.Sarah@wgmail.org)> wrote:

One of your statements read like only 2.8 people lost jobs in the district. We feel that doesn't tell the whole story about staff reduction in WGSD. In fact, the number of certificated staff employed has dropped this year to 369, down from 381 last year. You can find this on slide 27 of the report

that I presented to the Key Communicators Committee. It is posted at the following link: [http://www.webster.k12.mo.us/files/ILKF7/4898847dfc19c55b3745a49013852ec4/005a2015 Staff Data Area Report.pdf](http://www.webster.k12.mo.us/files/ILKF7/4898847dfc19c55b3745a49013852ec4/005a2015%20Staff%20Data%20Area%20Report.pdf)

The total number comes from both attrition (positions that weren't filled when someone left) and elimination of other positions.

In addition, the statement regarding aides being cut was inaccurate. The district didn't cut aides positions. Aides hours were reduced by 10 percent for cost savings. You can find this information on slide 28 of the report. The district did cut a facilities management position, a custodian position and didn't replace the technology software coordinator.

I hope you find this helpful.

*Sarah*

Sarah Booth Riss, Ed. D.  
Superintendent of Schools  
Webster Groves School District  
314-962-1233

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**From:** Tammy Barry [<mailto:tammywbarry@yahoo.com>]  
**Sent:** Wednesday, October 07, 2015 1:43 PM  
**To:** Sarah Riss  
**Cc:** Cathy Vespereny  
**Subject:** Re: Meeting 10/7

Sarah,

Yes, I received your message yesterday afternoon while in parent/teacher conferences at my daughter's school.

I am still interested why specifically we are meeting and what specific staff data misinformation I am responsible for putting out on Facebook. So our meeting can be productive, please email the misinformation I have posted, and please provide me with the correct information so I can be prepared for our meeting.

Tammy

Sent from my iPhone

On Oct 7, 2015, at 1:15 PM, Sarah Riss <[Riss.Sarah@wgmail.org](mailto:Riss.Sarah@wgmail.org)> wrote:

Tammy,

Just wanted to be sure you got my phone message on your cell yesterday. I called late afternoon. Please feel free to give me a call back. Would be more than happy to visit with you and expand on the information you shared relative to the staff data area report.

Hope to see you soon.

*Sarah*

Sarah Booth Riss, Ed. D.  
Superintendent of Schools  
Webster Groves School District  
314-962-1233

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**From:** Tammy Barry [mailto:tammywbarry@yahoo.com]

**Sent:** Tuesday, October 06, 2015 10:22 AM

**To:** Sarah Riss

**Subject:** Meeting 10/7

Dear Sarah,

I was having breakfast w/my niece yesterday morning who was in town from FL, when I answered my home phone. I was taken aback and completely caught unaware when I heard Cathy Vespereny ask if we could meet. I agreed to talk, and said my first opportunity would be Wednesday. However, my daughter has early dismissal at St. Joseph Academy on Wednesday and I will be spending the afternoon with her.

I am interested why specifically we are meeting and what specific misinformation I am responsible for putting out on Facebook. So our meeting can be productive, please list misinformation I have posted, and please provide me with the correct information.

Once I review what you send, I'll be in touch.

My cell is 314.477.3354. I rarely answer or check messages on my home phone.

Thanks,

Tammy Barry

Sent from my iPad

5

**Lori Medlin**

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**From:** Sarah Riss  
**Sent:** Monday, October 19, 2015 9:28 AM  
**To:** Lori Medlin  
**Subject:** FW: "Concussion" Major Motion Picture, Released Christmas Day, 2015

For the communication log.

*Sarah*

Sarah Booth Riss, Ed. D.  
Superintendent of Schools  
Webster Groves School District  
314-962-1233

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**From:** Dave Buck [mailto:dave@buckstl.com]  
**Sent:** Monday, October 19, 2015 9:25 AM  
**To:** Jon Clark; Jerry Collins; Clifford Ice; Sarah Riss; John Simpson; Amy Clendennen; David Addison  
**Subject:** "Concussion" Major Motion Picture, Released Christmas Day, 2015

FYI. You no doubt are aware of this coming major motion picture but, if not, "Concussion", is opening December 25, 2015.

Will Smith stars in the incredible true David vs. Goliath story of Dr. Bennet Omalu, the brilliant forensic neuropathologist, who made the first discovery of CTE, a football-related brain trauma, in a pro player and the NFL's effort to silence and disparage him and his medical research & findings.

This movie could bomb at the box office amid the array of other Christmas releases. Then, again, it could shed additional light and generate renewed awareness for the risk and severity of concussions in all levels of competitive football.

Dave

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**Lori Medlin**

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**From:** Sarah Riss  
**Sent:** Thursday, October 22, 2015 4:24 PM  
**To:** Lori Medlin  
**Subject:** FW: New Message  
**Attachments:** FINAL ST. LOUIS AREA & STATE DISTRICTS, 2015 TEACHER AV SALARY, LONGEVITY & % ADVANCED DEGREES.xlsx

For the communication log.

*Sarah*

Sarah Booth Riss, Ed. D.  
Superintendent of Schools  
Webster Groves School District  
314-962-1233

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**From:** Diane Moore  
**Sent:** Tuesday, October 20, 2015 5:13 PM  
**To:** Sarah Riss  
**Subject:** Fwd: New Message

FYI

Sent via the Samsung Galaxy S@6 active, an AT&T 4G LTE smartphone

----- Original message -----

**From:** [kmummm@charter.net](mailto:kmummm@charter.net)  
**Date:** 10/20/2015 5:11 PM (GMT-06:00)  
**To:** "brett.moorehouse@rankinjordan.org" <[brett.moorehouse@rankinjordan.org](mailto:brett.moorehouse@rankinjordan.org)>, Diane Moore <[Moore.Diane@wgmail.org](mailto:Moore.Diane@wgmail.org)>  
**Subject:** New Message

Dear Diane and Brett,

If you could please forward this e-mail and attached file to the other committee members I would be grateful.

Thank you for the opportunity for me to observe the financial advisory committee meeting this morning. It was a privilege to listen in on the meeting to hear such passionate and talented people, who have come together to benefit the school district and its students.

I was so happy to hear of the subcommittee's work, consulting with Mike Romy in Kirkwood, as well as the plan to meet with the CFO in Maplewood Richmond Heights.

I didn't articulate it in my Comparative Research Report I sent September 6, and you may know this, but, if you do not, I learned the MRH CFO "defected" to MRH from Washington Missouri's School District last year.

Washington, Mo. SD is virtually the same size as is WGSD, and has the SISFin business system. Its business manager impressed me enormously with her explanation of how that district has optimized every capability of the software. I thought their processes and operations sounded as if they are "top notch". I noted some of that detail, as well as the awards it has received in the EXCEL file portion of my report. The "new" MRH CFO, therefore, should be a wealth of knowledge for you.

As I mentioned after the meeting Brett, I have compiled several comparative files in the past few months. The one attached here displays 2005-20015 DESE data. It is relevant for members of your committee.

I'll send along other files I think might also be useful in the next days.

Take care,

Kim Mumm

The attached file is titled,

**"Final St. Louis Area & State Districts, 2015 Average teacher Salary, Longevity and Advanced Degrees"**

The file has 2 tabs.

**Tab 1** is St. Louis Comparisons. Please scroll to row 130 to see all on the page

**Tab 2** is State Comparisons

Tab 1 St. Louis comparison

[illegible]

WEBSTER GROVES- 2nd highest of 26 St. Louis area districts for teachers with # years of experience (top 8% in the county in yrs experience)													
St. Louis area districts, sorted, sorted highest to lowest, by 2015 teachers' average years of experience, DESE data.													
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015		
1. Clayton	15.8	15.6	16.1	16.1	16.2	16.5	15.9	16	16.6	16.5	16.7		
2. Webster Groves	13.8	13.9	14.7	14.5	14.5	14.7	14.7	14.4	14.6	14.4	14.9		
3. Jennings											14.4		
4. Kirkwood	13.7	13.7	13.6	13.6	13.8	14.3	14.9	14.7	14.8	14.6	14.3		
5. Ladue		14.1	14.1	13.9	13.7	14.2	14.3	13.8	14	13.6	14.2		
6. Affton		12.1	11.8	12.4	12.5	12.8	12.9	13.4	12.9	13.2	14		
7. Francis Howell		13.3	13.5	12.7	12.8	13	13.8	13.8	14.1	13.7	13.8		
8. Fox											13.8		
9. Pattonville		13.5	14	13.7	13.2	13.6	13.7	14.1	13.9	14.4	13.7		
10. Rockwood											13.6		
11. Parkway											13.3		
12. Ferguson-Florissant											13.3		
13. Hancock Place											13.3		
14. Lindbergh	12.9	12.8	11.8	11.9	12.3	13.1	13.7	13.4	13.4	13.5	13.2		
15. Special School District											13.1		
16. Brentwood											13.1		
17. Mehlville											13.1		
18. U. City											13		
19. Valley Park											12.7		
20. Ft. Zumwalt											12.3		
21. Ritenour											11.5		
22. Hazelwood											11.2		
23. St Charles R- VI											11.1		
24. Wentzville											10.6		
25. Maplewood-Richmond Hts											9.7		
26. Bayless											11.5		
Normandy Collaborative											10.6		
Riverview Gardens											10.6		

[illegible]

Year each district surpassed the average total teacher salary, listed at right									
1. Clayton	<2006	\$60,000	<2006	\$62,000	2008	\$64,000	2009	\$66,000	\$68,000
2. Kirkwood	2009	2009	2009	2010	2011	2012	2012	2012	2012
3. Webster Groves	2010	2010	2012	2013	2013	2014	2014	2015	2015
4. Parkway	2012	2013	2013	2014	not yet	not yet	not yet	not yet	not yet
5. Ladue	2009	2011	2015	not yet	not yet	not yet	not yet	not yet	not yet
6. Brentwood	2008	2008	not yet	not yet	not yet	not yet	not yet	not yet	not yet
7. Pattonville	2010	2012	not yet	not yet	not yet	not yet	not yet	not yet	not yet
8. Special School District	2010	2015	not yet	not yet	not yet	not yet	not yet	not yet	not yet
9. Affton	2015	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
10. Francis Howell	2015	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
11. Jennings	2015	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
12. Rockwood	2015	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
13. Ritenour	2015	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
14. Fox	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
15. Lindbergh	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
16. Hancock Place	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
17. Valley Park	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
18. Hazelwood	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
19. Ferguson-Florissant	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
20. U. City	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
21. Mehlville	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
22. Wentzville	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
23. Maplewood-Richmond Hts	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
24. Ft Zumwalt	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
25. St Charles R- VI	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
26. Bayless	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
Riverview Gardens	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
Normandy Collaborative	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet	not yet
YEAR the district hit the \$66,000 average salary mark									
1. Clayton									
2. Kirkwood									
3. Webster Groves									
4. Parkway	not yet								
4. Ladue	not yet								
5. Brentwood	not yet								
6. Pattonville	not yet								
6. Affton	not yet								
7. Francis Howell	not yet								
8. Rockwood	not yet								
9. Lindbergh	not yet								
9. Hazelwood	not yet								
Wentzville	not yet								
MRH	not yet								
Ft Zumwalt	not yet								
St Charles R- VI	not yet								

[illegible]

**WEBSTER GROVES- 22nd highest in state of the 2015 % teachers w/ advanced degrees (top 4% of all 520 districts)**

51 Missouri school districts with > 65 % of 2015 % teachers with master's degrees or higher, sorted highest to lowest	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Clayton	82	85.6	88.6	87	87.6	88.6	88.6	88.6	91.5	94.1	92.7
Brentwood	81	80.7	83.5	81.9	81.3	82.5	81.3	83.8	83.6	85.3	85.6
Valley Park		69	69.9	70.8	75.5	74.8	71.7	71.4	69	66.4	84.6
Afton		75.9	72.4	67.3	68.2	70.7	71.3	70.9	79.4	81.2	83.1
Parkway		66.3	68.6	71.5	76.4	79.3	78.5	80.9	86	84	82.9
Keamy	73	78.2	82.9	83	84.8	83.9	86.4	87.1	88.1	85.3	82.6
Kirkwood		63.8	61.3	63.1	75.5	78.3	81.7	81.9	80.3	80.8	82.6
Blue Springs		55.5	55.1	54.2	80.1	81.9	83.3	83.4	83.2	82.9	81.8
Lee's Summit R-VII		68.2	71	72.4	80.2	100	80.4	80.8	81.2	80.3	81.4
Santa Fe R-X											80.3
Francis Howell											81.1
Landon R-VII											79.9
Meinhville	74.4	78.5	75.3	74.3	77.5	79.6	83.8	81.8	79.7	80.1	79.7
Lindbergh		56.3	58.3	62.6	57.3	68.9	70.6	74.4	76.1	77.9	79
Marceline		67.9	71.4	69.8	68.2	72.8	78.1	78.6	78.6	78.5	78.8
Wentzville		55.7	63	64.2	62.8	64.5	72	76	77.9	78.5	78.5
Rockwood		52.3	51.7	57.6	60	63.7	67.2	70.9	74.2	74.1	77.4
Ava		69.8	76.7	76.7	70.7	74.7	74.6	78.5	75.6	74.4	75.9
Hancock Place											
Orchard farm											
ladue											
WEBSTER GROVES	69.5	78.7	76.7	74.7	70.7	74.7	69.5	68.6	77.4	79.7	75.9
Pattonville											
Weaubleau R-III											
Harville R-2		46.6	50.5	50.7	64.8	70.8	76.5	70	67.9	71	75.3
Maplewood- Richmond Hts											75.2
Ritenour											74.6
Strasburg C-3											74.5
Fox		67.3	65.1	67.8	64.1	61.9	66.1	72.9	71	71.1	74
Liberty		62.5	68.8	68.3	65	74.6	74.6	71.6	73.2	74.9	73.6
Ft. Zumwalt		58.7	61.1	63.3	66.6	70	71.7	74.8	73.3	73.8	73.4
Cassville R-IV											72.7
Meeramac Valley R-III											72.6
Ripley											72.6
Northwest R-I											71.8
Academie Lafayette											71.3
Kirksville		54.6	54.6	54.1	71.2	69.1	74.1	72.4	74.8	73.5	71.1
Columbia											70.3
Nixa											69.6
Festus											69
Bradleyville											69
Jennings		61.4	64.5	72.7	70.8	77.2	84	83.9	77.1	74	68.2
Oran											67.9
Portageville											67.8
Dexter											67.3
Grandview C-4											66.8
North Platte											66.1
Westran											66.1
Scott											65.6
Hannibal											65.6
Hardeman											65.2
Waynesville											64.9
Hickory Co R-I											64.9
Chillicothe											64.9
Skyline R-II											64.5
Farmington											64.2
Clarksburg											63.7
Marshall											63.6
U. City											62.6
Attenburg											62.5
School of Osage											62.4
Bismarck											61.8
Charfee											61.5
Wellsville											60.7
Nevada											60.5
Cainsville R-I											54.6
Lakeland											54.1
Howell Valley R-I											50.2
Mound City R-II											44.4

TAB 2  
state  
comparisons



WEBSTER GROVES: 3rd highest average teacher salary in the state (top 0.6% highest of 520 in the state)												
Missouri districts, sorted by highest to lowest, 2015 average total teacher salary. DISE data. Not all Missouri districts are shown. The districts paying > \$47,000 are all listed. Others not shown are lower. Please note- red indicates years when that district's average salary decreased to the next year, or only increased slightly.												
	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	
1. Clayton		\$63,030	\$63,378	\$65,682	\$66,509	\$68,129	\$68,357	\$69,111	\$70,715	\$71,205	\$72,184	
2. Kirtwood		\$56,340	\$57,443	\$59,138	\$62,190	\$64,779	\$67,430	\$68,678	\$68,678	\$69,48	\$70,383	
3. Webster Groves		\$53,026	\$56,138	\$57,205	\$59,037	\$60,024	\$61,179	\$62,531	\$64,461	\$65,163	\$68,382	
4. Parkway		\$55,751	\$56,004	\$55,176	\$56,122	\$58,152	\$58,189	\$60,604	\$63,009	\$65,396	\$65,951	
5. Ladue		\$54,943	\$56,055	\$58,560	\$61,587	\$61,548	\$62,040	\$60,610	\$61,967	\$62,386	\$64,844	
6. Brentwood		\$58,609	\$59,407	\$62,599	\$63,398	\$63,928	\$63,453	\$65,394	\$63,337	\$63,303	\$63,350	
7. Pattonville		\$53,429	\$55,561	\$57,233	\$57,243	\$60,235	\$61,887	\$63,032	\$63,918	\$62,793	\$63,125	
8. Affton		\$49,966	\$51,893	\$54,182	\$55,705	\$57,833	\$57,881	\$58,332	\$58,360	\$59,475	\$61,108	
9. Francis Howell		\$47,484	\$49,205	\$51,975	\$54,780	\$56,623	\$56,349	\$57,567	\$58,233	\$60,944	\$60,992	
10. Rockwood		\$47,938	\$49,819	\$50,951	\$52,828	\$55,037	\$55,965	\$57,739	\$58,787	\$59,811	\$60,195	
Ritenour												
Fox		\$47,583\$49,36	\$49,360	\$52,339	\$53,050	\$55,514	\$55,596	\$55,986	\$57,705	\$59,349	\$59,801	
9. Lindbergh		\$51,484	\$51,425	\$53,082	\$54,561	\$55,741	\$56,522	\$56,084	\$57,035	\$58,489	\$59,678	
Jennings												
Valley Park										\$59,643	\$59,689	
Hancock Place												
9. Hazelwood							\$50,333	\$54,352	\$59,603	\$59,805	\$59,577	
Ferguson-Florissant		\$52,315	\$53,435	\$54,991	\$52,639	\$59,215	\$57,231	\$57,637	\$59,131	\$57,908	\$57,908	
Lee's Summit R-VII												
U. City												
Blue Springs		\$48,607	\$49,503	\$52,203	\$52,870	\$53,843	\$51,875	\$53,184	\$53,890	\$55,548	\$55,548	
Orchard Farm												
Meathville												
Grandview C-4												
Northwest R-I												
Wentzville												
MMH												
Kennett		\$45,958	\$47,235	\$49,588	\$52,539	\$53,516	\$51,400	\$52,046	\$52,841	\$53,752	\$53,752	
Liberty												
Meramac Valley R-III												
Ft Zumwalt												
St Charles R- VI												
Academie Lafayette												
Farmington												
Nixa												
Columbia		\$46,101	\$48,040	\$49,867	\$49,445	\$48,668	\$47,278	\$49,060	\$48,517	\$47,916	\$47,916	
Raymore-Peculiar												
Cassville R-IV												
Santa Fe R-X												
Ava												
Kirksville												
Adrian R-III												
Bartlett R-V												
Hickory Co R-I												
Hartsville R-II												
Brunswick R-II												
Mound City R-II												
Weaubleau R-III												
Howell Valley R-I												
Meadow Hts R-II												
Strasburg C-3												
Laredo R-VIII												
Lakeland												
Skyline R-II												
Gainsville R-I												

7

## Lori Medlin

---

**From:** Sarah Riss  
**Sent:** Friday, October 23, 2015 4:08 PM  
**To:** Lori Medlin  
**Subject:** FW: early retirement incentive proposal

For the communication log.

*Sarah*

Sarah Booth Riss, Ed. D.  
Superintendent of Schools  
Webster Groves School District  
314-962-1233

---

**From:** Diane Moore  
**Sent:** Friday, October 23, 2015 4:04 PM  
**To:** Sarah Riss  
**Subject:** Fwd: early retirement incentive proposal

FYI

Sent via the Samsung Galaxy S@6 active, an AT&T 4G LTE smartphone

----- Original message -----

**From:** kmummm@charter.net

**Date:** 10/23/2015 3:44 PM (GMT-06:00)

**To:** David Addison <daddison@rgare.com>, Amy Clendennen <Clendennen.amy@wgmail.org>, Joel Oliver <oliver.joel@wgmail.org>, Jean Dugan <jbdugan@gmail.com>, Steve Loher <steveloher@gmail.com>, Emerson Smith <emersonsmith10@gmail.com>, Michael Shipley <wgsdshipley@gmail.com>  
**Cc:** Diane Moore <Moore.Diane@wgmail.org>  
**Subject:** early retirement incentive proposal

Dear, BOE members,

I would like to ask you to please consider my thoughts on the early retirement proposal to potentially be finalized Monday. I demonstrated in the file I sent you, some school districts' average total teacher salary sum either flattened or decreased for some years. I highlighted those years in red for you. Our average total salaries, however, had steadily inclined. I made the assumption other districts had either retired long term, top of pay scale teachers, had frozen salaries or decreased the rate of increases. It could have been a combination of all of the above. I had no actual facts, however, to back up my assumptions.

I have been reading a few sources about early retirement plans for school districts. Many caution, while the plans seem as though they would be cost effective, the ultimate outcome is often encumbering the district (and taxpayers) with unintended additional liability.

This source is older, but outstanding.

<http://www.asbj.com/HomePageCategory/Online-Features/ReadingsReports/BonusArticles/Borrowing-Attrition-to-Save-Money.pdf>

I don't see any data examining the plans, cost savings, long term outcomes and evaluations comparing the plans other districts have used in Diane's projection document posted in the 10/26/15 BOE documents, although, perhaps these will be presented that evening.

[http://www.webster.k12.mo.us/files/\\_JVFIo\\_/00fbb058f383a6403745a49013852ec4/010a\\_Retirement\\_Incentive\\_Proposal.pdf](http://www.webster.k12.mo.us/files/_JVFIo_/00fbb058f383a6403745a49013852ec4/010a_Retirement_Incentive_Proposal.pdf)

I also would speculate the staff members who would be the most likely candidates for retirement would either be top of scale teachers (salary ~\$94,000 this year) and/or administrators (average salary ~120,000 this year), so we know the top of scale would be much higher. Diane estimates the average potential retiree now makes \$76,293 in salary. I think that is a low estimate that would affect her cost savings estimates.

Please, since this is multi-year commitment of taxpayer funds, could you postpone any final vote on an early retirement incentive package for this month? It seems to me this could be more fully analyzed and the board could still vote in a few months on an incentive just for this year, deferring any permanent package, if it is developed, until after the new superintendent's arrival.

Thanks for your consideration.

Take care,

Kim

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**Lori Medlin**

---

**From:** kmummm@charter.net  
**Sent:** Tuesday, October 27, 2015 3:28 PM  
**To:** David Addison  
**Cc:** David Addison; Steve Loher; Jean Dugan; Joel Oliver; Michael Shipley; Lori Medlin; Amy Clendennen; Emerson Smith  
**Subject:** Re: The top criteria for the new superintendent  
**Attachments:** Staffing Count 05-15 (1)- w final cut # for 2014-15.xlsx

Thank you, David. I enjoyed taking with you, too and appreciate your time after such a long evening.

I will take this "reply all" opportunity to send you some things that might help you all in answering your questions about the number of retirees/year.

Linda provided me this report May 7<sup>th</sup>; I had requested the total number of teachers related to the number who involuntarily departed each year. She has the left column labeled "certified staff", but told me it is teachers. Regardless of which category it is, it does show total reduction of people per year from 2005-2006 to last year. Then you can subtract the involuntary departures from the total reduction to = the voluntary departures. All won't be retirements, of course, but it gives a "ballpark" for you.

Please note, on the 2014-15 row, the blue type are my additions for final staff cuts following rehiring and new hires. I realize new hiring may not be complete, even now, per Diane's most recent budget report.

Per Linda's 9/14/15 report:

[http://www.webster.k12.mo.us/files/\\_ILKF7\\_/4898847dfc19c55b3745a49013852ec4/005a\\_2015\\_Staff\\_Data\\_Area\\_Report.pdf](http://www.webster.k12.mo.us/files/_ILKF7_/4898847dfc19c55b3745a49013852ec4/005a_2015_Staff_Data_Area_Report.pdf)

Teachers:

11 people/8.4 FTE cut (page 25)

5 people/5 FTE re-hired to = 6 people/3.4 FTE (page 26)

3 people/2.1 FTE NEW hires (page 30) to = 3 people/1.3 FTE, the FINAL net involuntary cuts. There were also 7 voluntary cuts to = 10 total fewer teachers than last year (312 to 302) (page 27)

All certified Staff (which includes teachers):

The 10 teachers, above, plus the Adventure Club coordinator (retired) and one WAFC director (resigned), to = 12 total fewer certified staff than last year (381 to 369) (page 27)

Note- both non teachers left voluntarily and neither's salary originated from the general operating funds.

Support staff (which includes aides)

Aides- ?? people, filling 12 FTE, plus 3 other support people/3 FTE to = 15 FTE cut (page 28)

Total fewer support staff than last year- 2 (195 to 193) (page 29)

Summary:

- There were only 3 teachers/1.2 FTE and 2 support staff FTE ultimately involuntarily cut following rehires and new hiring. There were no certified staff non teachers cut.
- The total reduction last year to this year of teachers was 10. Non teacher certified staff was 2 (but both were paid from tuition programs, so it should not be relevant) and support staff was 2 FTE. It is not known the number of people = the 12 aide FTE, but I have a request in to Linda for this information, as well as how many part time and full time staff were in support FTEs last year and this year. I will share it w/ you once I receive it.

I think the 1.7 million dollar budget cuts made were primarily staff cuts, as demonstrated in Sarah's reply to the question Wednesday in her online chat, in which she details each of them, as well as their cost. The question now should be, now that the final numbers are known, what is the adjusted budget reduction figure related to staffing? It is likely substantially lower.

I would like to see money "set aside" or "earmarked" to avoid drastic staff cuts next time. Despite the unexpected revenue ability to rehire/newly hire, real people lost jobs last spring despite others being added.

I have attached Linda's 2005/06-2014-15 staffing report for you.

Have a great rest of the week, all.

Kim

-----  
From: "Addison, David"  
To: "kmummm@charter.net"  
Cc: "addison.david@wgmail.org", "clendennen@wgmail.org", "loher.steve@wgmail.org",  
"dugan.jean@wgmail.org", "oliver.joel@wgmail.org", "emerson10@gmail.com", "wgsdshipley@gmail.com",  
"medlin.lori@wgmail.org"  
Sent: Tue, 27 Oct 2015 18:52:10 +0000  
Subject: Re: The top criteria for the new superintendent

Dear Kim:

Thank you for attending last night's meeting, for your comments then and for your thoughts contained herein. It was good to talk to you after the meeting.

While I don't necessarily agree with you on some of your conclusions, I appreciate the passion you bring with your ideas and I recognize the time you spend crafting your messages.

Regards

David

## Lori Medlin

---

**From:** Addison, David <DAddison@rgare.com>  
**Sent:** Tuesday, October 27, 2015 1:52 PM  
**To:** kmummm@charter.net  
**Cc:** David Addison; clendennen@wgmail.org; Steve Loher; Jean Dugan; Joel Oliver; emerson10@gmail.com; Michael Shipley; Lori Medlin  
**Subject:** Re: The top criteria for the new superintendent

Dear Kim:

Thank you for attending last night's meeting, for your comments then and for your thoughts contained herein. It was good to talk to you after the meeting.

While I don't necessarily agree with you on some of your conclusions, I appreciate the passion you bring with your ideas and I recognize the time you spend crafting your messages.

Regards

David

Sent from my iPhone

On Oct 27, 2015, at 12:22 PM, "kmummm@charter.net" <kmummm@charter.net> wrote:

Dear BOE members,

It is unfortunate you were not afforded the opportunity to list your top 10 criteria electronically in advance of last evening. You might have had more time to ponder with well rested, clear brains in order to do so. The synthesis last evening could have then been more efficient.

Regardless of that, I fear your top 6 characteristics are not going to bring in applicants we want if they see academics, leadership and efficiency are not even mentioned. I suspect any serious leaders who are challenged by transforming organizations into their optimal potential wouldn't bother to apply. I'm afraid we will only attract those who want to put forth a pleasant face, but keep the "status quo".

Could you consider maintaining your 6 criteria as "underpinnings" or "secondary" characteristics, while listing these two as the TOP criteria?

1. A passion to lead WGSD to its best practices in all aspects of its operations, especially in the quality of its instruction, academic rigor and quality, as measured by assessment and ongoing evaluations.

2. Respectfulness of the taxpayers, as demonstrated by efficiency in all operations, cost consciousness and frugality. (because 90% of funding comes from them and sustainability for the WGSD AND taxpayers is desired)

Thank you for your consideration.

Kim Mumm

attachment

Staffing 2005-2015							
7-May-15							
	<u>Total District Staff</u>			K-12 Teachers Only	<u>Not Returning (Involuntary)</u>		
	<u>Certified</u>	<u>Support</u>	<u>Total</u>		<u>Certified</u>	<u>Support</u>	<u>Total</u>
2005-2006	352	225	577		0		0
2006-2007	351	244	595		0		0
2007-2008	354	214	568		0		0
2008-2009	361	206	567		0		0
2009-2010	361	213	574		0		0
2010-2011	353	214	567		1		1
2011-2012	358	217	575		2		2
2012-2013	361	217	578		0		0
2013-2014	364	217	581	0		0	
2014-2015	371	217	588	11 (April 15, 2015 - some staff may be returning) Kim's note- the FINAL involuntary was 3	net 2 (15 FTE cut, 13 re-hired)	5	

9

**Lori Medlin**

---

**From:** kmummm@charter.net  
**Sent:** Sunday, November 01, 2015 7:11 PM  
**To:** David Addison; Steve Loher; Amy Clendennen; Jean Dugan; Joel Oliver  
**Cc:** Michael Shipley; Emerson Smith; Lori Medlin  
**Subject:** The ultimate staffing changes last yr to this yr, and planning to avoid cuts next year  
**Attachments:** the Superintendent Q and A.docx; Support staff people & FTEs 2014-15 to 2015-16.pdf

Dear BOE members,

I wrote you on October 27 about my concern about the actual, final “cuts” made to the budget following the election. Because there is an statement on record, both from Dr. Riss, made in her October 21, 2015 “Live chat Q and A about the budget and finances” (attached) and Dr. Moore, heard by me at the financial advisory committee, *that unless there is additional funding, another round of staff cuts or planned deficit spending will be required in 2016-17*, I think it would be wise to:

- Determine the actual, ultimate amount of cuts that occurred this year, following staff re-hiring and new hiring, so you know the final sum of cuts that were actually made. It appears to me the 1.7 million dollars we think was “cut” could not possibly have been, ultimately, after rehiring and new hires. I think you need to know (as does the public) the final sum. I have tried to detail as much as I can here, but you would be able to ask for the totals more easily than a member of the public could, I’m sure. I think the public needs to know these final figures.  
Thank you
- Continue to consider all options for actual, additional reductions in the expenditures that do NOT affect the instructional program and staff. I have presented several suggestions in the past 7 months; others have, as well and I hope this opportunity can be used to really be certain the focus of the resources is on the K-12 instructional program.
- Consider reserving aside some of the revenues from this year to allow for hiring of approximately 4 teachers and several aides, if they are required next year. I see this year you have set aside \$116,000 in reserve for 2 teachers, but, maybe also set aside money from higher than expected Prop C revenue, for instance, for 2 additional teachers and several teacher aides to avoid “crisis” management next year. NOTE- I did note this year's Prop C budgeted figure WAS adjusted to add \$400,000 in the October 12, 2015 adjustments this year. Perhaps that sum could be “reserved” for additional staffing needs to avoid crises this spring or next?

**Teachers**

You know from Ms. Hollidays' September staffing report, that only, **ultimately, 3 teachers in 1.3 positions were ultimately cut, following rehires and new hires.**

I thought 7 had left involuntarily to = the 10 total reduction represented in her report, but this conflicts with what Dr. Riss provided in her reply to question #10 in her "Q and A about budget and finances" (attached). It appears there are only 11 total teachers, 2 who left voluntarily. All the 9 involuntarily cut teachers (in the 8.4 FTE) appear to be non-tenured.

Per Ms. Holiday's report, 5 (5 FTE) were replaced by rehires and 3 more (2.1 FTE) teachers were new hires this fall, as of September. **So the amount of "cuts" listed for the teachers really should ONLY be for the 2 who retired and the 3 teachers in 1.3 positions not filled for a total reduction of 5 people in 3.3 FTE positions, as far as I can determine. Therefore all the money declared to be "cut" must have the cost of the rehired and new teachers added back to it for the final sum reduced in the budget.**

*Per Ms. Holliday's report, the decision to reduce these non-tenured teachers had to be made in advance of March 1<sup>st</sup>, so would have had nothing to do w/ the election.* That is why my first question to Dr. Riss in April was, "How many teachers have been involuntarily cut each year back to the 1990s before the every 5 year elections began in 2000? I recall non tenured teachers, sadly, cut every spring". I never did really obtain this information- it was just from since 2005, and might have been all certified staff, not just teachers.

## **Support Staff**

I did just receive, at my request, the total number of support staff (people) and FTEs for 2014-15, compared to 2015-16, effective new hires to October 22, 2015. I will attach the report for you.

As you can also see (attached), in Dr Riss's "Q and A" reply to question #10, she listed the precise costs associated w/ staff who were cut last spring.

**The final, total number of all support staff reduced, last year to this year was 3 part time people, occupying 1.53 FTE positions.**

**Despite all the cuts, the number of full time staff ultimately remained the same (174 both years). Part time staff reduced from 21 to 18, down by 3.**

Using Dr. Riss's October 21 "Q and A reply, as well as Ms. Holliday's September staffing report to the BOE, I know:

- The initial total aide cuts (12 FTE) = \$196,059

- The initial other support staff cuts (some from attrition) = \$232,781
- The combined claimed support staff budget cut sum = \$432,840.

We know, with the reduction of only 3 part time staff, in only 1.53 FTE positions, it is impossible that \$432,840 was actually reduced.

### **Other non-teacher Certified Staff**

The two (a WAFC director and Adventure Club coordinator) left voluntarily. Both had salary paid from tuition programs, so this was irrelevant to the general operating budget.

### **Non staff Reductions**

(the following is pasted from Dr. Riss's reply to question #10 in her Q and A Oct 21. My notes in blue)

Reduce funds for prof. dev. \$26,250  
 Eliminate Tuition Reimbursement \$60,000  
 Reduce C.O. expenses \$50,000  
 Reduce Dept./Bldg. Budgets 5% C.O 10% \$166,710  
 Reduce extra work days Librarian/Counselor \$18,194  
 Eliminate A+ Schools curriculum work \$50,000

**Subtotal for ALL NON STAFF REDUCTION SAVINGS- \$371,154**

Employee share Ins. Premiums (10% match) \$315,727 (some of this negated, b/c part time some aides were cut and Full time aides were hired, obligating the cost for FT health benefits)

---

**ALL NON STAFF REDUCTION SAVINGS**, including the whole teacher health benefit reduction, although some of this should be recognized, paid for the new liability for more, new full time support staff health care benefits- **\$686,881**

Admin salary to AFC \$147,590 – This \$117K salary + benefits should have been in tuition based programs and not in the general operating budget, anyway. B/c of citizen questions, this sum was finally transferred fully to the tuition based programs, preschool and Adventure Club/after care.

Thank you for your consideration. I look forward to have the "circle closed" to make known to the public what was actually saved or spent, because, hopefully, this whole process can be used in historical perspective to better plan for the future

Kim Mumm

attachment  
#1

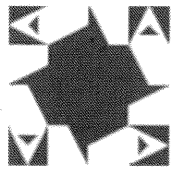
## the Superintendent



Ask the Superintendent Wed. Oct. 21

Do you have questions about budgeting and finance in the Webster Groves School District?

You can ask Superintendent Sarah Riss in a live, online discussion from 7 to 8 p.m. Wed., Oct. 21.



Anonymous

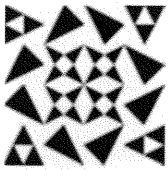
1. Thank you for taking time for this session. Can you give an overview of the state of the WGSD's finances in light of the defeat of S&W? How many total teachers were lost for the current school year? I've seen numbers from 34 to 2. What is accurate?

The Board of Education balance the budget for this school year by cutting about \$1.7 million. Belt-tightening will keep expenditures to a minimum and the district currently anticipates a balanced budget, possibly with a small surplus, by the end of the fiscal year. In fact, the district's careful controls have held annual increases in operating expenses to three percent or less over the last six years, including salaries, benefits and utilities. However with no increase in revenue, the district will need to make another round of cuts for 2016-17 or move forward with planned deficit spending. The district eliminated one facilities management position, the technology software coordinator position and a custodian position from support salaries. In addition the district reduced 10% in aide hours. This reduction is the equivalent of approximately 12 aide positions. The district reduced certified staff by a total of 11 positions. Seven full time teachers and 1.4 FTE made up of 4 part time certified staff were reduced.

19:07



Dr. Sarah Riss



Anonymous

2. What did the Administration and Board of Education learn from the post-election survey about the respondent's views of district finances?

"Yes" voters on the levy indicated their support was based on self-interest (parents), the importance of top-tier teachers and staff, public education as a value, appropriate class size, enhanced property value, and wanting

Webster Groves to be a top tier school district. free full-day kindergarten was a modest added positive (important for 11%).

"No" voters on the levy were critical of fiscal management, with 28 percent indicating the district should manage its budget better and make more hard choices before asking the voters for additional money. Another 28% said taxes are already too high. Other common reasons to vote against the levy were that the increase was too much (12%) and that teacher and staff compensation is already competitive (10%).

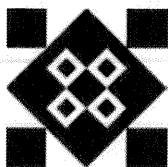
While 38% support leading the county in teacher compensation, a higher percentage indicated district salaries should be "clearly above the average but not at or near the top." Several voters stressed that a higher tax rate should translate to higher performance.

Support for free full-day kindergarten is good (62%) but not overwhelming (48% strong support).

19:13



Dr. Sarah Riss



Anonymous

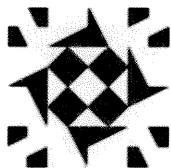
3. My property assessment increased 10%. Does that mean my taxes increase by 10%?

No this does not mean your property taxes will increase by 10%. The county assesses individual properties; The overall increase in residential property for 2015 was approximately 4.4%. This year taxing entities can only increase their revenue by the CPI, which is 0.80%. This is reflected in the school district's roll back of its tax levy from \$5.2885 to \$5.1023 this school year.

19:15



Dr. Sarah Riss



Debbie

4. Linda Holliday's report shows: 11 teachers in 8.4 FTEs were cut in the spring. 5 teachers/5 FTEs were rehired, leaving 6 people w/ cuts. Then 3 people/2.1 FTEs were NEW hires, **so final net is 1.3 FTE/3 teachers.**

7 more left involuntarily to = 10 teachers down from last year (312 to 302)

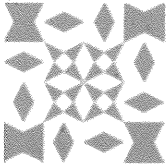
BUT in 2010-2011 after the April 10 election, TOTAL involuntary and voluntary reduction was 8 teachers.

For a full picture of our staff please go to this report posted on the district website.  
[http://www.webster.k12.mo.us/files/\\_ILKF7\\_/48988...](http://www.webster.k12.mo.us/files/_ILKF7_/48988...)

19:16



Dr. Sarah Riss



Janet

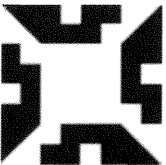
5. How many of those 12 aide positions were rehired? How many NEW hires? How many of the 11 teachers were rehired? How many NEW hires?

Please see the information posted earlier regarding the staff data area report posted on the district website.

19:18



Dr. Sarah Riss



anon

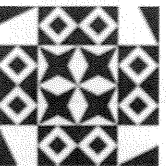
6. The Hancock amendment holds the WGSD at a collection rate of 0.8% only of the total property tax increases

This is correct - the Hancock amendment limits new revenue to taxing entities to the current CPI, which is 0.80% in 2015.

19:19



Dr. Sarah Riss



anonymous

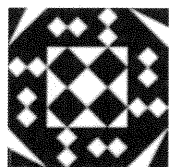
7. Are there funding alternatives to the property tax?

There are no funding alternatives at this time. The state legislature is the only entity that can change the current funding structure and there is no indication that this will happen.

19:24



Dr. Sarah Riss



Curious

8. Given that the vast majority of the money to operate the school district comes from homeowner taxes, how long does the district project it can operate until it has to go back to homeowners with a new tax levy and/or bond proposition, particularly given the defeat of S&W?

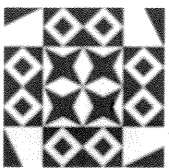
The Board of Education balanced the budget for this school year by cutting about \$1.7 million. Belt-tightening will keep expenditures to a minimum and the district currently anticipates a balanced budget, possibly with a small surplus, by the end of the fiscal year. In fact, the district's careful controls have held annual increases in operating expenses to three percent or less over the last six years, including salaries, benefits and utilities. However with no increase in revenue, the district will need to make another round of cuts for 2016-17 or move forward with planned deficit spending.

The Board is committed to balancing the budget. It is continuing to study the issue and will develop a plan for the future.

19:24



Dr. Sarah Riss



anonymous

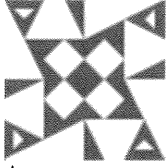
9. How did the district wind up with a surplus this year when it was projecting a deficit during the campaign?

State Proposition C sales tax collections came in higher than anticipated. The district had developed a conservative budget before we had any hard estimates from the state on tax collection. In, addition, the state provided a higher percentage of foundation formula money than anticipated. The district budget was based on the state providing 93 percent funding when in fact it provided 96 percent. Finally, the district continues to manage funds carefully, planning expenses to come in at or below budget

19:28



Dr. Sarah Riss



Anonymous

10. What hard choices are the Board and Administration making that are equivalent to those that the community has had to make as a result of the recession and economic slowdown?

Listed below are the budget reductions implemented for the 2015-16 school year.

#### **Non-Staff Reductions Savings Notes**

Reduce funds for prof. dev. \$26,250  
Eliminate Tuition Reimbursement \$60,000  
Employee share Ins. Premiums (10% match) \$315,727  
Reduce C.O. expenses \$50,000  
Reduce Dept./Bldg. Budgets 5% C.O 10% \$166,710  
Reduce extra work days Librarian/Counselor \$18,194  
Eliminate A+ Schools curriculum work \$50,000  
Admin salary to AFC \$147,590

#### **Staff Reductions**

Reduce aide hours \$196,059 Reduce to 179 days and 10% equals 12 Aide FTE  
Reduce Supplementals 5% HS & 10% MS \$24,861  
Eliminate Facilities Management Position \$71,370 1.0 FTE  
Reduce C.O. support position \$21,026 SIS Specialist reduced to 0.80 FTE  
Eliminate 1. Custodians \$34,371 1.0 FTE Attrition & reduce Substitute time  
Eliminate Tech. Software Coord. \$85,153 C.D. Attrition 1.0 FTE

#### **Full Time Not Tenured Teachers**

Bristol Teacher - Not Tenured \$58,030 Reducing Sections 1.0 FTE  
Bristol Teacher - Not Tenured \$51,632 Reducing Sections 1.0 FTE  
Hixson Teacher - Not Tenured \$85,682 Replaced by H.S. For Lang. Teacher 1.0 FTE  
Hudson Teacher - Not Tenured \$50,102 Reducing Sections 1.0 FTE  
H.S. Academic Lab Teacher - Not Tenured \$26,008 Reducing number of Academic Lab positions 1.0

#### **Part Time Not Tenured Teachers**

Fine Arts Coordinator \$23,358 0.40 FTE  
H.S. - Not Tenured Math \$4,663 0.10 FTE

H.S. - Communication Arts \$23,555 0.40 FTE  
H.S. - Math \$29,198 0.50 FTE

### **Teachers Resigning/Retiring**

Avery Teacher \$68,234 Reducing Sections 1.0 FTE  
Edgar Road Teacher \$78,001 Reducing Sections 1.0 FTE  
\$1,765,774

Hold 2 elementary teachers in reserve \$116,000  
due to possible enrollment needs.  
Final Budget Reductions if reserve is used \$1,649,774

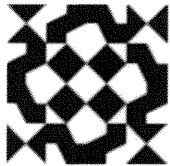
Total Certified Positions = 11  
Teachers = 7.0 Full Time 1.4 Part Time  
Total Support Positions = 3.2

Reductions as of Oct. 14

19:29



Dr. Sarah Riss



Anonymous

11. After the failure of "S" last April, why did you not keep the cuts further from the children by cutting administration or staff at WAFC where attendance is down?

One director position was not refilled after the individual moved out of the area and resigned her position.

To date, the administrative position for Adventure Club has also not been filled.

The portion of the Director's salary for WAFC that was once paid for out of general district funds is now completely funded through the revenue generated by the WAFC programs.

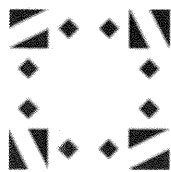
The WAFC is predominantly self-supporting, so cutting positions there would have improved the overall district budget.

While the number of individual children attending has decreased the number of children attending more days of the week has increased programs. In other words, approximately the same number of slots are filled in the program, simply by fewer children.

19:36



Dr. Sarah Riss



Kim

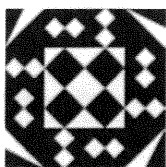
12. You say there are no funding alternatives, yet the Kirkwood School District pursued nonprofit health facilities in Kirkwood. The Post-Dispatch followed with an investigation, which led to all county nonprofits being re-evaluated by Jake Zimmerman, County assessor. Bethesda Orchard has begun an annual payment to WGSD. Lutheran Sr. Services has been ordered to pay full assessed property taxes or settle, by the end of this year. WGSD WILL receive new money from Laclede Groves, will they not? It will likely exceed the "PILOT" voluntary money they gave the district in the past.

When I stated there are no funding alternatives that did not mean the district doesn't actively seek alternative funding sources. It does mean that property taxes equal approximately \$42.4 million of the district's budget. Finding significant sources of revenue to offset property tax revenues would require a change in statutes. The district has actively pursued nonprofit health facilities paying property taxes. The city and district testified before the county in previous years seeking the county to consider all or part of the Bethesda and Laclede Groves organizations taxable. We are happy the current County Assessor actively pursued this and we are pleased Bethesda agreed to a compromise to have part of their property on the tax roles. There has been no final agreement between the county and Laclede Groves that we are aware of at this time. Recently the Legislative Advocacy Committee had a presentation from the county assessor's office and this committee will continue to advocate with county and state officials.

19:39



Dr. Sarah Riss



Curious

13. Your own salary is public record. Concerning the superintendent search, you can hire from the outside or promote from within, as district did with you. But when you hire from the outside, you need to hire a search firm and, historically, it costs more to pay someone from the outside to come, plus pay all relocation costs. Given that the S&W defeat's message to the district is to watch its spending, why is the district seem so intent on hiring from outside and paying the higher cost? Thanks.

The Board is devoted to selecting the best candidate for the future superintendent of the WGSD. The final candidate could be either an internal or external candidate. The Board will select the best candidate for its future leader.

19:44



Dr. Sarah Riss



Kim

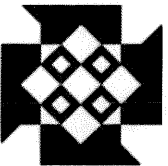
14. Why did you turn to tax payers for preschool scholarship funding when other districts obtain a Missouri State classroom grant to cover any funding DFS and Head Start do not for children whose parents can't pay? Hasn't a Missouri law passed that will ensure ALL children who can't pay will have their preschool fully covered? The law will take ~ 3 years for full implementation, but this is year 1. Money received will be based upon preschool enrollment. Our preschool enrollment was 220 in 2010-11 and last year was 143, per DESE. A part time program was cut there, in 2013, even though tuition paying parents used it.

WAFC utilized the MPP grants for the maximum number of years permitted. Head Start scholarships continue to be utilized but do not cover the entire cost. We know that preschool education is one of the best ways to close the achievement gap. We are unable to provide scholarships for all families in need.

19:46



Dr. Sarah Riss



Resident

15. We keep hearing about the overcrowding problem. If it's such a problem, why is the WGSD accepting transfer students and VICC students? And why are we educating 82 children of teachers who don't reside in the district? By my calculations, those 82 students cost the district over \$1 million a year.

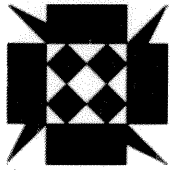
WGSD like most other school districts in the St. Louis County area accept students of full-time staff. These decisions are made on an individual basis and permission is granted only if there is a seat available in an already existing classroom.

The district has continued to reduce the number of VICC students over time. However, we continue to be fully supportive of this program.

19:51



Dr. Sarah Riss



Art

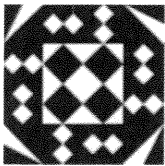
16. Why is our tax rate so high?

Unfortunately, because of very limited commercial property taxes, the district must rely upon residential property taxes for the bulk of its funding. Lindbergh, Kirkwood, Brentwood and Clayton school districts clearly illustrate how much less the property tax burden would be for residential home owners if there were more commercial property contributing taxes here. The Webster Groves School District has supported and continues to support increasing commercial property within the district boundaries, without the use of tax incentives. The cities of Webster Groves and Rock Hill are directly responsible for commercial and industrial growth that would most impact the property tax base.

19:53



Dr. Sarah Riss



Curious

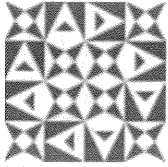
17. Given the defeat of S&W and looking toward the future, is the district now gun shy and will proceed cautiously and reactively, making sure it has the community's "approval" before moving forward - or will it be the leader we need it to be and proactively and aggressively advance new budget plans, particularly when they improve student learning and elevate the district's vision, mission and core values?

The district will continue to manage its budget wisely and be excellent stewards of the precious funds provided to us. We are devoted to implementing our new vision and core values. We will continue to work toward achieving our new thematic goals which will enable us to make our new vision a reality and continue to achieve our mission. In early November we will provide the new student success data area report. Our Annual Performance Report Score increased this year. WGSD continues to be one of the top ranking districts by the Niche report (#7 in the state out of over 500 districts) and our ACT scores now outrank Kirkwood's! i am proud to be a Statesmen!

19:56



Dr. Sarah Riss



Matt

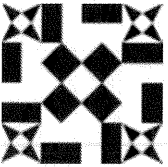
18. Where does the district's per pupil spending stand in relation to other county districts?

Last year, the district ranked ninth among the 23 districts in St. Louis County.

19:56



Dr. Sarah Riss



Anonymous

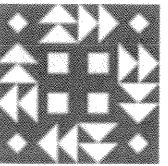
19. What do you think is the biggest challenge to overcome so that a tax increase could pass?

Helping our entire community understand the financial situation for the WGSD.

19:58



Dr. Sarah Riss



Anonymous

20. What are your thoughts about organized opposition to school district tax increases in Kirkwood, Mehlville and Francis Howell school districts?

I choose not to comment on something that I do not have complete information about.

19:59



Dr. Sarah Riss

Thank you very much for participating. I continue to be very proud of the WGSD and excellent work and achievements of our students and staff!

20:01



Dr. Sarah Riss

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Attachment #2



Executive Assistant to the Superintendent  
Board Secretary  
Custodian of Records

Administrative Offices • 400 E. Lockwood Avenue • Webster Groves, MO 63119 • 314.918.4013 • <http://www.webster.k12.mo.us>

October 30, 2015

Ms. Kim Mumm  
210 Sylvester  
Webster Groves, MO 63119

Dear Kim,

I am in receipt of your October 16, 2015 sunshine request. In response, please see the following information:

On October 16, 2015, you requested the following information:

- The total number of support staff (people) and the number of support staff (FTE) for 2014-15, compared to 2015-16:

	2014-2015	2015-2016
Staff:	195	192
FTE:	184.16	182.63

*\*Numbers represent aides, custodians, facility techs, nurses, secretaries, technology specialists and tutors.*

- The number of support staff (people) in the following 3 categories, comparing 2014-15 to 2015-16 years, as of staffing today (October 22, 2015), so to include any new hires since the start of this school year.

	2014-2015	2015-2016
Full time regular-certified	28	33
Full time regular - non certified	146	141
FTE:	174	174
Any part time staff (part time regular OR Part time hourly)	21	18
FTE:	10.6	8.63

If you have any further questions, please do not hesitate to contact me.

Thank you,

Lori Medlin  
Custodian of Records

10

Lori Medlin

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**From:** Tammy Barry <tammywbarry@yahoo.com>  
**Sent:** Monday, November 02, 2015 11:07 AM  
**To:** David Addison; Amy Clendennen; Emerson Smith; Jean Dugan; Steve Loher; Michael Shipley; Joel Oliver  
**Cc:** Lori Medlin; Sarah Riss  
**Subject:** Respect

Dear board members,

I was at the last BOE meeting on 10/26/2015, as well as at the previous meeting. A couple things upset me about these two meetings.

The actions of the board over the last two meetings have been inappropriate by some. **Bullying is unacceptable at all ages.** I was dismayed when a board member, Michael Shipley, attempted to speak last month a number of times during the BOE meeting. Amy Clendennen, board VP raised her voice to him more than once, accused him of “filibustering” and being rude. She also told him he could not ask the board attorney, Doug, a question, though he said it was just to ask about procedure and he made Doug aware of it before the meeting. During the budget revenue discussion, Michael mentioned how VICC students, unlike students who are children of staff who live outside the district and attend for FREE, bring in revenue in the

form of tuition. It was very tense and unprofessional. All of this, in front of the national Merit Semifinalists and their parents. I don't want to see any of our elected board members treated this way.

At last Monday night's meeting, Michael Shipley tried to get his comments and actions presented correctly in the meeting minutes from the previous meeting. Before he could even speak a word, David Addison called for a vote to approve the minutes as written. David raised his voice and said to Michael, "I heard everyone in the room say it was just as the minutes said it was". Well, I was in the room and I disagree, David. Michael was not out of line. Michael finally received permission to pass out a meeting minutes version he took the time to write. He suggested deleting sections that did not happen and adding what was actually said. David quickly ignored Michael and voted to approve the original minutes. I can hardly believe how a fellow board member was treated at BOTH board meetings. I am 100% against this!!

The public doesn't expect that you will take our comments and dialogue seriously when you aren't open to other board members' comments. The public also expects you

to be open to a healthy discussion and debate but how can you do this when board members aren't able to speak freely. You are our elected officials and should conduct yourselves in a professional manner at all times.

**I think the Board of Education can and should do better!**

Kind regards,

Tammy Barry