

# Communication Log 2015-16

Initiated By										
	Date	Responded By	Date	Topic	Phone	Letter	Email	Meeting	Other	
Kim Mumm	5/9/16	John Simpson	5/10/16	Interim CFO			x			
Tammy Barry	5/9/16	na		public comments			x			
Lisa Mueller	5/17/16	na		Moss Field resurfacing			x			
Lisa Mueller	5/23/16	Steve Loher	5/25/16	April 25, BOE Meeting			x			
Quincy Moore	5/27/16	Sarah Riss	5/27/16	Influential Concerns			x			
Bob Doll	5/28/16	Sarah Riss	6/1/16	Transgender students and bathrooms			x			
Kim Mumm	6/9/16	Sarah Riss	6/13/16	WAFC			x			
Ginger Krueger	6/17/16	Amy Clendennen	6/17/16	School for Today			x			
Laurie Ekey	6/16/16	John Simpson	6/17/16	School for Today			x			
* Please note: The communication log reflects verbatim copies of all materials sent. It does not imply or represent anything that the board has approved, endorsed or agreed to.										

## Lori Medlin

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**From:** Sarah Riss  
**Sent:** Tuesday, June 21, 2016 12:47 PM  
**To:** Lori Medlin  
**Subject:** FW: Schools for Today document.

For the communication log.

*Sarah*

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

----- Forwarded message -----

**From:** Laurie Ekey <lauriekey@sbcglobal.net>  
**Date:** Mon, Jun 20, 2016 at 7:04 PM  
**Subject:** Re: Schools for Today document.  
**To:** John Simpson <Simpson.John@wgmail.org>, Amy Clendennen <clendennen.amy@wgmail.org>, Steve Loher <loher.steve@wgmail.org>, "addison.david@wgmail.org" <addison.david@wgmail.org>, Emerson Smith <emersonsmith10@gmail.com>, Michael Shipley <wgsdshipley@gmail.com>, "dugan.jean@wgmail.org" <dugan.jean@wgmail.org>, Arnold Stricker <stricker.arnold@wgmail.org>

John,

Thanks again for taking the time to respond. I do appreciate it.  
I'm going to keep the BOE on this thread because I think they need to be aware of my concerns and your answers below.

Yes, I realize these methods are and have been put in place for several years now in some classes. This is partially what I have complained about. The fact that the teacher just says - "here is your assignment - go find the answer on the internet". That's not actually teaching. In my eyes not acceptable.

S & W was voted down. The School of Innovation was part of that. Why do you proceed with something that the voters said "NO" to?

I realize there is a real push from the national level and the 21st Century group to implement this "Student Directed" / "Learner Directed" style vs. Teacher Directed. This Constructionism view of teaching is really not new. It's been around, from what I have read, since the early 1900's. The learner directed style, which theorists believe instills critical thinking skills, I believe should be used at the College and University level. For early education and K-12 the basics and foundation building should be the emphasis on which to draw upon in upper levels of education. I'm finding just as many "Con" articles disputing this form of teaching as there are "Pro"

My concerns are that WGSD seems to have adopted this new 'teaching style' without any real data to support its effectiveness. It is being brought into Steger 6th grade science classes next year. 6th

grade science is not a MAP tested year so how will you define success/failure? There seems to be no accountability in measuring its effectiveness. In addition, it has not been discussed or inclusive of the parents at the level it should be. Parents are not given the option to "opt" out. Most parents don't pay attention so it's easy for you to slip this into the schools. We, and many other, moved here because of the strong traditional schools. I don't want to have to micro manage the school district. I want to trust the schools. Transparency of these changes have not been forthright. Why not set it up that parents can "opt" out. Let some other school district be the guinea pig and experiment with learner centered style.

I can tell you for Math ( Algebra/Geometry/Calculus/Trigonometry ), Science ( Physics/Chemistry/Biology) I want a book and a Teacher Directed class. My son, who was in 7th grade algebra, told me stories of how he didn't know what was going on because kids were supposed to go to the board and solve and teach other kids. He passed that class because I worked with him A LOT. For science this year they did a student led "Boat Riggata" - build a boat out of card board and duct tape and see whose goes the farthest in the pool, i.e doesn't sink. This is an example of "project based" or student centered, however it was never pulled together for the students at the end. What I mean is, Team A's boat made it the farthest. Did the teacher talk about why that boat won? Construction, water displacement, boyancy, surface area, balance, etc... No, they did not. What did the kids really learn from it? When I asked the team why they won the "Best Engineered" boat, they looked at me and said "I don't know".

I have more research to do on this subject. I know you reached out to Adrienne as well and she is setting something up. I'll probably join in.

I'd also like to know what BOE members have kids currently in the district younger than 8th grade. Since this appears to be affecting them the most.

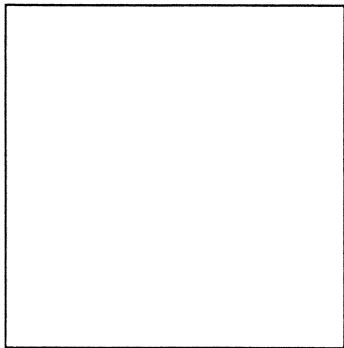
It will be very hard to sell me on this without hard core data correlated to state standards. The data that someone pointed me to on the community connect actually shows that the "innovative" schools in Colorado are performing BELOW state standards. See the appendix.

<https://www.cde.state.co.us/choice/2015innovationreport>

Please read some information which represents the "other" side.

<https://irvingtonparentsforum.wordpress.com>

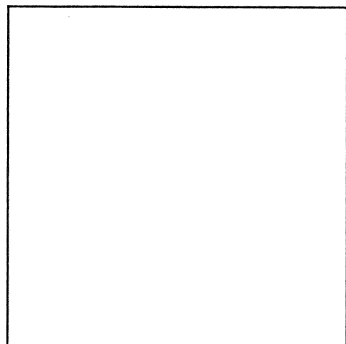
More Evidence of the Trouble with 'Student-Centered' Teaching - Paul Bruno



### More Evidence of the Trouble with 'Student-Centered' Tea...

For long had many treated but separate complaints about "student-centered" teaching practices. A new study in Educational Evaluation and Policy Study is ends new <https://www.educationpolicy.org> <https://www.educationpolicy.org>

Betrayed - Why Public Education Is Failing: Common Core leading districts to adopt unproved math programs and failed approaches



Betrayed - Why Public  
Education Is Failing: Common  
Core ...

The Betrayed blog supports teachers, parents,  
and community members as they work to  
improve K-12 public education

Thanks,

Laurie

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**From:** John Simpson <[Simpson.John@wgmail.org](mailto:Simpson.John@wgmail.org)>  
**To:** Laurie Ekey <[laurieekey@sbcglobal.net](mailto:laurieekey@sbcglobal.net)>  
**Sent:** Monday, June 20, 2016 5:54 PM  
**Subject:** RE: Schools for Today document.

Dear Laurie,

I've responded to your inquiries below (taken from earlier email), and would really like to meet with you to discuss things more in depth if you're willing. I'd be happy to sit with for as long as you'd like. Let me know! Have a great day...John

What is/was the impetus for the School for Today? Are ACT scores low? Are MAP scores low?

A few years back we had a committee that initially formed to explore whether the district should provide free, full-day kindergarten. During that process, we discussed how learning looked in our preschool environment compared to kindergarten and then other levels. Among other recommendations, the group recommended the district create a lab school or "school of innovation" in order to explore innovative practices. Following two other studies, the concepts for the "school of innovation" were presented to the board in the "School for Today" report. Because the actual "school of innovation" was part of the S&W proposal, our goal now is to gradually support the implementation of the concepts in varying degrees within our classrooms.

The "School for Today" wasn't initiated to improve MAP or ACT scores, but we do believe that if children are engaged in learning that has relevance and meaning to them, scores will go up.

I cannot find another public school in the USA that does the "teacher as facilitator" for K-12. Can you point me to other public schools in the USA that use this method for K-12?

Actually, these days you would be hard-pressed in most school districts to find a "teacher" that doesn't refer to himself/herself as a "facilitator" or see that as his/her primary role. The shift is really just in what teaching looks like – from dispenser of knowledge (sole method) to someone who creates more opportunities for students to learn through discovery, exploration, and problem-solving. Many "teachers" have done this for years. This doesn't mean that teachers don't still impart wisdom and directly instruct children as needed. Our goal is to help make learning relevant, rewarding, and challenging for all learners, and we believe this is best accomplished by giving the learners more autonomy or "voice" with their learning.

Can you point me to other public schools in the USA that use this method for K-12?

I would guess that in the majority of public school districts in the USA the teacher would either see himself/herself as more a facilitator of learning or is trying to move toward it. In terms of public schools, I don't know of any that are fully "learner-directed" or "democratic" such as some of the independent and private



schools you probably saw. That doesn't mean they don't exist. We're not trying to become one of those schools, but we are working to explore and find ways that learning in the classroom can be as learner-directed as possible.

Webster University did conduct research in a classroom at Hudson and I believe the results will soon be available. Was it fully "learner directed?" No, but the staff did work hard to try and have the students' interests and inquiries at the heart of the learning that took place in the classroom. We'll share the results when available.

What is the district's timeline for rolling this out? Please be specific of where and when.

There isn't a timeline per se for rolling out the concepts including any specific locations for doing so. Having said that, we are thoughtful in how we attend to the concepts in all that we do including the development and support of teachers. Many teachers across the district have been trying to implement these concepts for years, well before the "School for Today" report. At WGHS, a student can walk into the Chelsea Detrick Experiential Learning Center and express an interest in learning more about a topic or career. The teachers there will do everything they can to provide that student with an experience or even a course by working with him/her, other teachers, and possibly community members. Soft seating and maker-spaces are more observable across the district now than they were 10 years ago. More students are learning in the community and more community members are coming into the schools to help children learn. These concepts were not completely absent from classrooms prior to the "School for Today" report, but they are becoming more and more observable in the past few years.

Is the intention to use this for all classes in every school?

We do believe that every teacher in every classroom should move toward these concepts in a thoughtful, respectful, and responsive way. Having said that, it is more difficult at some levels and with some content areas for a variety of factors including the curricular outcomes and the amount of time students are in class.

Where is the hard data to support that this style of teaching is better?

There's data out there to support engagement in relevant learning, the effect of space on learning, and the value of learning in authentic contexts. Since the "School for Today" is a blend of four concepts, I don't know of any research encompassing all together. I will share with you and others the results of what happened at Hudson this year, and the research we conduct moving forward.

Take care and let me know if you'd like to meet,  
John

**From:** Laurie Ekey [mailto:[laurieekey@sbcglobal.net](mailto:laurieekey@sbcglobal.net)]

**Sent:** Friday, June 17, 2016 4:00 PM

**To:** John Simpson; Steve Loher; Amy Clendennen; David Addison; Jean Dugan; Michael Shipley; Emerson Smith; Arnold Stricker

**Subject:** Re: Schools for Today document.

Dear John and BOE,

Thank you for your reply. I had submitted some questions via the Survey that John sent out but they did not get published. I don't know why. I would like the board to be aware of my concerns. Below you can find the questions that I submitted.

1. What is/was the impetus for the School of Today? i.e. child directed learning, teacher as facilitator.

Are ACT scores low? Are map scores low?

2. I cannot find another public school in the USA that does the "teacher as facilitator" for K- 12.

Can you point me to other public schools in the USA that use this method for K-12?

Please supply links and or documents.

I have found charter and private schools in the USA and some in Europe but none in the Public sector.

I have found some for preschool or up to 2nd grade.

I would like to see how they fair on their state tests.

3. What is the districts timeline for rolling this out? Please be specific of where and when.

Is the intention to use this for all classes in every school?

4. Where is the hard data to support that this style of teaching is better?

This last year at Clark, the art program switched to use something called TAB. I had no idea this was done until the end of the year. Each year on the last day of school my daughter always comes out with 4 or 5 really good art pieces. We hang them up around the house. She loves art. This year on the last day of school she came out with nothing. When I asked her where all her stuff was she teared up and said she didn't have anything. As a parent that is NOT something you want to hear or see. She explained to me that this year the kids got to choose what to work on and they only had a couple mini lessons. She didn't really get any instruction and couldn't decide what to do. If this is an example of "Child Directed" learning and "Teacher as Facilitator" then her experience and mine as a parent was not good.

If you could please supply the answers to my questions above, I would be happy to do some research.

Sincerely,

Laurie Ekey

**From:** John Simpson <Simpson.John@wgmail.org>

**To:** Laurie Ekey <laurieekey@sbcglobal.net>; Steve Loher <WGSD.Loher@gmail.com>; Amy Clendennen <Clendennen.amy@wgmail.org>; David Addison <daddison@rgare.com>; Jean Dugan <jbdugan@gmail.com>; Michael Shipley <wgdsdshipley@gmail.com>; Emerson Smith <emersonsmith10@gmail.com>; Arnold Stricker <stricker.arnold@wgmail.org>

**Sent:** Friday, June 17, 2016 6:07 AM

**Subject:** RE: Schools for Today document.

Dear Laurie,

Thank you for sharing. I know you were a part of the group email last night, and do hope you will be able to meet with me, Kris Denbow, and the others to discuss the points you made below and any others. If not, I'd be happy to meet with you separately or to discuss things on the phone.

We all want what's best for the children of our community, and I do sincerely believe we're more on the same page than not. District administrators do recognize and own gaps in communication regarding the School for Today report and how the concepts translate to public education. We are working to address those gaps now. Not only will things be better explained online and in various print media, but we'll also be hosting some public forums beginning in the fall.

Laurie, I have a daughter in 4th grade in our district and a son who will soon follow. I don't think you and I probably differ much at all in what we want for our children in terms of excellent teachers, preparation for life beyond school including to compete, and the best tools to learn. Our commitment to providing each of those for district students hasn't waived and won't!

Take care and have a great weekend,  
John

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**From:** Laurie Ekey [laurieekey@sbcglobal.net]

**Sent:** Thursday, June 16, 2016 7:15 PM

**To:** Steve Loher; Amy Clendennen; David Addison; Jean Dugan; Michael Shipley; Emerson Smith; Arnold Stricker; John Simpson

**Subject:** Schools for Today document.

6/16/16

Dear Board of Education,

I wanted to let you know that I submitted this to the Webster Groves Community Connect to help educate people who don't have kids in the district.

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Who has read that School For Today that the WGSD put out?

[http://www.webster.k12.mo.us/files/\\_NYKa3\\_/c6752d08275a77203745a49013852ec4/Crafting\\_a\\_School\\_-\\_Final.pdf](http://www.webster.k12.mo.us/files/_NYKa3_/c6752d08275a77203745a49013852ec4/Crafting_a_School_-_Final.pdf)

Rarely have I seen such gobblygook put down by supposedly smart people. Evidently we are so dumb that we will just accept whatever they say if they obfuscate it sufficiently, then we will be too embarrassed to say we don't understand what they are saying and they come off as brilliant even though what they have said makes no sense to any reasonable person with an ounce of common sense.

They start out with the flawed premise that children are capable of guiding their own learning from apparently the very start. The stupidity of this assumption does not even merit ridicule. It is my understanding that this foolishness has been around since the early 1900s and has been found wanting whenever tried. So why are we trying it again??? If these so called experts want to conceptualize an innovation school let them either start with their own money or sell it truthfully to some district that believes in their "concept". Let's not experiment with our children in our town.

In spite of some of the current so-called modern concepts teachers are not there to be our children's friends, they are there as models and as instructors not facilitators or "curators". Let us get this stopped before it goes any further and we find our children at the bottom of the ladder and our school system and our property values in the tank. Above all else we do not want to turn out children unable to compete in the world.

I for one am going to write my BOE to tell them how ridiculous this is and I don't want it for my child.  
[http://www.webster.k12.mo.us/pages/WGSD/Departments/BOARD\\_OF\\_ED](http://www.webster.k12.mo.us/pages/WGSD/Departments/BOARD_OF_ED)

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I moved back to Webster Groves for the strong schools and great neighborhoods. I grew up here and attended WGHS myself. I went to Bristol. Apparently I am in the minority of citizens who have actually read the "School for Today" document. Most people I ask, say they got the email from Dr.

Simpson but didn't bother to read it. I'm going to guess and say 98% of Webster Groves has NOT read this document.

Please take the time to read this article.

<http://rampages.us/edus607traveljournal/2015/03/27/teacher-directed-versus-student-directed-instruction/>

These changes that you are talking about making from teacher directed to student directed are dramatic. Roughly 23% of the population of Webster Groves have kids in the district. That leaves 73% that do not. They are unaware of the changes you have planned for the district. Their home values are at stake here if this fails. It is unfair and irresponsible of you to not take the time to inform and get their input and feedback. There are 23,000 people who live in Webster. Only 60 people participated in limited fashion in this "Collaborative".  $60/23,000 = .2\%$  of the population. Yet this can affect all homeowners. Most older people who I talk to about this who don't have kids in the district are terrified. I, for one, do not want my kids to be guinea pigs. I did not move back to Webster Groves for a School District that uses student directed instruction. I expected tradition methods, i.e. teacher directed learning. The fact that you have been planning this for years is concerning to me. I guess I wasn't paying attention. But honestly I never suspected you were going to change an entire teaching philosophy. In addition, it appears that there is no third party or outside source way to measure the success/failure of this new teaching philosophy.

I already have issues with the lack of any organization of material in classrooms. My son is in 8<sup>th</sup> grade. My daughter is in 5<sup>th</sup> grade. I have been asking for either online books or textbooks for years. Last year, after I demanded a text book, did I get one for Algebra. Teachers are inconsistent with the way they present material. Some use Edline, some use Google Classroom ( which is just an unorganized feed ), some use blogs, some use nothing. There appears to be ZERO consistency. This is not good. It takes my son an hour just to find the material in google classroom in order to study for a test. Seriously, stop being so cheap and sign a contract with Pearsons or somebody else for online text. When teachers say "go out to the internet and find the answer" do you really think that is acceptable? We all know how inconsistent data is on the internet.

I know this is long but here is the summary:

1. I am completely against using the Democratic – student directed learning for any core classes. Those are Math, Science, ELA, and Social Studies. If you want to do a single Genius hour or Discovery class that's fine but leave the AP and core classes alone.

2. I would like some consistency between classes and teams with the way and where the material is presented. It is unacceptable to tell the kids to just go to the internet and look up an answer such as  $\text{force} = \text{mass} * \text{acceleration}$ .

Many parents are concerned about this new teaching philosophy. They are afraid to speak up. They don't have the time to fully understand the implications.

I have read the Strategic Plan. It has no mention of academic excellence. Only this Democratic Learning and Collaborative Spaces.

I am assuming the entire BOE are all in agreement with this since you signed off on it. Or did you even read it?

We elected you to represent us and I am letting you know as a parent I do not agree with this new teaching style. I will do what I can to try to educate people who don't have kids in the district of its existence and the trajectory the WGSD is heading. I suggest you spend some money and buy the

email addresses of the home owners in Webster Groves and work with them on such crucial decisions.

Sincerely,

Laurie Ekey

## Lori Medlin

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**From:** Amy Clendennen  
**Sent:** Friday, June 17, 2016 10:20 AM  
**To:** Ginger Krueger  
**Cc:** John Simpson; Board; Adrienne Lamb; Laurie Ekey  
**Subject:** RE: WGSD Curriculum

Dear Ginger,

I was not inviting you to meet with me. I was providing Dr. Simpson a "heads up" that you, and others, had expressed concerns about implementation of the school for today concepts and I thought you might like to be included in future discussions of this topic. I simply wanted to make sure you had access to information, if you would like it. If you decide you would like to discuss this further, our administrators' doors are always open.

Also, please note that I am including the rest of the Board in this reply because you added them to the correspondence. My initial email was not sent on behalf of the Board. Again, my intention was simply to put you in touch with Dr. Simpson to make sure your concerns are directed to the individuals who are best able to address them.

Amy

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**From:** Ginger Krueger [kruegerice@sbcglobal.net]  
**Sent:** Friday, June 17, 2016 9:29 AM  
**To:** Amy Clendennen  
**Cc:** John Simpson; Adrienne Lamb; Laurie Ekey; Emerson Smith; David Addison; Steve Loher; Jean Dugan; Arnold Stricker; Michael Shipley; Lori Medlin; Dwight Bitikofer  
**Subject:** Re: WGSD Curriculum

Dear Amy, John and BOE Members ,

Thank you for reaching out, however I will have to think about your invitation Amy. I'm not entirely sure what this meeting with me personally might accomplish nor how you choose me other than we know of each other from Clark? I'm sure John could answer some of my questions as apply specifically to my little snowflakes ☺. However, to me it's a much larger issue than one related to my students. It's about choice. When something so drastically different is introduced. As a parent, you should have a choice. We are talking about public school education, not a private school or charter school. We chose to live here because of the excellent reputation of the WGSD! I have had growing concerns (as John knows) regarding academic rigor and options for advanced study at the youngest levels, and the response has so far been ... "we trust in our faculty and staff to provide what each child needs" Now these excellent teachers not only get to dig and spend

time preparing material several levels above curriculum for my snowflake but they have to completely re-learn years of methodology training with a two week workshop?!!!

I could CHOOSE any number of private options or an innovative OPTION within the public school if I had a choice. But If this "School of Today or Democratic Education" methodology is planned for roll out for the entire district - the costs, the plan in general and specifically, the evaluation of its measurable success (or not) should be VERY clear BEFORE it is rolled out. There should be forums, web pages, letters home, q&a sessions, articles in the paper and more, where real answers are provided. It's just not the case with this initiative. It's buried in curricula-speak and buzz words in an obscure document in an obscure place. More than anything, this is what disturbs me.

I can put my little snowflakes ☺ aside and think about the implications of the administration planning this change in methodology for what looks like YEARS and even those who attend BOE meetings and PTO meetings or sit on WGSD Committees were only aware that there was exploration into a ie ONE school of innovation or a lab school. Not a major shift for the entire district. Now I get a letter/email from you as the President of the BOE last night inviting me in to discuss my concerns. Because I posted them on FB - telling me that the BOE was driven to hire John BECAUSE of this plan???? WHAT?? I'm sorry...I just am upset by all of this on so many levels it's truly boggling my mind.

Open discussion, transparency on budget and a complete picture (without the buzz-word-palooza) regarding the future direction of this district and how each will be balanced and objectively measured. These are my minimal expectations from the BOE and Administration.

Of course, I'm open to discussion, talk, and want nothing but the absolute best for WGSD. I can see the value of student led learning in situations and by planning, training and clarity of purpose. Perhaps I can be won over to

the extraordinary value to this methodology? But it shouldn't be just about me because I make rational and well thought out points on social media. The reality is probably less than 10% of the community is aware of this and many just won't care because they rely upon the past excellence of our district. It must be your job to be forthcoming about educating and informing the entire district AND community to ensure that their trust is well placed and that they believe in your plan.

My students' educational future is at stake and so are our home values.

Ginger Krueger

Sent from my iPhone

> On Jun 16, 2016, at 6:09 PM, Amy Clendennen

<[Clendennen.amy@wgmail.org](mailto:Clendennen.amy@wgmail.org)> wrote:

>

> Hi John! I know you're tied up today and tomorrow but I wanted to make you aware of some concerns being raised on a Facebook thread regarding democracy in education, the "school for today" concepts, and WGSD curriculum, generally. I know how dedicated you are to this work and, as you know, it is a big reason the Board hired you as our next Superintendent. You have my whole-hearted support and I believe you will have our parents' and community's support as well, once they learn more about what these concepts look like in practice and how they can benefit all learners. I am copying several of the individuals who have expressed concerns on this email. I will not make a habit of bringing every criticism I see on FB to your attention, but since you and I have discussed how best to share this information I want to make sure you know to include Tammy, Laurie, Adrienne, and Ginger in whatever forum or medium you choose. For some reason I don't have Tammy's email address but I'm sure some of the others copied on this do and will forward it to her. I may post something on the FB thread as well.

>



> Many thanks!

>

> Amy

From: "Sarah Riss"

To: "[kmummm@charter.net](mailto:kmummm@charter.net)" Cc: "Steve Loher", "Amy Clendennen", "David Addison", "Jean Dugan", "Michael Shipley", "Emerson Smith", "Arnold Stricker", "John Simpson", "Steve Loher"

Sent: Fri, 24 Jun 2016 19:21:41 +0000

Subject: RE: attached list I forgot to add

Dear Kim,

I am sorry for this omission. Yes this was a simple oversight and I have already asked Lori to add it to the list and report prior to leaving today. Thank you for letting me know.

Respectfully,

*Sarah*

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

**From:** [kmummm@charter.net](mailto:kmummm@charter.net) [mailto:[kmummm@charter.net](mailto:kmummm@charter.net)]

**Sent:** Friday, June 24, 2016 2:00 PM

**To:** Sarah Riss

**Cc:** Steve Loher; Amy Clendennen; David Addison; Jean Dugan; Michael Shipley; Emerson Smith; Arnold Stricker; John Simpson; Steve Loher

**Subject:** RE: attached list I forgot to add

Sarah,

The 6/27/16 BOE meeting documents are now posted, including the correspondence log. I am surprised to see you may have chosen to omit my June 20, 2016 10:29 pm reply to your June 20, 2016, 7:05 pm e-mail and that reply to me from the public log. They can both be found below. Instead, what is posted in the correspondence log is simply your e-mail to me yesterday, followed by the remainder of our e-mail exchange.

[http://www.webster.k12.mo.us/files/\\_RYLE7\\_/453cc6ac05a6f2aa3745a49013852ec4/009a\\_Correspondence\\_Log.pdf](http://www.webster.k12.mo.us/files/_RYLE7_/453cc6ac05a6f2aa3745a49013852ec4/009a_Correspondence_Log.pdf)

Per the board policy, I understand any written communication sent or received that copies in >1 BOE member or an administrator and at least one BOE member is to be posted into the public correspondence log. In fact, a few months ago, when I was asking a great many questions, two of my letters to only a single BOE member were posted. I find these omissions odd and not advocating transparency, nor bolstering trust. Perhaps, however, the omissions were an oversight.

No worries. I will re construct my June 20, 2016 10:29 pm e-mail reply into a more formal communication for the future.

All the best in your retirement.

Kim

This is a copy of the June 20, 7:05 pm e-mail you sent to me

attached list I forgot to add

Mon, Jun 20 2016 7:05 PM

"Sarah Riss" <[Riss.Sarah@wgmail.org](mailto:Riss.Sarah@wgmail.org)>

[kmummm@charter.net](mailto:kmummm@charter.net)

Steve Loher , Amy Clendennen , David Addison , Jean Dugan , Michael Shipley , Emerson Smith , Arnold Stricker , John Simpson , Steve Loher

Attachments

Print

Dear Kim,

On June 7, 2016 you received the district response to your Sunshine request for the list of staff positions in place at WAFC including staff positions intended to be filled by next fall. This request was fulfilled on June 7<sup>th</sup>. You also asked for a detailed WAFC preschool budget for fiscal year 2013-14, 2014-15 and 2015-16. You were informed that this would be provided for a fee of \$48.22 to search, research and duplicate the information you requested. Please see below the responses I have provided to date.

June 8                      I sent you an updated list of the WAFC positions.

June 9	You asked me additional questions related to those positions requesting the percentage of salaries of Baker, Paris, Heisel, Stukel and Lipps paid by the preschool budget.
June 11 (Sat.)	You emailed me reminding me of your question.
June 13	I informed you the individuals with easy access to the information were on vacation.
June 13	You emailed me again simply explaining that you thought I would know off the top of my head.
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June 15	I emailed you the answer to your question.
June 15	You emailed me another question about the bookkeeper's salary related to the budget.
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I have not yet responded to the latest list of 5 additional questions because I have been tied up in other work as have the staff that could answer these questions. If you would like to pay the \$48.22 you would have a copy of the budgets you requested and could do this work independently. It is my plan to provide you the information you requested later this week. I feel it should be noted that you are not paying the allowable fees nor have I requested that you do so for my time to do the research to answer these additional questions or any of the questions posed in the list above. Thank you for your patience.

*Sarah*

Sarah Booth Riss, Ed. D.

-----  
From: [kmummm@charter.net](mailto:kmummm@charter.net)

To: "Sarah Riss"

Cc: "Steve Loher", "Amy Clendennen", "David Addison", "Jean Dugan", "Michael Shipley", "Emerson Smith", "Arnold Stricker", "John Simpson", "Steve Loher"

Sent: Mon, 20 Jun 2016 22:29:33 -0500

Subject: RE: attached list I forgot to add

Dear Sarah,

I waited until the school year ended to ask these preschool related financial questions. This is a concern I have had since last spring. I thought my requests would go to Marty and told Lori I'd be happy to have Marty call me or I could e-mail her directly. After Lori sent me a file, you kindly sent another corrected one, so I corresponded with you. Natural follow up questions arose once I learned some staff were only partially paid from the preschool budget, yet didn't know the % paid by other budgets, nor by which ones. The Saturday reminder followed the BOE meeting we both attended.

I think it is wonderful staff is shared by more than one program. However, I believe the accounting for their time expended needs to be accurately represented. For years, one preschool director was paid ~\$95,000 for salary from the preschool budget, yet the second preschool director was paid ~\$117,000 from the general district funds. After the ~\$95,000 director departed, the second director's salary was not moved to the preschool. I find that odd. This year, if the preschool director took on more Adventure Club leadership, wouldn't the majority of her salary still originate in the preschool budget?

Unless all the WAFC expenditures are credited to that program, how can any of us know to what degree taxpayers (or Adventure Club parents) are sustaining the WAFC preschool? As long as the program is tax payer supported and uses resources that could be directed to the K-12 program and it is not self-sustaining (aside from building and grounds), my questions are relevant. A great many resources appear to be on hand for the WAFC preschool, despite its enrollment decline.

- I raised concern last spring after every building principal was required to reduce the aide budget by 10%. WAFC preschool was exempted.
- I have already raised the question of how to know the parent tuition fees are appropriate unless all expenditures are accounted for accurately. Last spring I learned the 2013-14 WACF preschool tuition collection was in the arrears by approximately \$35,336, yet the district asked taxpayers for \$0.03 for preschool scholarships while it supported ~\$211,000 in WAFC directorship.

- We know the WAFC preschool's enrollment has declined by 81 children (37%) in just 4 years, 2011-2015, per DESE data, following a major change in its focus. That tells me some parents love the new program, but others have clearly chosen to not send their preschoolers. Do we want to be financially sustaining a preschool model parents seem to not be selecting?

## 2) Preschool Enrollment

	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<b>Missouri</b>	0	28	4,400	10,697	11,604	14,213	17,828	20,811	21,812	25,770	25,641	29,195	29,872	29,656	30,111	31,967
<b>WEBSTER GROVES</b>	0	0	0	0	0	0	0	0	175	193	206	221	185	0	162	140
Definition																

- We also know the preschoolers who are served by the Special School District (SSD) in WGSD are largely NOT being served within the WAFC preschool. I understand working parents often take their young children to childcare centers at their employers. Others prefer private preschools or to have SSD services in their homes. Wouldn't we hope our district preschool would be developing very early relationships with these young children and their parents, so that once those children begin kindergarten, their needs are well known and the parents feel a part of the WGSD community?

This past school year there were 83 preschoolers living in WGSD with IEPs; only 24 (29%) of them were served at WAFC. Why?

- The enrollment of children served by SSD has declined dramatically, by 70% from 2011 to 2014 and 56% from 2011 to 2016

### Number of preschoolers served at the WACF Preschool. Source for 2011-2015 numbers- WAFC director, source for 2016 number- SSD

YEAR	2011	2012	2013	2014	2015	2016
# children served by SSD at WAFC	54	49	28	16	23	24

- While we have been told some elementary schools, particularly Avery, are bursting at the seams, the WAFC preschool utilizes only 8 of its 12 classrooms as classrooms. It has the lovely luxury of using the 4 other classroom spaces in other ways, 1 for an office and 3 for "ateliers".

- As I already mentioned, at least one teacher was reportedly paid extra pay to pull weeds and maintain a garden at WAFC. This seems to me a real luxury in expenditures, considering we have elementary children who reportedly told their parents this past year the district had no money for folders or books.
- The percent of administrative space of the total space at WAFC is a whopping 36%, according to the facilities committee reports.

[http://www.webster.k12.mo.us/pages/WGSD/Departments/WGSD\\_Committees/Facilities\\_Committee/District\\_Facilities/WAFC](http://www.webster.k12.mo.us/pages/WGSD/Departments/WGSD_Committees/Facilities_Committee/District_Facilities/WAFC)

**Percent Administrative Space per WGSD Building per WGSD Facilities Committee**

Building	Avery	Bristol	Clark	Edgar Rd	Hudson	CS and Steger	Hixson	HS	WAFC
% admin space	3.0	2.0	2.0	2.8	2.4	1.6	2.8	0.1	36

I appreciate you answering my questions. I will certainly wait for you to research the answers to my follow-up and clarification questions. Thank you. I hope I have provided some ‘food for thought’ for the John and the board going forward.

Kim

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From: "Sarah Riss"

To: "[kmummm@charter.net](mailto:kmummm@charter.net)"

Cc: "Steve Loher", "Amy Clendennen", "David Addison", "Jean Dugan", "Michael Shipley", "Emerson Smith", "Arnold Stricker", "John Simpson", "Steve Loher"

Sent: Tue, 21 Jun 2016 00:05:33 +0000

Subject: RE: attached list I forgot to add

Dear Kim,

On June 7, 2016 you received the district response to your Sunshine request for the list of staff positions in place at WAFC including staff positions intended to be filled by next fall. This request was fulfilled on June 7<sup>th</sup>. You also asked for a detailed WAFC preschool budget for fiscal year 2013-14, 2014-15 and 2015-16. You were informed that this would be provided for a fee of \$48.22 to search, research and duplicate the information you requested. Please see below the responses I have provided to date.

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*Sarah*

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

**From:** [kmummm@charter.net](mailto:kmummm@charter.net) [<mailto:kmummm@charter.net>]  
**Sent:** Monday, June 20, 2016 12:41 PM  
**To:** Sarah Riss



# WAFC Staff 2016/2017 (AS OF JUNE 8, 2016)

Building	Last Name	First Name	Job Duties
011-Walter Ambrose Preschool Center	BAKER	MARTY	DIRECTOR FOR WAFC - 100% of salary this year pd from Adventure Club. Every year in past, from administrator salary/general budget
011-Walter Ambrose Preschool Center	BASKIN	KEVIN	CUSTODIAN (district employee)
011-Walter Ambrose Preschool Center	BENSON	ELITISI	WAFC AIDE
011-Walter Ambrose Preschool Center	BOND	VELTRESE	WAFC
011-Walter Ambrose Preschool Center	BUTLER	LORRAINE	CUSTODIAN (district employee)
011-Walter Ambrose Preschool Center	CHAPMAN	AKEBA	WAFC
011-Walter Ambrose Preschool Center	DIETL	JULIA	WAFC TEACHER
011-Walter Ambrose Preschool Center	DUNSING	ALYSSA	WAFC
011-Walter Ambrose Preschool Center	FOOR	AMY	WAFC CLOSER
011-Walter Ambrose Preschool Center	FORRESTER	DEBORAH	WAFC AIDE
011-Walter Ambrose Preschool Center	FORSYTH	LAUREN	CURRICULUM COORDINATOR-AMBROSE FAMILY CENTER (assume will be pd 100% from WAFC preschool?)
011-Walter Ambrose Preschool Center	GRAHAM	JUANITA	WAFC
011-Walter Ambrose Preschool Center	HEISEL	KATIE	TECH AIDE (shared with Adventure Club) (50% pd by preschool and 50% pd by ?_____)
011-Walter Ambrose Preschool Center	HIGGINS	ROBYN	NURSE (district employee)
011-Walter Ambrose Preschool Center	HOLT	STEPHANIE	WAFC
011-Walter Ambrose Preschool Center	HORTON	SARAH	WAFC
011-Walter Ambrose Preschool Center	IANNAZZO	LAURA	FAMILY AND COMMUNITY ENGAGEMENT COORDINATOR
011-Walter Ambrose Preschool Center	JONN	SUSAN	WAFC
011-Walter Ambrose Preschool Center	LIPPS	LISA	PROJECT ASSISTANT (shared with Adventure Club)- (what percent of salary is pd by preschool and what percent by other budgets?)
011-Walter Ambrose Preschool Center	NICHOLS	HEATHER	WAFC
011-Walter Ambrose Preschool Center	PARIS	ELIZABETH	RECEPTIONIST (shared with Adventure Club) (33.4% pd by preschool and 66.6% by ?_____)
011-Walter Ambrose Preschool Center	RIEDER	ELIZABETH	WAFC TEACHER
011-Walter Ambrose Preschool Center	SHEEHAN	DEANNA	WAFC TEACHER
011-Walter Ambrose Preschool Center	SPATOLA	ANGELA	WAFC SOCIAL WORKER
011-Walter Ambrose Preschool Center	STUCKEL	CHRISTINE	BOOKKEEPER (shared with FACE and Adventure Club) (20% pd by preschool and 80% by Adventure Club)
011-Walter Ambrose Preschool Center	SUBER	KHURYSAN	WAFC
011-Walter Ambrose Preschool Center	WESTERMEYE	JOY	WAFC TEACHER

011-Walter Ambrose Preschool Center      R  
VACANCY

WAFC TEACHER (3 positions)

**Staff listing, as posted on the  
WAFC website 6-16-16**

**Staff listing, copied from the WAFC Preschool website 6-16-16**

## AFC Preschool Staff

### Director

Marty Baker

### Classroom Teachers

#### **Yellow Room (Morning and Afternoon)**

Beth Rieder, Teacher

Erin O'Keefe, SSD

Debbie Forrester, SSD

Kim Pugliese, SSD

#### **Purple Room (Morning and Afternoon)**

Dee Dee Sheahan, Teacher

Juanita Graham, Teacher

Marcie Huelsing, SSD

#### **Orange Room (Full-day)**

Julia Dietl, Teacher

Sandy Suber, Teacher

Jessica Reinhart, Teacher

#### **Aqua Room (Full-day)**

Joy Westermeyer, Teacher

Sarah Horton, Teacher

Hannah Tamaren, SSD

**Green Room (Full-day)**

Tracy Bond, Teacher  
Heather Nichols, Teacher  
Stephanie Holt, Teacher

**Blue Room (Full-day)**

Jenni Gruendler, Teacher  
Alyssa Dunsing, Teacher  
Amy Foor, SSD

**Pink Room (Full-day)**

Akeba Chapman, Teacher  
Lauren Forsyth, Teacher  
Margie Fann, SSD

**Brown Room (Full-day)**

Kerry Anne Cocos, Teacher  
Susie Jonn, Teacher  
Leigh Kleinert, SSD

**Support Staff**

Angie Spatola, Social Worker  
Chris Stuckel, Bookkeeper  
Lisa Lipps, Program Assistant  
Juanita Graham, Family and Community Engagement (FaCE) Facilitator  
Katie Heisel, Technology Aide  
Robyn Higgins, Nurse  
Laura Iannazzo, Family and Community Engagement Coordinator  
Chris Steger, Family and Community Engagement Facilitator  
Liz Paris, Receptionist  
TC Benson, Classroom and Building Support

**SSD Therapists and Staff**

Tara Markensen, Area Coordinator  
James Perkins, ABA Associate

Becky Menzel, Physical Therapist  
Sally Drazen, Speech and Language Pathologist  
Julie Lackey, Occupational Therapist  
Susan Puetz, Speech Language Pathologist  
Kari Mahoney, Speech Language Pathologist

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**Cc:** Steve Loher; Amy Clendennen; David Addison; Jean Dugan; Michael Shipley; Emerson Smith; Arnold Stricker; John Simpson

**Subject:** attached list I forgot to add

I forgot to attach the list. Sorry. Here is is.

Thanks,

Kim

-----  
From: [kmummm@charter.net](mailto:kmummm@charter.net)

To: "[riss.sarah@wgmail.org](mailto:riss.sarah@wgmail.org)"

Cc: "[loher.steve@wgmail.org](mailto:loher.steve@wgmail.org)", "[clendennen.amy@wgmail.org](mailto:clendennen.amy@wgmail.org)", "[addison.david@wgmail.org](mailto:addison.david@wgmail.org)", "[dugan.jean@wgmail.org](mailto:dugan.jean@wgmail.org)", "[wgsdshipley@gmail.com](mailto:wgsdshipley@gmail.com)", "[emersonsmith10@gmail.com](mailto:emersonsmith10@gmail.com)", "[stricker.arnold@wgmail.org](mailto:stricker.arnold@wgmail.org)", "[simpson.john@wgmail.org](mailto:simpson.john@wgmail.org)"

Sent: Mon, 20 Jun 2016 12:38:11 -0500

Subject: RE: Updated WAFC staffing list for 2015-16

Dear Sarah,

My clarifications e-mail from Wednesday, June 15 may have been lost; I'm sure you have many, many other things upon which to focus. I've decided to copy in John and the BOE for transparency, so they can all see my questions and concerns. Maybe by a larger cooperative effort, these key budget issues can be examined.

The clarifications questions were to ask you to please answer more questions that rose from your reply to my original questions on June 9th, below, in quotes, blue, italics:

*"Laura Iannazzo is listed as the FACE coordinator, so I assume she paid by the state, not from the WAFC preschool budget."*

*"What percentage of the salaries of Marty Baker, Elizabeth Paris, Katie Heisel, Christine Stukel and Lisa Lipps is paid from the WAFC preschool budget, please?"*

You provided information that stated several of the WAFC preschool staff are only partially paid by the preschool budget, some as little as 20% and 33%. In fact, its director was 100% paid by Adventure Club this past year, you wrote.

I know in years prior to this past year, the WAFC preschool director, Marty Baker, was paid entirely from the general "Administrator salaries" line item #92 in the WGSD budget, not the preschool budget, line item #84. I expressed concern about this many times in writing last spring and summer and once in a public comment last spring at a BOE meeting. This past fall, it was announced her salary was finally moved to the WAFC preschool budget for 2015-16. It seems, that is not the case.

As you also may recall, I asked repeatedly last spring (2015) to see a WAFC budget and was told one didn't exist. Finally, after many requests, I was provided a listing of its major revenues and only the total expenditure sum, with no expenditure detail. However, what I was provided was just a 'snapshot in time', b/c that R/E figure decreased by ~90% in the 3 weeks following that last May/June.

I also I pointed out to Dr. Moore, as of spring/summer 2015, the WAFC tuition wasn't represented in the WGSD budget. In fact, there was no "Preschool Revenues" line item at all in the budget, although there was a "Preschool Expenditures" line item #84. There was no way (there still is not) for anyone examining the budget to line up the total revenues with total expenditures.

A portion of the WAFC preschool revenues, "preschool tuition", had been wrapped into WGSD budget line item #11 "Other Local", which also contained gate receipts, bus pass money and more. Dr. Moore did break out the "preschool tuition" into its own sub line item, #11b for this year, 2015-16, however, other preschool revenues are not represented appropriately, in my view.

I realize, the Adventure Club coordinator, who was paid entirely from the Adventure Club budget, retired June, 2015. . You said this past year Adventure Club was managed without a coordinator. I would assume, then, Ms. Baker took on more of a leadership role than perhaps she had in the past. However, since her primary role is director of the WAFC preschool, as listed on its website and as she identifies herself, it does seem odd 100% of her salary last year was paid from the Adventure Club expenditures, line item #81.

The pre/after school, tuition based Adventure Club program is entirely a separate entity from the WAFC preschool. Parents, most of them working parents, pay tuition to the Adventure Club program, I would assume, expecting that tuition covers the operating and staffing of that program.

I have not been able to see a WAFC detailed budget to determine if the preschool is self supporting or if the district supplements its revenues in order to keep it operating. This is a relevant question, given the fact other district preschools can demonstrate they are, indeed, self supporting and, in fact, many are surging in enrollment, have wait lists and are making profits. I requested to see the detailed WAFC budgets for the past 3 years again a few weeks ago and was told I'd need to pay \$48.22 just to look into it (no promises of obtaining them). I declined for now, since I had just pd \$33 for 10 years of supt enrollment reports and only then was told you had 4 years of them. When I persisted, I was told you found one additional year. I do appreciate receiving those reports, to learn more in advance of the upcoming demographics study findings.

WAFC parents I have asked have never been shown WAFC budgets. How do they know their tuition payment sums are appropriately aligned with the operational needs of the program? Do WAFC preschool parents know its director hasn't been paid from the WAFC preschool budget in years, if ever?

If the district budget indicates the WAFC preschool is essentially "self supporting", but one of its largest expenditures, the ~\$117,000 salary (plus benefits) doesn't even come from its budget, this is not a correct indication.

Since the WAFC preschool has been shifting its administrative cost onto the general WGSD budget and now to Adventure Club, what HAS it been expending its revenue on, then? I hear WAFC teachers have been paid overtime to weed the garden and other expenses I consider unusual.

That is why I would love to see a detailed budget.

My follow up questions are, therefore, logical, to ask, please, what budget pays for the remainder of the WAFC preschool staff who share duties with FACE, Adventure Club and, perhaps, the WGSD. I have attached the staffing list you originally sent. Thank you for it. On it, I have added, in blue, the information you provided about the budget origin of shared staff. In blue, listed below that, I pasted verbatim, the list of staff posted on the WAFC preschool web page, as of last week.

I will repeat by clarification questions from June 15. They are pasted, below, in blue, italics and quotes:

Thank you for your help.

*"I don't want to assume anything that is not correct information. Please could you clarify for me a few final things?"*

- 1. From what budget are the remaining % not paid from the WAFC budget paid for the following employees?*

- a. *The remaining 50% salary and benefits of Katie Heisel, "AFC teach/aide"*
- b. *The remaining 66.6% salary and benefits of Elizabeth Paris, "AFC receptionist/office assistant"*
2. *Please could you list from what budget(s) and % from each, Lauren Forsyth, new "curriculum coordinator" is paid/will be paid next year (I believe this is a new position)?*
3. *I think in your 'additional information' file, you omitted from what budget(s) and what % from each budget Lisa Lipps (project assistant) is paid. Please you send that, as well? Thank you.*
4. *Laura Iannazzo is listed as the FACE coordinator. Is it correct to assume she paid by the state, not from the WAFC preschool budget? If not, what budget(s) pay her salary and benefits and what % for each budget, please?"*

Kim

-----  
From: [kmummm@charter.net](mailto:kmummm@charter.net)

To: "Sarah Riss"

Cc:

Sent: Wed, 15 Jun 2016 19:35:11 -0500

Subject: RE: Updated WAFC staffing list for 2015-16

Dear Sarah,

I don't want to assume anything that is not correct information. Please could you clarify for me a few final things?

1. From what budget are the remaining % not paid from the WAFC budget paid for the following employees?



- a. The remaining 50% salary and benefits of Katie Heisel, "AFC teach/aide"
- b. The remaining 66.6% salary and benefits of Elizabeth Paris, "AFC receptionist/office assistant"
2. Please could you list from what budget(s) and % from each, Lauren Forsyth, new "curriculum coordinator" is paid/will be paid next year (I believe this is a new position)?
3. I think in your 'additional information' file, you omitted from what budget(s) and what % from each budget Lisa Lipps (project assistant) is paid. Please you send that, as well? Thank you.
4. Laura Iannazzo is listed as the FACE coordinator. Is it correct to assume she paid by the state, not from the WAFC preschool budget? If not, what budget(s) pay her salary and benefits and what % for each budget, please?

Thank you.

Kim

LIPPS

LISA

PROJECT ASSISTANT (shared with Adventure Club)-

-----  
From: "Sarah Riss"

To: "[kmummm@charter.net](mailto:kmummm@charter.net)"

Cc:

Sent: Wed, 15 Jun 2016 18:08:47 +0000

Subject: RE: Updated WAFC staffing list for 2015-16

I confirmed with the business office that she is 80% Adventure Club.

*Sarah*

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

**From:** [kmummm@charter.net](mailto:kmummm@charter.net) [mailto:kmummm@charter.net]  
**Sent:** Wednesday, June 15, 2016 12:39 PM  
**To:** Sarah Riss  
**Subject:** RE: Updated WAFC staffing list for 2015-16

Paid the remaining 80% by Adventure Club?

STUCKEL                      CHRISTINE                      BOOKKEEPER (shared with FACE and Adventure Club)

-----  
From: "Sarah Riss"  
To: "[kmummm@charter.net](mailto:kmummm@charter.net)"  
Cc:  
Sent: Wed, 15 Jun 2016 17:35:23 +0000  
Subject: RE: Updated WAFC staffing list for 2015-16

Adventure Club

*Sarah*

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

**From:** [kmummm@charter.net](mailto:kmummm@charter.net) [mailto:kmummm@charter.net]  
**Sent:** Wednesday, June 15, 2016 12:31 PM  
**To:** Sarah Riss  
**Subject:** RE: Updated WAFC staffing list for 2015-16

I did. Thank you. I also wanted to know what budget(s) pay(s) the other 80% of the bookkeeper's salary not covered by the WAFC preschool budget.

-----

From: "Sarah Riss"

To: "[kmummm@charter.net](mailto:kmummm@charter.net)"

Cc:

Sent: Wed, 15 Jun 2016 16:18:21 +0000

Subject: RE: Updated WAFC staffing list for 2015-16

I believe you wanted this information.

Merlene Gilb - 100% Preschool 2014-15 and previous years

Thank you for your patience. I was out of the office at a meeting in Jefferson City yesterday.

*Sarah*

Sarah Booth Riss, Ed. D.

Superintendent of Schools

Webster Groves School District

314-962-1233

**From:** [kmummm@charter.net](mailto:kmummm@charter.net) [<mailto:kmummm@charter.net>]

**Sent:** Monday, June 13, 2016 3:48 PM

**To:** Sarah Riss

**Subject:** RE: Updated WAFC staffing list for 2015-16

Thank you, Sarah.

Kim

-----  
From: "Sarah Riss"

To: "[kmummm@charter.net](mailto:kmummm@charter.net)"

Cc:

Sent: Mon, 13 Jun 2016 20:20:03 +0000

Subject: RE: Updated WAFC staffing list for 2015-16

Dear Kim,

1 - yes this refers to the % taken from the preschool budget for the 2015-16 school year.

2 - I would have to do some research to look into Merlene's salary and will need to get back to you.

3 - The Adventure Club position has been posted but not filled yet for the 2016-17 school year.

*Sarah*

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

**From:** [kmummm@charter.net](mailto:kmummm@charter.net) [mailto:[kmummm@charter.net](mailto:kmummm@charter.net)]

**Sent:** Monday, June 13, 2016 3:16 PM

**To:** Sarah Riss

**Subject:** RE: Updated WAFC staffing list for 2015-16

Sarah,

Thank you. I have just a few clarification questions:

1. The contract amount sum refers to the % the WAFC preschool pays, right? For example, 20% of the bookkeeper's salary is \$7,675.20, pd by the WAFC preschool? Does Adventure Club pay the other 80% of her salary or does FACE pay a percentage/ If so, what are those percentages, please?

2. If 100% of Marty's salary is coming from Adventure Club this year, where did Merlene Gilb's salary originate, please, last year and in past years?

3. Janice Thompson, long term Adventure Club coordinator, just retired in May. has her position been filled? I saw it was posted.

Thank you very much.

Kim

-----  
From: "Sarah Riss"

To: "[kmummm@charter.net](mailto:kmummm@charter.net)"

Cc: "Lori Medlin", "Joann Kite", "Marty Baker"

Sent: Mon, 13 Jun 2016 19:34:17 +0000

Subject: RE: Updated WAFC staffing list for 2015-16

Dear Kim,

Here is the additional information requested. This is for the 2015-16 school year. The information for the 2016-17 school year is not yet complete.

*Sarah*

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

**From:** [kmummm@charter.net](mailto:kmummm@charter.net) [mailto:[kmummm@charter.net](mailto:kmummm@charter.net)]

**Sent:** Monday, June 13, 2016 11:28 AM

**To:** Sarah Riss

**Subject:** RE: Updated WAFC staffing list for 2016-17

Sarah,

Joann or Linda will have the information, I would assume.

I was thinking you would know this off the top of your head, b/c, as of last year, all these employees (other than the director) were only working just for the preschool and the director's salary was moved from the general administrative budget just this year.

Thank you for getting the answers for me on this.

Kim

-----  
From: "Sarah Riss"

To: "[kmummm@charter.net](mailto:kmummm@charter.net)"

Cc:

Sent: Mon, 13 Jun 2016 13:24:26 +0000

Subject: RE: Updated WAFC staffing list for 2016-17

Dear Kim,

Thank you for the reminder. I did not forget. The information is simply not readily available. Because Lori, Diane and Marty were out on vacation Friday I was unable to check. I will try to do so today. Thank you for your patience.

*Sarah*

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

**From:** [kmummm@charter.net](mailto:kmummm@charter.net) [mailto:[kmummm@charter.net](mailto:kmummm@charter.net)]  
**Sent:** Saturday, June 11, 2016 1:24 PM  
**To:** Sarah Riss  
**Subject:** RE: Updated WAFC staffing list for 2016-17

Sarah,

I didn't want you to forget, please, what percentage of the salaries of Marty Baker, Elizabeth Paris, Katie Heisel, Christine Stukel and Lisa Lipps are paid from the WAFC preschool budget, please?

Thanks.

Kim

-----  
**From:** [kmummm@charter.net](mailto:kmummm@charter.net)  
**To:** "[riss.sarah@wgmail.org](mailto:riss.sarah@wgmail.org)"  
**Cc:**  
**Sent:** Thu, 09 Jun 2016 21:44:47 -0500  
**Subject:** RE: Updated WAFC staffing list for 2016-17

Dear Sarah,

Thank you for sending the corrected file.

Laura Iannazzo is listed as the FACE coordinator, so I assume she is paid by the state, not from the WAFC preschool budget.

What percentage of the salaries of Marty Baker, Elizabeth Paris, Katie Heisel, Christine Stukel and Lisa Lipps is paid from the WAFC preschool budget, please?

Thank you,

Kim

•  
-----  
From: "Sarah Riss"

To: "[kmummm@charter.net](mailto:kmummm@charter.net)"

Cc:

Sent: Wed, 8 Jun 2016 22:01:25 +0000

Subject: Updated WAFC staffing list for 2016-17

Dear Kim,

I just learned that the list that Lori emailed to you was not all inclusive. The open position at the bottom of the list is reflective of three open positions. There was one posting for three positions. I have attached an updated list that more clearly reflects this information.

Please feel free to give me a call with any questions.

Thank you.

*Sarah*

Dr. Sarah Booth Riss  
Superintendent of Schools  
Webster Groves School District  
314-961-1233



## Lori Medlin

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**From:** Sarah Riss  
**Sent:** Wednesday, June 01, 2016 12:23 PM  
**To:** Lori Medlin  
**Subject:** FW: Bathroom issue

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:** Sarah Riss  
**Sent:** Wednesday, June 01, 2016 12:22 PM  
**To:** 'Bob Doll'; John Simpson; Steve Loher; Amy Clendennen; David Addison; Jean Dugan; Michael Shipley; Emerson Smith; Arnold Stricker  
**Subject:** RE: Bathroom issue

Dear Mr. Doll,

Thank you for your email. The federal Department of Education and the United States Justice Department sent letters to public school districts with guidance on the civil rights and treatment of transgender students. Its purpose was to inform all districts about regulations regarding transgender students. We understand from our legal counsel that this type of guidance letter serves to explain the Departments' interpretation of Title IX of the Education Amendments of 1972 and provide advance notice about how the Departments intend to enforce Title IX.

The Webster Groves School District's goal has always been to protect the rights of all of our students and ensure a positive learning environment. The district has worked with transgender students and their families for several years and has always found solutions acceptable to all that meet individual needs and safeguard student privacy, safety and dignity. In addition, the district has provided training and professional development for staff to support all students.

Our policy statement says that the Board of Education is committed to maintaining a workplace and educational environment that is free from discrimination and harassment in admission or access to, or treatment or employment in, its programs, services, activities and facilities. In accordance with law, the district strictly prohibits discrimination and harassment against employees, students or others on the basis of race, color, religion, sex, national origin, ancestry, disability, age, genetic information or any other characteristic protected by law. The Webster Groves School District is an equal opportunity employer.

Behavior that is not unlawful or does not rise to the level of illegal discrimination, harassment or retaliation might still be unacceptable for the workplace or the educational environment. Demeaning or otherwise harmful actions are prohibited, if directed at personal characteristics including, but not limited to, socioeconomic level, gender identity, sexual orientation or perceived sexual orientation.

In the coming weeks, we will review the guidance provided by the federal government and work to ensure that we continue to be in compliance with Title IX. Our district values diversity. We will work to maintain a school culture that respects and includes all students.

*Sarah*

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

**From:** Bob Doll [mailto:rpdoll@sbcglobal.net]

**Sent:** Saturday, May 28, 2016 9:00 PM

**To:** Sarah Riss; John Simpson; Steve Loher; Amy Clendennen; David Addison; Jean Dugan; Michael Shipley; Emerson Smith; Arnold Stricker

**Subject:** Bathroom issue

May 28, 2016  
9549 Plainfield Drive  
St. Louis, MO 63119

Dear Officials (elected and otherwise):

Like most people tuned to the media recently I am informed of the "Bathroom" issue. What nonsense!

Please do not be bullied by Washington to comply with their illegal imposition for transgender people. Exercise of much needed **common sense** is greatly in demand. "Going along to get along", has to stop. Such going along is just another word for political correctness which, I believe has put this country in a nosedive.

A person in your position has the power to stop this insanity. If you doubt my use of the word "insanity" please go to this web site to view the position of the American College of Pediatricians, <http://www.acpeds.org/the-college-speaks/position-statements/gender-ideology-harms-children>.

Please do not allow transgender individuals to use their bathroom of choice. Keep our schools safe and sane.

Sincerely;

Bob Doll

## Lori Medlin

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**From:** Sarah Riss  
**Sent:** Friday, May 27, 2016 2:23 PM  
**To:** Lori Medlin  
**Subject:** FW: concern

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:** Sarah Riss  
**Sent:** Friday, May 27, 2016 2:23 PM  
**To:** [quincy.moore@edwardjones.com](mailto:quincy.moore@edwardjones.com)  
**Cc:** Kristin Denbow; John Simpson; Board  
**Subject:** concern

Dear Mr. Moore,

First, I am sorry that I have not responded to your email. After a bit of investigating I learned that it went to a general superintendent email that is only used to send out mass emails to the entire school district. Therefore, I did not receive your email. I will use this situation to work with our technology department to add a message for parents to know not to use this email to contact me directly. Please accept my apology for not responding.

I just spoke to Dr. Denbow about your email. She will be contacting you soon to discuss your concern and determine how best to address it for the future. I have also shared your email with Dr. Simpson, assistant superintendent for curriculum and instruction and our future superintendent. John handles all questions about the content of instructional materials and is available to assist if needed.

Thank you for your patience. Again, I am sorry for the delay in responding to your concern.

*Sarah*

Dr. Sarah Booth Riss  
Superintendent of Schools  
Webster Groves School District  
314-961-1233

## Lori Medlin

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**From:** Sarah Riss  
**Sent:** Friday, May 27, 2016 1:50 PM  
**To:** Board; Kristin Denbow  
**Subject:** RE: FW: Influential Concerns

I did not receive an email from this family. In some cases people reply to the email address from which my monthly email is generated. However, that email does not come to me. John S. and I just discussed the email and I will email the family to let them know next steps. We will treat this like a book challenge. John has a process for this and will facilitate this process.

*Sarah*

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

**From:** Steve Loher [mailto:wgsd.loher@gmail.com]  
**Sent:** Friday, May 27, 2016 1:35 PM  
**To:** Kristin Denbow; Sarah Riss; Amy Clendennen; Lori Medlin  
**Subject:** Fwd: FW: Influential Concerns

Sarah & Kristin -

You were not copied on this e-mail, but you are referenced in it. Please see below.

Thank you.....Steve

----- Forwarded message -----

From: **Moore, Quincy O** <quincy.moore@edwardjones.com>  
Date: Fri, May 27, 2016 at 1:13 PM  
Subject: FW: Influential Concerns  
To: "loher.steve@wgmail.org" <loher.steve@wgmail.org>, "clendennen.amy@wgmail.org" <clendennen.amy@wgmail.org>, "addison.david@wgmail.org" <addison.david@wgmail.org>, "dugan.jean@wgmail.org" <dugan.jean@wgmail.org>, "emersonsmith10@gmail.com" <emersonsmith10@gmail.com>, "stricker.arnold@wgmail.org" <stricker.arnold@wgmail.org>

To Whom This May Concern,

I am forwarding this because, now that school is out and I didn't get a response from the active Principal of the Webster Groves Computer School and the Superintendent of the district. I don't want this to fall on deaf ears and lay on someone's all summer with acknowledging that at least it was received.

I am a proud husband and father of four children. Two of our kids began and ended their education within the Webster Groves School District and we currently have two more that are making their way through as well.

We are a devoted Christian family who have strong beliefs in our faith. Yesterday, my youngest daughter came home to discuss a book that was read to the class that caused me to pause for concern. I believe the book was titled "And Tango Makes Three," I'm not 100% sure about the title but the book was about two gay (Dad) penguins and how they were going to raise a child.

Believe me, we are highly aware of the state of our culture and the idea of everything being all fused together. We do not promote hate or ridicule against those who choose that lifestyle, however, this sort of discussion is something that can be highly influential to a young 10 year old mind. Out of all of the books to read and the thousands of things that can be discussed in a learning environment about inclusion and anti-bullying, it's hard to fathom that this is the route that has been chosen.

My wife sat down with our daughter to go over our faith and what we believe in order to ensure her that her thought process and beliefs weren't wrong because there isn't much talk about inclusion when it comes to that of the Christian faith, maybe other religions but not the Christian faith. That of course is simply my opinion.

We live in a very different day and time but our faith is a vital part of our core values as a family and we don't believe that public school is a place where that should be challenged or influenced to think or believe otherwise. This is just the voice of two parents but it's pertaining to one of the four precious gifts that we've been blessed to have and we'd like to voice our concern with this topic of discussion at such a young age.

They will have plenty of time to experience all about the different cultures and lifestyles in our world and maybe their minds will be better shaped and equipped to make their own assessment of what or how they believe but not at the age of 10.

Thanks for listening and maybe this will spark some sort of conversation on whether or not parents should be informed before something like that is presented to their child. If I would've known that book was going to be read, my daughter would've stayed at home on that particular day.

Thanks again for listening and taking our views into consideration.

Sincerely,

Quincy Moore

Edward Jones | IS Helpdesk – Service Request Coordinator/Sr. Support Specialist

170 Edward Jones Blvd. | Maryland Heights, MO 63043

PH: 314-515-6962

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## Lori Medlin

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**From:** Sarah Riss  
**Sent:** Monday, June 06, 2016 11:19 AM  
**To:** Lori Medlin  
**Subject:** FW: Please add to the BOE correspondents log. Again.

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:** lisa mueller [mailto:[lisakramermueller@yahoo.com](mailto:lisakramermueller@yahoo.com)]  
**Sent:** Monday, June 06, 2016 9:39 AM  
**To:** Lori Medlin; Sarah Riss; John Simpson; Amy Clendennen; Jean Dugan; Arnold Stricker; Michael Shipley; Emerson Smith; Steve Loher; David Addison; Steve Loher  
**Subject:** Please add to the BOE correspondents log. Again.

Dear Board of Education President Steve Loher,

You have not responded to my email of May 26, 2016. Your delay appears more likely to be a denial to take any appropriate action. You compound the original mistakes by your delay and inaction. Is that your intent?

A concerned citizen,  
Lisa Mueller

---

**From:** Lisa Mueller <[lisakramermueller@yahoo.com](mailto:lisakramermueller@yahoo.com)>  
**To:** "[medlin.lori@wgmail.org](mailto:medlin.lori@wgmail.org)" <[medlin.lori@wgmail.org](mailto:medlin.lori@wgmail.org)>; Sarah Riss <[riss.sarah@wgmail.org](mailto:riss.sarah@wgmail.org)>; "[simpson.john@wgmail.org](mailto:simpson.john@wgmail.org)" <[simpson.john@wgmail.org](mailto:simpson.john@wgmail.org)>; "[clendennen.amy@wgmail.org](mailto:clendennen.amy@wgmail.org)" <[clendennen.amy@wgmail.org](mailto:clendennen.amy@wgmail.org)>; "[dugan.jean@wgmail.org](mailto:dugan.jean@wgmail.org)" <[dugan.jean@wgmail.org](mailto:dugan.jean@wgmail.org)>; "[stricker.arnold@wgmail.org](mailto:stricker.arnold@wgmail.org)" <[stricker.arnold@wgmail.org](mailto:stricker.arnold@wgmail.org)>; "[wgsdshipley@gmail.com](mailto:wgsdshipley@gmail.com)" <[wgsdshipley@gmail.com](mailto:wgsdshipley@gmail.com)>; "[emersonsmith10@gmail.com](mailto:emersonsmith10@gmail.com)" <[emersonsmith10@gmail.com](mailto:emersonsmith10@gmail.com)>; "[wgsd.loher@gmail.com](mailto:wgsd.loher@gmail.com)" <[wgsd.loher@gmail.com](mailto:wgsd.loher@gmail.com)>; "[addison.david@wgmail.org](mailto:addison.david@wgmail.org)" <[addison.david@wgmail.org](mailto:addison.david@wgmail.org)>; "[loher.steve@wgmail.org](mailto:loher.steve@wgmail.org)" <[loher.steve@wgmail.org](mailto:loher.steve@wgmail.org)>  
**Sent:** Thursday, May 26, 2016 1:33 PM  
**Subject:** Please add to the BOE correspondents log

Mr. Loher,

Thank you for your e-mail of May 25, 2016. I appreciate your candor.

Your response is inadequate. Let me explain in sufficient detail for you to understand.

I understand your reticence to apologize in public. I also understand why your e-mail of May 25, insufficiently addresses the problems you have created for the school board



and the school district. Specifically, I understand that you believe your obligations are satisfied because you have:

- (a) sent Mrs. Barry an e-mail on 4/26
- (b) offering to meet as [you] said on 4/25 that [you] would do.
- (c) I understand that Ms. Barry may also have responded on 4/29 and that
- (d) you both may have corresponded via e-mail.
- (e) I further understand Ms. Barry may not have given [you] a time/date when she would be available to meet.

All of those statements (a) - (e) may be true. Let's accept as you suggest that they are. Just because those statements are true and occurred does not relieve you or absolve you of your obligation to apologize publicly in the forum where you committed the original mistakes. And here is why:

Mr. Loher, you acted in an official capacity as president of the school board addressing a matter of school district business in a public forum. At that time and place, you chastised a citizen who asked an honest question. You not only chastised that citizen publicly, you did so with information that was within your scope of knowledge, but was later proven incorrect. You (1) improperly chastised a citizen (2) publicly (3) with misinformation at your disposal (4) in an official capacity (5) on school district business.

Your obligation to apologize is not relieved by meeting in private with the victim. The victim cannot relieve or absolve you of your errors. You owe the apology to the public, where the errors were committed.

You see, you committed a public wrong as president in an official capacity on district business against a citizen you serve with misinformation in front of a public audience. To correct that wrong, you should admit that wrong in an official capacity against the citizen you serve admitting that you wrongly provided misinformation and wrongly chastised her in front the same public audience. This is the only way to correct that error.

Anything less is insufficient.

Now, your refusal and your delay have created layers of problems for the board (you serve) and the district (you are charged to lead). Your character and fitness to lead has now become a board issue and a district issue.

No one doubts that you have committed multiple mistakes, hence the need to meet with Ms. Barry. But now, your errors compounded by your denial and delay have placed additional burdens on the board, the staff, and the district. Is it your character that prevents your apology? Is it your lack of understanding that prevents your apology? Is it your pride that prevents your apology? And if so, are those flaws sufficient to impede your leadership of the board and district now and in the future.

You were not elected to burden the board, staff and people you are trying to lead while your errors, as president, remain unattended.

Mrs. Mueller -

I did not receive your 5/23 e-mail (not sure why), but it was forwarded to me. To correct one of your previous public comments, I actually did send Mrs. Barry an e-mail on 4/26 offering to meet...as I said on 4/25 that I would do. She responded on 4/29 and we corresponded via e-mail. She has not given me a time/date when she would be available to meet. As you are not Mrs. Barry, I do not intend to discuss this with you any further.

Thank you.....Steve Loher

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From: lisa mueller  
[[lisakramermueller@yahoo.com](mailto:lisakramermueller@yahoo.com)]  
Sent: Monday, May 23, 2016 5:00 PM  
To: Lori Medlin; Emerson Smith; John Simpson; Sarah Riss; David Addison; Amy Clendennen; Jean Dugan; Arnold Stricker; Michael Shipley; Steve Loher  
Subject: Please add to the BOE correspondents log

Mr. Loher,

Do you intend to apologize for your misinformation and bullying comments against Tammy Barry?

You have been asked multiple times to give an apology to Ms. Tammy Barry. The reason you have been asked to give an apology is because you provided misinformation to the public in a public forum, and you publicly bullied and ridiculed Tammy Barry, a Webster Groves citizen, with that misinformation. That is wrong.

You yourself wrote: "I take great pride in providing ALL citizens of our district with accurate information. It is not only morally and ethically the right thing to do, but dare I say it is the legally responsible thing to do."

But you did not provide accurate information. You spread misinformation to the

public in a public forum about public business. And in doing so, you also publicly bullied and ridiculed Tammy Barry.

After the incident, you gave out apologies like free candy at the 4th of July parade. But none to Tammy Barry the person you offended.

After the incident, you gave out five - unneeded and unasked for - apologies at a board meeting. You even apologized to the cake. But you did not apologize to the person you ridiculed and bullied.

Do you intend to apologize to Tammy Barry for your misinformation and bullying comments? And if so, when?

If not, I ask the other board members, is your chosen president of this board fit to lead you?

Sincerely,  
Lisa Mueller

Sent from my iPad

**Lori Medlin**

---

**From:** lisa mueller <lisakramermueller@yahoo.com>  
**Sent:** Tuesday, May 17, 2016 12:37 PM  
**To:** Lori Medlin  
**Subject:** Fw: Track resurfacing

----- Forwarded Message -----

**From:** lisa mueller <lisakramermueller@yahoo.com>  
**To:** "emersonsmith10@gmail.com" <emersonsmith10@gmail.com>; "wgsdshipley@gmail.com" <wgsdshipley@gmail.com>; "loher.steve@wgmail.org" <loher.steve@wgmail.org>; "clendennen.amy@wgmail.org" <clendennen.amy@wgmail.org>; "addison.david@wgmail.org" <addison.david@wgmail.org>; "dugan.jean@wgmail.org" <dugan.jean@wgmail.org>; "stricker.arnold@wgmail.org" <stricker.arnold@wgmail.org>; Sarah Riss <riss.sarah@wgmail.org>  
**Sent:** Tuesday, May 17, 2016 12:13 PM  
**Subject:** Track resurfacing

Dear School Board,

I obtained 3 bids before choosing a painter to paint my house. I picked the lowest bid based upon comparable work. But this is not why I am writing.

I am writing because you did not get multiple bids to resurface the track at Moss Field. Why?

You are responsible to the taxpayers of our district for the spending of \$52 million dollars. Every single year. And carefully, I might add. I urge you to take this responsibility seriously. I question whether you have acted responsibly to the taxpayers of the district in spending taxpayer money. At the April 18 board meeting, this board was presented only one (1) bid for the resurfacing of the high school track. There was no discussion of the other bids because there were no other bids. Why?

Don't tell the taxpayer that the administration wasn't aware that resurfacing was needed. Don't tell the taxpayer that the resurfacing of a track was an emergency. Why could the resurfacing of a track be a surprise that appeared to cause a fire drill when the administration has known for nearly a decade that the track would need resurfacing? (The current track was laid in 2000 and tracks are guaranteed for ten years).

Your questions should have included: Why must we use a certified company? Is a non-certified resurfacing of a track also guaranteed for ten years? Perhaps it is acceptable to close the track for two weeks if it saves \$20,000 or so. Now all these questions are debatable, but what ISN'T debatable or excusable is that only ONE bid was presented to the board. When Webster Groves school district taxpayers have work done on their personal homes, it is customary, common knowledge, and common sense to solicit at minimum three bids for any work.

How can you possibly be spending taxpayer money wisely without a single comparison?

I urge you to advertise for bids for the resurfacing and get multiple comparable bids. And award the contract to the lowest bid for comparable work. Before spending considerable amounts of money again, the district should follow a process to ensure the maximum result.

I further urge you to demand three bids from the administration on all future projects.

Respectfully submitted,

Lisa Mueller  
309 Oakwood Avenue  
WG, MO 63119

**Lori Medlin.**

---

**From:** Sarah Riss  
**Sent:** Monday, May 09, 2016 1:05 PM  
**To:** Lori Medlin  
**Subject:** Fwd: Meeting Minutes for May 9, 2016

For the communication log  
Sarah

Sent from my iPhone

Begin forwarded message:

**From:** Tammy Barry <[tammywbarry@icloud.com](mailto:tammywbarry@icloud.com)>  
**Date:** May 9, 2016 at 11:21:59 AM CDT  
**To:** Steve Loher <[SteveLoher@GMail.com](mailto:SteveLoher@GMail.com)>, Michael Shipley <[wgsdshipley@gmail.com](mailto:wgsdshipley@gmail.com)>, Amy Clemdennan <[clendennen.amy@wgmail.org](mailto:clendennen.amy@wgmail.org)>, "Jean Dugan" <[dugan.jean@wgmail.org](mailto:dugan.jean@wgmail.org)>, David Addison <[addison.david@wgmail.org](mailto:addison.david@wgmail.org)>, Arnold Stricker <[WACA56@yahoo.com](mailto:WACA56@yahoo.com)>, Emerson Smith <[emersonsmith10@gmail.com](mailto:emersonsmith10@gmail.com)>  
**Cc:** <[riss.sarah@wgmail.org](mailto:riss.sarah@wgmail.org)>, Lori Medlin <[medlin.lori@wgmail.org](mailto:medlin.lori@wgmail.org)>  
**Subject:** Meeting Minutes for May 9, 2016

Dear board members,

I have asked that my important points I made in my public comment be included in the April 5th meeting minutes. They were not included. The summary written for the meeting minutes omits my most important points I made in my public statement. I did request the summary of my comments be changed to an accurate summary of what I did say. Unfortunately, my request was not honored. I hope you will vote to add the statements that I did make before you vote to finalize the meeting minutes.

I am attaching for you the actual text of my public comment to also be included into the correspondence log for this month- for the May 9th meeting correspondence log.

Current meeting minute summary of my statement:

"Resident Tammy Barry voiced her opinion about the recent dialogue on social media between herself and Mr. Loher."

To: (This is what I actually said and how the meeting minutes should read):

"Resident Tammy Barry voiced that on a social media group, containing almost 700 community members, board president, Steve Loher, in writing, was hostile to at least two community members who simply posted accurate facts that corrected inaccuracies in a letter he and the board VP had written, as well as the district had posted. She read Mr. Loher's statements verbatim, in which he called her a liar and a "dime store accountant". Tammy requested Mr.

Loher post a written apology to her on the same social media site as where he made his objectionable comments to her.

Thank you,  
Tammy Barry

Sent from my iPhone

## Lori Medlin

---

**From:** John Simpson  
**Sent:** Wednesday, May 18, 2016 11:30 AM  
**To:** Lori Medlin  
**Cc:** Sarah Riss  
**Subject:** FW: a proper posting and vetting

Hi Lori,

Here's an email chain for the correspondence log.

Thanks!  
John

---

**From:** kmummm@charter.net [mailto:kmummm@charter.net]  
**Sent:** Wednesday, May 11, 2016 5:15 PM  
**To:** John Simpson  
**Cc:** David Addison; Jean Dugan; Amy Clendennen; Steve Loher; Emerson Smith; Michael Shipley; Arnold Stricker  
**Subject:** RE: a proper posting and vetting

Dear John,

I think this e-mail (the text copied immediately below) I sent at 4:39 "crossed in the mail". Thank you; I have spread the word on the interim position. I hope you will reconsider the wording of the posting to open the potential for an outstanding performer to be hired long term.

Kim

Dear John.

I see the district has posted a notice on its website about the interim position. I'm so glad to see it posted and hope the notice also went out the greater community. It is oddly worded, however, to specify, "**The interim position is only for the 2016-17 school year and the person selected will not be permitted to apply for the regular position when it's posted next fall.**"

The posting of the interim position firmly asserts there will be no potential for the successful candidate who might perform magnificently, to stay on if an permanent offer is made. I'm sorry to say, the wording of the notice leads me to perceive the intent is to hire a specific person you or others already have in mind.

Kim

---

From: "John Simpson"  
To: "[kmummm@charter.net](mailto:kmummm@charter.net)"  
Cc: "David Addison", "Jean Dugan", "Amy Clendennen", "Steve Loher", "Emerson Smith", "Michael Shipley", "Arnold Stricker"



Sent: Wed, 11 May 2016 22:00:29 +0000  
Subject: RE: a proper posting and vetting

Dear Kim,

News of the opening is on the homepage of our district web site and will be communicated in other ways as well. Please share the link with anyone you think would be a strong candidate for the interim position! Any interested candidates can reach out the HR department as noted on the announcement.

Take care,  
John

---

**From:** [kmummm@charter.net](mailto:kmummm@charter.net) [mailto:[kmummm@charter.net](mailto:kmummm@charter.net)]  
**Sent:** Wednesday, May 11, 2016 10:56 AM  
**To:** John Simpson  
**Cc:** David Addison; Jean Dugan; Amy Clendennen; Steve Loher; Emerson Smith; Michael Shipley; Arnold Stricker  
**Subject:** Re: a proper posting and vetting

Dear John,

I still don't see any evidence of a posting of the COO/CFO interim position, which was described as a full fiscal year in duration. Of course, as anyone would realize, if the interim person would perform magnificently, he/she could certainly be asked to stay on permanently. This position is quite an opportunity. It is essential, in my view, for it to be publicly posted and competitively filled.

Perhaps I am missing the posting. I certainly don't know all the sites where it might be advertised. I only looked on the WGSD website, HR page at new job opportunities. Please could you help direct me to it?

Thank you very much and best of luck in advertising for, screening, vetting and hiring for this critical position.

Kim

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From: [kmummm@charter.net](mailto:kmummm@charter.net)  
To: "John Simpson"  
Cc: "David Addison", "Jean Dugan", "Amy Clendennen", "Steve Loher", "Emerson Smith", "Michael Shipley", "Arnold Stricker"  
Sent: Tue, 10 May 2016 10:02:14 -0500  
Subject: Re: a proper posting and vetting

Dear John,

Thank you for your reply. You are correct; I heard it from another and was not there. However, as of this morning, I see no posting of the interim COO/CFO position on the WGSD positions posted (attached).

In last night's e-mail, I articulated my plea that this critical interim position be filled by a thorough vetting process. I was not as clear in stating what is of the highest importance. The position should be posted publicly, in a transparent manner, with clear expectations/responsibilities of the position, open to all/any applicants who qualify.

Please could you send me the job description/position posting/job application link?

I realize, at this late date, few currently employed school CPA/CFOs may be likely free, but we can't assume that is so. One thing I did learn last summer when I contacted 74 Missouri school districts and spoke with dozens of public school CFOs is that Missouri has very skilled, bright and innovative individuals working in these roles. Many are CPAs. Many consider transparency and efficiency as their guiding principles.

Thank you for directing me to the job posting.

Kim

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From: "John Simpson"  
To: "[kmummm@charter.net](mailto:kmummm@charter.net)"  
Cc: "David Addison", "Jean Dugan", "Amy Clendennen", "Steve Loher", "Emerson Smith", "Michael Shipley", "Arnold Stricker"  
Sent: Tue, 10 May 2016 11:23:01 +0000  
Subject: Re: a proper posting and vetting

Good morning, Kim,

Thanks for sharing your opinion regarding the interim position. Please know that the process used will be thoughtful and in the best interest of the school district and community it serves. My meeting this morning is not to offer anyone a position, but rather to gauge the interest of a clearly qualified candidate. I appreciate you reaching out to clarify what you heard through another.

The person who ultimately serves in this role will be given the responsibility, among many others, of looking at how we do things including opportunities for improvement. That's my responsibility and one I will take seriously.

Take care,  
John

On May 9, 2016, at 11:58 PM, "[kmummm@charter.net](mailto:kmummm@charter.net)" <[kmummm@charter.net](mailto:kmummm@charter.net)> wrote:

Dear John and board members,

Filling the WGSD CFO/COO position is perhaps, in many ways, more critical to do well than even filling the position of the superintendent. I think it is certainly of equal importance.

I wasn't able to attend this evening's board meeting, but was told, " Dr. Moore, who has resigned the CFO/COO position, has highly recommended a replacement to serve in an interim

capacity, until a permanent replacement can be hired in the 2017-18 school year. Dr. Simpson will be meeting a person of interest at Bread Co. tomorrow morning, from a neighboring - competitive school district."

I hope this is not the plan. I realize the extremely tight time line you have to hire a top caliber COO/CFO. Hiring an interim is likely the only logical option at this late date. You must, however, advertise for top caliber, experienced interim candidates, must do a thorough review of their performance and not rush into having this process blunted because the departing superintendent and/or COO/CFO know someone or a few people who might be interested. This is a position of great magnitude. The interim person will manage a 63 million dollar budget and all WGSD operations. This is not a position "someone who knows someone" should be able to negotiate taking. I think you need to turn to professional organizations to help you fill it through proper processes.

Public accounting firms have CPAs who function as 'consultants' who fill in "gaps" like this one all the time. CPAs are competent in all aspects of finance, operations, logistics, production, marketing and all areas of business operations. An outstanding, independent, competent, neutral person should be sought, via proper advertising of the position and proper due diligence. I suspect the accounting society, DESE and/or the MSBA and likely other organizations might be able to produce for you capable CPA/school CFO applicants. Clear expectations and proper posting/advertising must be done and candidates should be properly and carefully vetted.

For this position to even be considered, even if only for a few months, much less a fiscal year, to be handed over to someone "handpicked" is astonishing. For the "meeting" with this mystery person to be taking place in a public restaurant in an informal setting without proper posting of the position, vetting, extensive research into performance of several candidates is really unbelievable.

Interim COO/CFO candidates should be of the highest caliber, CPAs with extensive public school experience, completely objective, with no association with Drs. Riss or Moore.

The interim role is one that lends itself to having the "temporary change agent" really examine operations and systems with a critical, neutral and objective eye, to facilitate best practice and to assure strides toward top operational efficiency. An interim, objective, well screened, professional, experienced interim COO/CPA would consider nothing "sacred" and all options on the table. After this period of months or a year, the board would be well positioned to properly search and place a permanent COO/CFO.

Please, do not minimize the gravity of the decision you have before you, to advertise for, search and fully research candidates before hiring an interim for the WGSD COO/CFO position. I suspect you have resources to help you do it rapidly, but thoroughly.

Thank you for your consideration.

Kim Mumm

Kim Mumm