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**From:** Orischak, Josephine A <Josephine.Orischak@beaufort.k12.sc.us>  
**ent:** Wednesday, May 1, 2019 10:15 AM  
**To:** Crosby, Tonya V  
**Cc:** Cartledge, Wendy B; Berg, HerbertM  
**Subject:** Finance Dept ARs Pre-2015.pdf  
**Attachments:** Finance Dept ARs Pre-2015.pdf; ATT00001.htm

Tonya, Herb, and Wendy,

Please find the attached document. Per my brief exchange with Tonya at this weekend's work session, many of our Operations Administrative Regs have been altered/changed under Dr. Moss' tenure.

On page 5 of the attached, you will find the original version of our current regulation OS-5 Budget Transfers and Carryover Funds.

There have been five, recorded revisions of regulation OS-5 since its creation in 2001. They are as follows:

October 2014  
January 2015  
June 2015  
February 2016  
November 2018

I have been able to locate all versions except October 2014 and February 2016.

I am interested in learning the evolution of all our Finance and Operations departments' regs, and that is why I've embarked on this review.

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**From:** Marilyn Bullard <bullardpiwko@aol.com>  
**Sent:** Wednesday, May 1, 2019 12:27 PM  
**To:** Joan Deery  
**Cc:** jerry at the beach; JoAnn Orischak; Tricia Fidrych; Earl Campbell; Christina Gwozdz; Rachel Wisnefski; Melvin Campbell; William Smith; Mike Gleason; David Strebing; Cathy Robine; John Dowling; Richard Geier; Richard Bisi; Fran Bisi; Windrunnerstables Info; Rick Caporale; Mike Gleason; Herbert M. Berg; Liz Farrell  
**Subject:** Re: No more golden parachutes

\*\* WARNING: This email originated from outside of Beaufort County School District's email system. Do not click links or open attachments unless you recognize the sender and know the content is safe. \*\*

Thanks for that info Joan. Regressive thinking accomplishes nothing positive here. Time to move forward!!!

Regards,  
Lyn

Sent from my iPhone

On May 1, 2019, at 12:12 PM, Joan Deery <jdpc@hargray.com <mailto:jdpc@hargray.com> > wrote:

All,

A short history. My Board hired its Superintendent in 2007 for \$207,000 per year with a 3 year contract. With a \$25,000 bonus, if the Performance Goals were met, the Superintendent could earn \$232,000 per year.

Joan

From: Marilyn Bullard [mailto:bullardpiwko@aol.com]

Sent: Wednesday, May 01, 2019 7:41 AM

To: jerry at the beach

Cc: JoAnn Orischak; Tricia Fidrych; Earl Campbell; Christina Gwozdz; Rachel Wisnefski; Melvin Campbell; William Smith; Mike Gleason; David Strebinger; Cathy Robine; John Dowling; Richard Geier; Richard Bisi; Fran Bisi; Windrunnerstables Info; Joan Deery; Rick Caporale; Mike Gleason; Herbert M. Berg; Liz Farrell

Subject: Re: No more golden parachutes

Ha, ha - two of a kind. I repeat you are not a 12th school board member and don't have a vote.

Go away - pest!!

Best To You

Lyn

Sent from my iPhone

On May 1, 2019, at 7:15 AM, jerry at the beach <gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

Mike Gleason was right!

~Jerry

On Wednesday, May 1, 2019, 4:29:02 AM EDT, Marilyn Bullard <bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

Hi Jerry; taking an average salary of very small school districts to justify a salary for a super large district is a failure in math for you.

Do you even know what a State Supt's job description is, or all the back door benefits that come to the politicians you describe?

As far as keeping the money you didn't work for in your pocket, give me your address and I'll send you a dollar every year to reimburse your tax payment for this new Supt. salary. because you are not a 12th school board member and don't get a vote-

Overseeing 54 schools is hardly inexperienced. Your anti school rhetoric is like - oh here we go again- what's Jerry's newest gripe - Ha ha -

I just don't get it. Projecting constant negativity is boring. - yawn, yawn- but then some people are happy being unhappy -

Regards,

Lyn

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On May 1, 2019, at 2:21 AM, jerry at the beach <gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

Hi Lyn,

I already provided a link in this thread with what each school district in SC pays. To review, the average School Superintendent salary in South Carolina is \$148,273 as of April 27, 2019, but the range typically falls between \$121,121 and \$178,911.



Once again I ask; why are we willing to pay an untested school superintendent more than twice as much as the South Carolina Superintendent of Education, the Governor, Secretary of State or the Attorney General?

As to how I made my money...I married up. My biggest concern now is trying to keep it out of the hands of those who wish to redistribute other peoples money.

~Jerry

On Tuesday, April 30, 2019, 5:33:36 PM EDT, Marilyn Bullard <bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

How about researching what other school districts in SC pay. As far as the governor goes, free mansion, servants, etc. Like I said before - demand that all those employees making \$100,000 plus in BCSD take a pay cut because you have your opinion on what salaries should be.

Living in Long Cove you definitely didn't make your money working in education.

Regards,

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On Apr 30, 2019, at 5:09 PM, jerry at the beach  
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Hi Lynn; Have you noticed the debt never gets retired?

I pay practically twice the amount for my HHP/ POA dues than I do  
for the school debt retirement on my property tax bill.

Additionally; why would we be willing to pay an untested school  
superintendent more than twice as much as the South Carolina Superintendent of Education,  
the Governor, Secretary of State or the Attorney General?

For the record...I don't think you are an elitist, but I bet you will be  
voting for Bernie in 2020.

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On Tuesday, April 30, 2019, 2:48:49 PM EDT, Marilyn Bullard  
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Well Jerry - I viewed the town Supt examples listed in Michigan- Base  
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Like I stated before - the undervalued

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Regards,

Lyn Piwko Bullard

Sent from my iPhone

On Apr 28, 2019, at 9:34 AM, jerry at the beach  
<gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

For comparison here are some other salaries in South Carolina.

South Carolina Superintendent of Education Molly Mitchell

Spearman

\$92,007

Governor: Henry McMaster (R)

Salary: \$106,07

South Carolina Secretary of State Mark Hammond

\$92,007

Attorney General of South Carolina Alan Wilson

\$92,007

A penny saved is a penny earned.

~Jerry

On Sunday, April 28, 2019, 8:54:01 AM EDT, jerry at the beach  
<gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

Have you looked at the link I provided? It gives a breakdown  
by state and counties within the state.

~Jerry



On Sunday, April 28, 2019, 8:49:56 AM EDT, Marilyn Bullard <bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

Yes, I do think our new school board members have some reasonable thinking skills. Unfortunately people like you are willing to condemn them before you even know the results.

Still - what size school districts are you talking about and what States are they in?

If you feel that the Supt should work for less, then all the administrators in the school district who make \$100,000 plus should be required to take a pay cut for the sake of OPM.

Regards,

Lyn Piwko Bullard

Sent from my iPhone

On Apr 28, 2019, at 8:32 AM, jerry at the beach <gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

Here is another point of view from Rick Caporale posted in the Island Packet thread.

All the public can do is hope the Board of Education learned its lesson (actually, learned several lessons) after their experience with Jeff Moss: the length of the contract, the overly generous extensions, the absolutely mindless agreement to a

termination clause that was both unnecessary and criminal in its generosity, and the complete lack of any metric or measure of achievement to justify any of that spending. Let's hope they don't do it all over again.

Amen

~Jerry

On Sunday, April 28, 2019, 8:05:59 AM EDT, Marilyn Bullard  
<bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

I'm sorry you feel that \$1 per person is too much to spend for  
someone

who now oversees 54 schools and who you think should  
maybe work for 50 cents in order to pay two teacher salaries. What size of school districts are  
you talking about and what states are they located in?

The responsibility we are talking about is enormous.

I don't see many senior citizens here being deprived of their  
out to dinners and cocktails in order to pay their

very small property tax.

Best To You

Lyn Piwko Bullard

Sent from my iPhone

On Apr 28, 2019, at 7:44 AM, jerry at the beach  
<gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

The average School Superintendent salary in the United States is \$158,841 as of March 28, 2019, but the range typically falls between \$129,747 and \$191,663.

Salary for School Superintendent | Salary.com  
<<https://www1.salary.com/school-superintendent-salary.html>>

Salary for School Superintendent | Salary.com  
<<https://linkprotect.cudasvc.com/url?a=http%3a%2f%2fSalary.com&c=E,1,SYj49HgHIPEauVpS6ReOeqkZMUyXgC9QBQFhj86PbesOJRvhgjISAdQYOU6d9kUMpyMAvEKGIBrVKwGBWeqa1leybVry-saMiCuel9ZpxeH8gA,,&typo=1>>

Find out your worth. Get a free personalized salary report to view salary ranges, and bonus and benefits informa...

A 2 minute search gleans the above information. How does the 'new board' justify a quarter million dollar + perks and benefits packages to an untested superintendent? The difference between the average salary and what we are apparently offering...would pay for two additional teachers.

Next step the contract negotiations, where we will learn how our 'new board' handles \*OPM.

\* Other Peoples Money

~Jerry

On Sunday, April 28, 2019, 7:17:13 AM EDT, Marilyn Bullard  
<bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

One more thing; Prospective:

Since the population of Beaufort County is approximately  
220,000  
and everyone pays some kind of school tax via 1% sales tax,  
auto tag  
new car purchase, lease etc. That amounts to One dollar paid  
per person towards the Supt base salary.

My Two Cents Worth is that it's a dollar well spend for new  
leadership  
towards school improvement.

It may even be less than that when you add in non-resident  
population property operating tax .

So all this harping about the tax payers money not being well  
spent



more to come

because of his salary is an age old petty gripe,- along with

I'm sure from the usual gripers.

Regards,

Lyn Piwko Bullard

Sent from my iPhone

On Apr 27, 2019, at 12:39 PM, jerry at the beach  
<gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

I submit our school district is having the current difficulties because of poor and lacking over-site rather than an overbearing school board. How many current board members have management experience?

Here is a comment from an alert reader taken from the article in today's IP which also brings up an interesting point of view;

"Okay, let me see if I understand this correctly, Mr. Rodriguez supervised close to 58,000 students and was paid by Palm Beach County \$152,000. Now he'll supervise less than half that amount, 22,000 students but will be offered around \$225,000 which was the 'advertised' amount. And we should worry about giving him longevity and security? I would think all that extra money would be security enough.

Will taxpayers take note of this and wonder why we're being asked to offer such a large sum of money? Another concern should be what we are obligated to pay if we ask for his resignation. Did the Board ever consider doing a 'comp study' to determine what the job was worth in comparable areas of size and value, or did they just increase what they previously paid?



Additionally, we've hired a law firm to represent our interests in negotiation (cost?) Wasn't any member of the board capable of doing the work? It's amazing to think the board hadn't designed parameters for this position prior to the offer! But we hired a LAW Firm?

Interesting to note, teachers are asking for a raise, better working conditions, increased mental health resources and are threatening a 'march'. How do we balance these two issues? How is it okay to what seems to be 'over-compensate' the superintendent yet not support the plight of our teachers in the classroom? Wow."

Jerry

On Saturday, April 27, 2019, 10:15:15 AM EDT, Marilyn Bullard <bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

Im not talking about the money. I'm talking about the finger pointing wagging by an overbearing employer instead of a mutual win win hire situation.

Lyn Piiwko Bullard  
Sent from my iPhone

On Apr 27, 2019, at 10:07 AM, jerry at the beach <gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

I don't view a 3 year contract with a starting salary of 200K per year (+ a great benefit package) and the opportunity to earn merit increases as punishment. Merit based pay increases are the way most business work...let's try an incentive formula for a change. BTW the current median income in SC is \$50,570.

~Jerry

On Saturday, April 27, 2019, 9:46:20 AM EDT, Marilyn Bullard <bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

It's a two way street. Frankly BC

schools is in a heap of financial trouble among other pressing issues. We cannot punish the new hire for the baggage left by the former Supt.

We want a mutual professional relationship here, otherwise we will have a swinging door situation, continual turnover benefits no one.

Lyn Piwko Bullard

Sent from my iPhone

On Apr 27, 2019, at 9:37 AM, jerry at the beach <gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

I wish to remind all;

Dr. Rodriguez is an employee of the board and as such needs to be held accountable and paid according to his accomplishments...after proving competence and fiscal responsibility instead of before. Most jobs come with a probationary period. Let us keep in mind we are talking about taxpayers hard earned dollars. Let's insure he works hard for his money as well.

~Jerry

On Saturday, April 27, 2019, 9:24:15 AM EDT, Marilyn Bullard  
<bullardpiwko@aol.com <mailto:bullardpiwko@aol.com> > wrote:

Sorry but I feel like this attitude that

Dr. Rodriguez should be beholden

To BC because he was offered the job is wrong, The new Supt  
of Schools for BC has an overwhelming task ahead of him to rectify the sins of the past. Let's  
give this school board credit for the negotiation process and having the knowledge of the past  
contract failures. Time to move forward with a positive attitude.

Lyn Piwko Bullard

On Apr 27, 2019, at 8:56 AM, jerry at the beach  
<gringoviejotwo@yahoo.com <mailto:gringoviejotwo@yahoo.com> > wrote:

Here's what you might see in Beaufort Co. school board's  
contract with new superintendent  
<[https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.islandpacket.com%2fnews%2flocal%2feducation%2farticle229729044.html%23storylink%3dmainstage\\_card2&c=E,1,rbZ\\_ZoubQxmjTD-QykZztfulzNoc6V06Vwji46gEaMrM0q6MlkprU3lWsh4gMmMSo6bCp21K62OM1rjIKzZJuRuPzKEduS3iCKkuL-1iyzj0l9Hv6QG0vc,&typo=1](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fwww.islandpacket.com%2fnews%2flocal%2feducation%2farticle229729044.html%23storylink%3dmainstage_card2&c=E,1,rbZ_ZoubQxmjTD-QykZztfulzNoc6V06Vwji46gEaMrM0q6MlkprU3lWsh4gMmMSo6bCp21K62OM1rjIKzZJuRuPzKEduS3iCKkuL-1iyzj0l9Hv6QG0vc,&typo=1)>

Here's what you might see in Beaufort Co. school board's contract with n...

The Beaufort County SC school board is in contract negotiations with superintendent hire Frank Rodriguez of the ...

Hi JoAnn,

We both know that a good education is currently available in our Beaufort County School District to students who apply themselves.

What I don't want to see, is a contract that exceeds 3 years and a starting salary of over 200K UNTIL Dr. Rodriguez proves to you and the people you represent so well, that he is worthy of the salary and the position . Please consider a start salary of 200K with merit increases (if deserved) each year, tied to school district cost reductions, improved fiscal responsibility and student achievement improvement.

G.A. Smith

Well represented in Dist. 11.



---

**From:** jerry at the beach <gringoviejotwo@yahoo.com>  
**Sent:** Wednesday, May 1, 2019 1:01 PM  
**To:** Joan Deery  
**Cc:** JoAnn Orischak; Tricia Fidrych; Earl Campbell; Christina Gwozdz; Rachel Wisniewski; Melvin Campbell; William Smith; Mike Gleason; David Strebing; Cathy Robine; John Dowling; Richard Geier; Richard Bisi; Fran Bisi; Windrunnerstables Info; Rick Caporale; Mike Gleason; Herbert M. Berg; Liz Farrell  
**Subject:** Re: No more golden parachutes

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Beaufort County schools superintendent wins Lifetime Achievement Award  
<<https://www.blufftontoday.com/article/20120621/NEWS/306219837>>

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Beaufort County schools superintendent wins Lifetime Achievement Award

COLUMBIA-- Beaufort County School District Superintendent Valerie Truesdale was among three school leaders in th...

Hi Joan,

A quick snapshot of your superintendent:

Truesdale has served as high school and college faculty, as an assistant principal, a high school principal, a senior executive at the South Carolina Department of Education, a district chief instructional officer and as superintendent in Oconee County. Since 2007, Truesdale has served as superintendent in Beaufort County and since then, has reversed the district's stagnant academic fortunes with a strong focus on teacher development, enhanced classroom technology, extended learning opportunities for struggling learners and improved student discipline. Also an active member of SCASA, she was the 2009 SC Superintendent of the Year.

I do not believe the current candidate has the same impressive background, and should be paid accordingly. A question. Did your board also offer an \$850.00 per month gas allowance?



Also, I seem to remember Ms. Truesdale as quite controversial and left at the end of her contract...Am I correct?

I remain well represented in Dist. 11.

~Jerry

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Thanks for that info Joan. Regressive thinking accomplishes nothing positive here. Time to move forward!!!

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Mike Gleason was right!

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