

The substance of my complaint is that Superintendent Mark Porter of the Monroe County School District improperly awarded a salary increase to an employee. In so doing, I believe that Superintendent Porter exceeded his authority and thus violated state law. Further, I believe that, in awarding the salary increase misled, if not deceived, the Monroe County School Board.

The facts of the case are as follows:

1. At a School Board meeting on August 15, 2013, Superintendent Mark Porter announced a series of personnel changes focusing primarily on school principals. Included was Ms. Christina McPherson, the District's Director of Assessment and Accountability, a member of the superintendent's self-described Executive Leadership Team. Ms. McPherson's responsibilities were changed to include being principal at Poinciana Elementary School in Key West. No salary assignments or changes were noted on the agenda materials.

In response to a direct question from Board member John Dick, Superintendent Porter assured the Board that there would be no change in Ms. McPherson's salary. The officially adopted minutes of the meeting read as follows:

"Mr. Porter indicated that all interim positions will fall within the new salary steps with the exception of ***Mrs. McPherson that (sic) will retain her current pay grade.***" (Emphasis added)

In addition to the minutes, video is also available of this meeting. Both can be accessed on the District website.

Prior to her change in status, Christina McPherson's salary was \$93,266. The District's Salary Schedule will confirm that.

2. In response to a public records request, Superintendent Mark Porter wrote on August 28, 2013: "Based on information provided from our Human Resources Department, Ms. Christina McPherson, Director of Assessment & Accountability/Poinciana Principal is currently compensated at Pay Grade: 139/Step: 23, Annual Salary \$103,216."

The difference is \$9,950.

According to the current Salary Schedule for the District, Pay Grade: 139/Step: 23 is \$106,141. That is a difference of \$12,875.

A copy of this email can be provided. Copies of the District's Salary Schedule are available from the District.

My complaint is a simple one. I do not believe that, under State law, Superintendent Mark Porter has the unilateral authority, without Board approval, to increase an employee's salary. Furthermore, Superintendent Porter did so in a manner intended to mislead or deceive the School Board.