

March 25, 2015

Explanation of Salary Discrepancy for School Board
School Years 2011-2012 and 2012-2013

On April 17, 2014 I became aware of a “perceived” salary discrepancy that was brought to my attention by Mr. Price from an email he received from Cindy Kahlig. Mrs. Kahlig stated that a citizen had done research on the TEA website of the salaries for Rosebud-Lott. The email went on to list salaries for two different staff members from 2010-2011 to 2013-2014. The question is directed toward two school years, 2011-2012 and 2012-2013 showing the two staff members, one each year, receiving an additional \$10,000 in salary.

Mr. Price asked that I look into this and respond to Mrs. Kahlig.

I pulled the actual salary amounts that were “paid” each year from 2010-2011 to 2012-2013 and projected amounts for 2013-2014 since this year was not completed at this point. The amounts paid to these two staff members for 2011-2012 and 2012-2013 were NOT increased by the \$10,000 indicated in the email from Mrs. Kahlig.

I responded to Mrs. Kahlig on April 17, 2014 stating that I did not know where the numbers came from. And that the amounts listed for 2013-2014 could not be final paid salaries because that year was not finished and payments for that year have not been completed. I provided Mrs. Kahlig with actual salary amounts paid to the two employees to show the additional \$10,000 was not paid to either employee.

Mrs. Kahlig responded that “the lady” got the salaries off the TEA website.

After a subsequent board meeting I was approached by Mrs. Kahlig because the citizen was not satisfied with my answer. I explained that I could not answer the question further because I did not know the source of the information received by the citizen. I was directed to Gail Palmore who said she got the information off the TEA website but she did not provide the division of TEA or a contact person which could have directed me to the source of the information. I reassured Mrs. Kahlig and Ms. Palmore that the amounts listed were NOT paid to the two employees.

I assumed my response answered the question as I stated that based upon my payroll records the \$10,000 was not paid to the employees.

At some point after this conversation several spreadsheets were given to Mrs. Sharp who showed them to me. The spreadsheets listed salary amounts for all staff members of Rosebud-Lott ISD from 2010-2011 to 2013-2014 but did not contain any information as to the source of the data.

In October or November 2014 Mrs. Sharp received an open records request for the salaries paid to the two employees. I pulled records from our payroll system and provided them to Mrs. Sharp. Mrs. Sharp then complied with the open records request.

At the February 24, 2015 board meeting Mrs. Kahlig requested to add this situation to the March agenda so that answers could be provided. I stated that I had answered the question. I said that the extra amount listed on the report was not paid to the employees and that as of that time I still had not been provided with the source of the data from TEA. All I had seen was a spreadsheet that could have been created by anyone.

On February 25, 2015 Mrs. Kahlig forwarded the original email from TEA to Ms. Palmore. The email contained the name of the TEA staff who provided the information to Ms. Palmore along with the attachments for the school years 2010-2011 to 2013-2014.

I contacted the TEA division that provided the information to Ms. Palmore and found that the information is submitted to TEA each year as part of our Fall PEIMS. The information is stored in a PEIMS database. This is where the data was pulled from when Ms. Palmore made the public information request to TEA. Keep in mind that these are only reports, not actual salaries paid.

In pulling the payroll records and W2 for these two staff members it is clear that they did not receive the additional \$10,000 that was indicated on the report. The reports that TEA received were simply a reporting error and nothing more.

On February 26, 2015 I provided this information to Mrs. Kahlig. I also gave her a phone call to make sure she received my response. My impression at that time was that the matter was closed.

I reiterate that, based on payroll and W2 records, the two staff members did NOT receive an additional \$10,000 in salary for the two school years in question. This was simply a reporting error.