

White Lies Are Okay Monday Thru Friday

posted – April 9, 2016

For years, raises were handed out without public scrutiny. I first reported about raises in 2012...to little or no fanfare. Hampton's school board responded by taking down the document that provided the information about the raises. The PTA wasn't upset, or the now NAACP education chairwoman Ann Stephens-Cherry – who, at the time, was a member of Hampton City Schools' leadership team...a resident benefactor of such shenanigans. It's like the FY12 rolling travel justification. In FY12, the base salary had travel allowance and 1% raise rolled into the majority of staff's salary. These folks are now going to have to travel at their own expense. Yeah, and I can sing like Adele. Try to find out about travel expenditures – given that travel allowances were rolled into salaries, the occurrences of reimbursing for travel should be rare. However, for some reason, the financial paperwork must be in such disarray, it would take a staff member 10 hours – or more than \$300 – just to find one tiny account code's travel vouchers for FY15 of which there should be few. A **NOT** so funny thing, travel expenditures never went away. They can be found in the budget and in the financial reports. "Rolling travel" into salary was just a hidden means to give raises. Again, no one seemed the least bit miffed.

We again have a treasure trove of raises occurring out of public sight. Did the board request this information hidden? Is the board no longer providing the votes necessary for them to occur or are they providing their votes in secret? Why has the procedure changed? Maybe to keep the school board chairwoman – Martha Mugler – from getting disappointed (<http://legacynewspaper.com/news/2014/jul/29/pta-letter-disappoints-hampton-school-board-chairwo/>), or to limit ammunition for the PTA and NAACP. After all, each organization has members running for school board. I'm not talking about job title changes or people moving from part to full-time, but regular run-of-the-mill pay raises...on top of the 1% raise provided across the board.

This goes hand-in-hand with Hampton City Schools trying to figure out how a provisional teacher is being paid as if he has 6 years experience. Hampton provided a well researched answer –

"When this Board report was developed, we did not yet have official confirmation of the years of experience for Mr. Dorsey. Therefore, he was placed at 0 years of experience. Since that time, he has provided the appropriate documentation for experience, so the Division placed him appropriately on the pay scale."

Scary thought, people are hired without verify applications and resumes. But you can tell from the answer, they researched it...not an off-the-cuff response.

I also asked about the raises no longer requiring board approval. This, the FOIA officer is remaining silent on.

After providing additional documentation from the Virginia Department of Education, which was recently updated by Hampton City Schools, again, this particular teacher is listed as provisional. Which means, no professional teacher certification and less than three years of teaching experience. And what about the pay raises? Hampton City Schools –

"I am working to secure the answers to all of your questions, and I will share those answers with you upon receipt."

Interesting that the deputy superintendent of finance has his decree "rolled" into his salary, but the deputy superintendent of curriculum and instruction does not. Very interesting.

Daily Press article by Samieh Shalash – http://articles.dailypress.com/2011-12-04/news/dp-nws-hampton-school-salaries-20111204_1_base-salary-robbin-ruth-superintendent-linda-shifflette

FOIA – Rolling Travel

Hampton City Schools

March 1, 2012

FOIA Request Data Sheet (Salaried Employees)

Name Full	Assignment Title	Base SY10-11	TVL Sup SY10-11	EDU Sup SY10-11	Base +1%	Base+1%+Sup	New Salary SY11-12	Comments
Borenstein, Gregory D	Assistant Network Administrator	\$48,934.00	\$2,431.00	\$0.00	\$49,423.00	\$51,854.00	\$51,854.00	
Boyd, Sharon J	Speech/Language Pathologist	\$60,689.00	\$975.00	\$0.00	\$61,296.00	\$62,271.00	\$61,296.00	Supplement not rolled to base, Deleted. EE now submits travel reimbursement.
Brinkley, Larry D	School Social Worker	\$54,761.00	\$2,913.00	\$800.00	\$55,309.00	\$59,022.00	\$59,022.00	
Brooks, Charlotte L	Special Education Coordinator	\$74,986.00	\$2,913.00	\$0.00	\$75,736.00	\$78,649.00	\$78,649.00	
Bryant, Nancy C	School Psychology Technician	\$50,268.00	\$2,595.00	\$0.00	\$50,771.00	\$53,366.00	\$53,366.00	
Burton, Michael Wade	Division Director of Testing	\$65,174.00	\$2,913.00	\$0.00	\$65,826.00	\$68,739.00	\$68,739.00	
Butler, Debra W	Special Education Coordinator	\$73,317.00	\$2,913.00	\$0.00	\$74,050.00	\$76,963.00	\$76,963.00	
Butler, Katherine A	Teacher - Gifted Resource	\$45,675.00	\$1,544.00	\$0.00	\$46,132.00	\$47,676.00	\$23,066.00	Change from Full Time to Part Time
Coaker, Stanford D	Network System Administrator	\$70,121.00	\$2,431.00	\$0.00	\$70,822.00	\$73,253.00	\$73,253.00	
Davis, Joan Blassengame	Professional Development Coordinator	\$84,742.00	\$2,913.00	\$0.00	\$85,589.00	\$88,502.00	\$88,502.00	
Davis, Sharon R	Special Education Coordinator	\$72,057.00	\$2,913.00	\$1,000.00	\$72,778.00	\$76,691.00	\$76,691.00	
Dietz, Irma A	Curriculum Leader	\$64,938.00	\$2,913.00	\$0.00	\$65,587.00	\$68,500.00	\$68,500.00	
Eagle, John C	Director, Information Systems	\$116,500.00	\$3,557.00	\$0.00	\$117,665.00	\$121,222.00	\$121,222.00	
Griese, Vivian E	Curriculum Leader	\$66,955.00	\$2,913.00	\$800.00	\$67,625.00	\$71,338.00	\$71,338.00	
Griffith, Bonnie G	School Social Worker	\$50,268.00	\$2,913.00	\$800.00	\$50,771.00	\$54,484.00	\$54,484.00	
Hellman, George Victor Jr	Deputy Superintendent, Facilities & Business Support	\$108,558.00	\$3,557.00	\$2,000.00	\$109,644.00	\$115,201.00	\$115,201.00	
Herbert, Carolyn T	Special Education Coordinator	\$79,933.00	\$2,913.00	\$0.00	\$80,732.00	\$83,645.00	\$83,645.00	
Hessler, Cindy L	Local Database Manager	\$53,338.00	\$2,431.00	\$2,600.00	\$53,871.00	\$58,902.00	\$58,902.00	
Hines, Marilyn Denise	Speech/Language Pathologist	\$60,253.00	\$571.00	\$0.00	\$60,856.00	\$61,427.00	\$60,856.00	Supplement not rolled to base, Deleted. EE now submits travel reimbursement.
Hoffman, Debbi I	Lead Therapist, PT/OT	\$63,732.00	\$1,859.00	\$2,600.00	\$64,369.00	\$68,828.00	\$66,969.00	Supplement not rolled to base, Deleted. EE now submits travel reimbursement.
Holmes, Carolyn E	Curriculum Leader	\$80,801.00	\$2,913.00	\$0.00	\$81,609.00	\$84,522.00	\$84,522.00	
Johnson, Demetra A	School Psychologist	\$53,507.00	\$2,595.00	\$1,000.00	\$54,042.00	\$57,637.00	\$52,723.00	Pay change from 11 Months reduced to 10 Months
Johnson, Patricia J	Deputy Superintendent, Curriculum & Instruction	\$118,716.00	\$3,557.00	\$0.00	\$119,903.00	\$123,460.00	\$123,460.00	
Jones, Barbara Warren	Assistant Director, Human Resources	\$83,314.00	\$2,913.00	\$3,400.00	\$84,147.00	\$90,460.00	\$90,460.00	
Jones, David Hunter	Technical Analyst	\$72,471.00	\$1,216.00	\$0.00	\$73,196.00	\$74,412.00	\$74,412.00	
Kinsman, Carla A	Occupational Therapist	\$53,158.00	\$1,620.00	\$2,600.00	\$53,690.00	\$57,910.00	\$56,290.00	Supplement not rolled to base, Deleted. EE now submits travel reimbursement.
Lawrence, Linda A	Coordinator, Health Services	\$55,711.00	\$2,913.00	\$0.00	\$56,268.00	\$59,181.00	\$59,181.00	
Leary, Patricia W	Executive Director, School Leadership (Elem & Pre-school)	\$95,701.00	\$3,557.00	\$2,000.00	\$96,658.00	\$102,215.00	\$102,215.00	
Leckrone, Mary J	School Social Worker	\$77,783.00	\$2,913.00	\$800.00	\$78,561.00	\$82,274.00	\$82,274.00	
Lee, Ivy D	Coordinator, School Social Work Services	\$83,699.00	\$3,076.00	\$3,000.00	\$84,536.00	\$90,612.00	\$90,612.00	
Lee, Mary S	Special Education Coordinator	\$67,956.00	\$2,913.00	\$0.00	\$68,636.00	\$71,549.00	\$71,549.00	
Lewis, Valencia M	Director, Early Childhood Education	\$77,774.00	\$2,913.00	\$0.00	\$78,552.00	\$81,465.00	\$81,465.00	
MacDonald, Richard E	Curriculum Leader	\$82,000.00	\$2,913.00	\$0.00	\$82,820.00	\$85,733.00	\$85,733.00	
Mann, Betty Banks	Speech/Language Pathologist	\$61,114.00	\$571.00	\$0.00	\$61,725.00	\$62,296.00	\$61,725.00	Supplement not rolled to base, Deleted. EE now submits travel reimbursement.
Martin, Christopher D	Senior System Administrator	\$94,898.00	\$2,431.00	\$0.00	\$95,847.00	\$98,278.00	\$98,278.00	
McClung, Janet B	School Social Worker/Visiting Teacher	\$60,214.00	\$2,913.00	\$0.00	\$60,816.00	\$63,729.00	\$63,729.00	
McFadden, Patricia A	Technology Support Manager	\$56,568.00	\$2,431.00	\$0.00	\$57,134.00	\$59,565.00	\$59,565.00	
McGrath, Mark Andrew	HR Information Systems Administrator	\$60,372.00	\$1,216.00	\$2,600.00	\$60,976.00	\$64,792.00	\$64,792.00	
McLeod, Gwenevere R	Speech/Language Pathologist	\$47,819.00	\$571.00	\$0.00	\$48,297.00	\$48,868.00	\$48,297.00	Supplement not rolled to base, Deleted. EE now submits travel reimbursement.
Morris, Mary I	School Social Worker	\$57,447.00	\$2,913.00	\$800.00	\$58,021.00	\$61,734.00	\$61,734.00	
Moser, Eugene P III	Programmer Analyst, Senior	\$49,436.00	\$2,431.00	\$0.00	\$49,930.00	\$52,361.00	\$52,361.00	
Otey, Amy P	School Psychologist	\$55,546.00	\$2,431.00	\$1,000.00	\$56,101.00	\$59,532.00	\$59,532.00	
Overbey, Robin R	School Psychologist	\$56,063.00	\$2,595.00	\$1,000.00	\$56,624.00	\$60,219.00	\$60,219.00	
Parnell, Leesa R	School Psychologist	\$58,385.00	\$2,595.00	\$1,000.00	\$58,969.00	\$62,564.00	\$62,564.00	

Hampton City Schools
 March 1, 2012
 FOIA Request Data Sheet (Salaried Employees)

Name Full	Assignment Title	Base SY10-11	TVL Sup SY10-11	EDU Sup SY10-11	Base +1%	Base+1%+Sup	New Salary SY11-12	Comments
Petersen, Penny W	Director, School Counseling	\$72,070.00	\$2,913.00	\$0.00	\$72,791.00	\$75,704.00	\$75,704.00	
Peterson, Heather W	Title I Coordinator	\$67,817.00	\$2,913.00	\$2,600.00	\$68,495.00	\$74,008.00	\$74,008.00	
Petite, Lynnette A	School Social Worker	\$46,249.00	\$2,913.00	\$800.00	\$46,711.00	\$50,424.00	\$50,424.00	
Reaves, Nanci Warren	School Board Attorney	\$101,105.00	\$3,557.00	\$0.00	\$102,116.00	\$105,673.00	\$106,468.00	Insurance rolled in due to Health Care Reform
Richardson, Crystal L	Visual Impairment Specialist	\$55,223.00	\$2,431.00	\$2,600.00	\$55,775.00	\$60,806.00	\$60,806.00	
Roach, Stacy Marie	Speech/Language Pathologist, Lead	\$58,934.00	\$1,859.00	\$800.00	\$59,523.00	\$62,182.00	\$60,323.00	Master+30 Rolled into base. TVL Supplement not rolled to base, Deleted. EE now submits travel reimbursement.
Routten, Makalla D	Assistive Technology Specialist	\$62,820.00	\$1,859.00	\$3,600.00	\$63,448.00	\$68,907.00	\$67,048.00	Supplement not rolled to base, Deleted. EE now submits travel reimbursement.
Ruth, Robbin	Executive Director, Human Resources	\$92,639.00	\$3,557.00	\$0.00	\$93,565.00	\$97,122.00	\$97,122.00	
Sawyer, Lynn T	Hearing Impairment Specialist	\$50,634.00	\$975.00	\$2,600.00	\$51,140.00	\$54,715.00	\$55,197.00	Position Reclassified and pay scale changed. (Nicole)
Scott, Suzanna Cottingham	Director, Business and Finance	\$87,981.00	\$3,557.00	\$0.00	\$88,861.00	\$92,418.00	\$92,418.00	
Sherouse, Donald B Jr	Chief Engineer - Television Services	\$70,960.00	\$2,431.00	\$0.00	\$71,670.00	\$74,101.00	\$74,101.00	
Shifflette, Linda M	Superintendent	\$167,280.00	\$9,000.00	\$0.00	\$168,953.00	\$177,953.00	\$181,553.00	Insurance rolled in due to Health Care Reform
Siegel, Kelly Smith	Behavior Specialist	\$57,294.00	\$1,620.00	\$0.00	\$57,867.00	\$59,487.00	\$57,867.00	Supplement not rolled to base, Deleted. EE now submits travel reimbursement.
Sommer, Deborah K	Curriculum Leader	\$81,070.00	\$2,913.00	\$0.00	\$81,881.00	\$84,794.00	\$84,794.00	
Stephens, Ann B	Executive Director, Public Relations and Marketing	\$101,473.00	\$3,557.00	\$0.00	\$102,488.00	\$106,045.00	\$106,045.00	
Sutton, Teloria F	School Social Worker	\$49,767.00	\$2,913.00	\$800.00	\$50,265.00	\$53,978.00	\$53,978.00	
White, Barbara O	Transition Specialist	\$51,209.00	\$1,620.00	\$1,800.00	\$51,721.00	\$55,141.00	\$53,521.00	Supplement not rolled to base, Deleted. EE now submits travel reimbursement.
White, Jesse W	Curriculum Leader	\$67,160.00	\$2,913.00	\$1,000.00	\$67,832.00	\$71,745.00	\$71,745.00	
Williams, Heather Kidd	School Psychologist	\$48,641.00	\$2,431.00	\$1,000.00	\$49,127.00	\$52,558.00	\$52,558.00	
Woods, Donna E	Executive Director, School Leadership (Secondary)	\$94,249.00	\$3,557.00	\$2,000.00	\$95,191.00	\$100,748.00	\$100,748.00	
Zapatero, Mariella Garcia	Coordinator, Psychological Services	\$79,381.00	\$2,913.00	\$2,000.00	\$80,175.00	\$85,088.00	\$85,088.00	