

TO: Mary Gannon, Attorney
FROM: Maxine Kilcrease, Executive Director
RE: Compensation
DATE: January 11, 2010

The purpose of this memo is to inform you that the association has adjusted your salary to \$125,000 effective January 1, 2010. This decision was made by the Executive Council based on the following:

1. You are now leading the Public Policy Department. Your responsibility is to lead all governmental relations, policy school law issues and the related communications.
2. You have the additional responsibilities of the Iowa School Attorneys, the Safety Group and other statewide groups.
3. The 2009 National School Boards Association Salary study was consulted. The range of salaries for departmental leadership in public policy and school legal services is \$51,486 to \$162,500. Given the size of the organization in Iowa and the annual budget, we believe a salary of \$125,000 is fair compensation. In addition, we are aware that this salary is in a reasonable range compared to attorneys and lobbyists for similar associations. For example, the AEA system has an individual who has only one of the roles you fulfill, lobbyist, and is not an attorney, a public policy leader or departmental leader and has a salary of close to \$100,000, IPERS and other additional benefits.
4. Finally, you have served the association for 18 years. The association appreciates your continuous pursuit of excellence, productivity and loyalty.

If you have any questions, please see me.

Cc: Mary Delagardelle
Kevin Schick
LeGrande Smith
Darlene Blair