

## Search

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**From:** Forgrave, Megan  
**Sent:** Wednesday, March 17, 2010 6:14 PM  
**To:** 'Nolden Gentry'; Black, Jackie; Blair, Darlene; 'Matthew Brick'; Heiligenthal, Harry  
**Subject:** FW: ISCAP

Hi all-  
As soon as we know some more about ISCAP, please let us know so we can put something together - sometime tomorrow (Thursday) would be ideal. Please see the email below that Paul Kruse got after we sent out the ISJIT email.

Thanks,  
Megan

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**From:** Christensen, Jack [mailto:jachristensen@fort-dodge.k12.ia.us]  
**Sent:** Wednesday, March 17, 2010 4:54 PM  
**To:** Kruse, Paul  
**Subject:** ISCAP

Good afternoon Paul-----

Thanks for the update on ISJIT. Can and will IASB elaborate on the Des Moines Register story about ISCAP and the \$2,000,000 in fees that are owed to financial and legal advisors for the program. I think it is imperative that IASB come out on this topic **NOW**.

Thanks for listening and hang in there.

Jack

John W. (Jack) Christensen, Jr.  
Board Secretary/Director of Financial Services  
Fort Dodge Community School District  
104 South 17th Street  
Fort Dodge, Iowa 50501  
Phone: 515-574-5644  
Fax: 515-574-5322  
Cell Phone: 515-227-6064  
E-mail: jachristensen@fort-dodge.k12.ia.us

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**From:** Forgrave, Megan  
**Sent:** Wednesday, March 17, 2010 11:43 AM  
**To:** 'Forgrave, Reid'  
**Subject:** FW: good job  
**Attachments:** image001.jpg

fyi

---

**From:** Olson, Gunnar [mailto:GOlson@ridedart.com]  
**Sent:** Wednesday, March 17, 2010 9:58 AM  
**To:** Forgrave, Megan  
**Subject:** RE: good job

Sounds good. I'll make a note to e-mail you in a month or so. Tell Reid that the crazy guy who waved to him from a DART bus this morning was me. He was walking on Walnut, about to cross Fifth.

---

**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Tuesday, March 16, 2010 9:48 PM  
**To:** Olson, Gunnar  
**Subject:** RE: good job

Thanks, Gunnar. It's been an extremely long two weeks - and yes, I knew things would be bad the minute Clark called... not something on my list of things to do in life, getting a call from Mr. Kauffman. But one day at a time... perhaps we can catch up when things slow down. :) Thanks for the kind words!

Megan

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**From:** Olson, Gunnar [mailto:GOlson@ridedart.com]  
**Sent:** Mon 3/15/2010 12:56 PM  
**To:** Forgrave, Megan  
**Subject:** good job

Hey, Megan.

Is it as scary as I fear, being interviewed by Clark Kauffman?

All joking aside, I wanted to say you're handling yourself well in a tough situation. Keep up the good work, and, now that we're in similar roles, feel free to call on me anytime you want someone to bounce ideas off of or commiserate with. The coffee is on me.

Gunnar Olson  
Des Moines Area Regional Transit Authority  
Public Information Officer  
[golson@ridedart.com](mailto:golson@ridedart.com)  
O: 515.283.5008  
C: 515.229.0127

**dart**



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**From:** Forgrave, Megan  
**Sent:** Tuesday, March 16, 2010 6:00 PM  
**To:** 'Kauffman, Clark'  
**Subject:** RE: Need ID on this person from this morning

No worries - just my two cents. Thanks.

-----Original Message-----

From: Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
Sent: Tuesday, March 16, 2010 5:58 PM  
To: Forgrave, Megan  
Subject: Re: Need ID on this person from this morning

I know I am not writing anything at all that mentions Mary, but I suspect they may use the photo. I did tell the photo director that "Mary does not factor into any of the stories so far," but I volunteered that. I wasn't asked about photos to use or not use...

On 3/16/10 5:43 PM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:

I know... Just figured I'd clarify... And was just curious if I could head off the photo even being in. :) I think Art showed up after Russ had already left, though...

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From: Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
Sent: Tuesday, March 16, 2010 5:41 PM  
To: Forgrave, Megan  
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That's what I figured. I don't plan to write anything about Mary...

On 3/16/10 5:24 PM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:

P.s. For what it's worth, Mary Gannon is not really involved in the financial situation - she is listed on our web site as an attorney, because she is one, but she's not the IASB attorney - she does policy counsel for school districts, and lobbies at the legislature... I think someone mistakenly thought she was our attorney and had her at the hearing. In fact, it's too bad they even wanted her there, because it hurts her when she's trying to be a neutral lobbyist for us. For what it's worth.

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From: Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
Sent: Tuesday, March 16, 2010 2:26 PM  
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Megan,

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**To:** 'Dooley, Sheena'  
**Subject:** RE: IASB Press release

Sorry you didn't get the last press release. Thanks for the new address! Also, is it you and Staci now covering education, or is Cynthia still doing anything? Thanks.

Megan

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**From:** Dooley, Sheena [mailto:sdooley@desmoine.gannett.com]  
**Sent:** Tuesday, March 16, 2010 2:33 PM  
**To:** Forgrave, Megan  
**Cc:** dbowerman@qctimes.com  
**Subject:** FW: IASB Press release

Hi Megan. I know you probably have your hands full right now, but I just wanted to let you know that I took a job at the Register and am no longer at the Quad-City Times. My new email address is [sdooley@dmreg.com](mailto:sdooley@dmreg.com). The new contact for the Times is Dan Bowerman. His email is [dbowerman@qctimes.com](mailto:dbowerman@qctimes.com).

Thanks in advance.

Sheena

---

**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Thursday, March 11, 2010 7:41 PM  
**To:** CR Gazette News Desk; Reynaud, Cynthia; etibbetts@qctimes.com; Clayworth, Jason; jbeck@iowapublicradio.org; Jacobs, Jennifer; Kay Henderson; KCCI; Fandel, Linda; Lynn Campbell; Melissa Walker; sdooley@qctimes.com; Hupp, Staci; staff@iowapolitics.com  
**Cc:** news@adelnews.com  
**Subject:**

Hi all-  
Please see the attached news release. Thank you.

Megan (Hawkins) Forgrave  
Communications Director  
**Iowa Association of School Boards**  
6000 Grand Avenue  
Des Moines, Iowa 50312-1417  
(515) 288-1991, ext. 236  
1-800-795-4272  
Direct Line: (515) 247-7036  
Cell: (515) 229-1705  
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Thanks in advance.

Sheena

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**To:** CR Gazette News Desk; Reynaud, Cynthia; etibbetts@qctimes.com; Clayworth, Jason; jbeck@iowapublicradio.org; Jacobs, Jennifer; Kay Henderson; KCCI; Fandel, Linda; Lynn Campbell; Melissa Walker; sdooley@qctimes.com; Hupp, Staci; staff@iowapolitics.com  
**Cc:** news@adelnews.com  
**Subject:**

Hi all-  
Please see the attached news release. Thank you.

Megan (Hawkins) Forgrave  
Communications Director  
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**Cc:** 'Matt.Brick@BrickGentryLaw.com'  
**Subject:** Who do we owe to for ISCAP?



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[www.ia-sb.org](http://www.ia-sb.org)

## Search

---

**From:** Forgrave, Megan  
**Sent:** Tuesday, March 16, 2010 3:00 PM  
**To:** 'Nolden Gentry'  
**Cc:** 'Matt.Brick@BrickGentryL.com'  
**Subject:** Who do we owe to for IAP?

Megan (Hawkins) Forgrave  
Communications Director  
***Iowa Association of School Boards***  
6000 Grand Avenue  
Des Moines, Iowa 50312-1417  
(515) 288-1991, ext. 236  
1-800-795-4272  
Direct Line: (515) 247-7036  
Cell: (515) 229-1705  
Fax: (515) 247-4680  
[www.ia-sb.org](http://www.ia-sb.org)

## Search

---

**From:** Kauffman, Clark <ckauffma@desmoine.gannett.com>  
**Sent:** Tuesday, March 16, 2010 2:49 PM  
**To:** Forgrave, Megan  
**Subject:** Re: ISCAP

That sounds good. I'll be here.

On 3/16/10 2:47 PM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:

Clark, if you're around, I'm going to get the people from our office who handle the ISCAP program and we can give you a call... A few minutes from now work for you?

Megan

-----Original Message-----

**From:** Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
**Sent:** Tuesday, March 16, 2010 1:58 PM  
**To:** Forgrave, Megan  
**Subject:** ISCAP

Megan,

Do you have someone there who can explain to me the situation involving these entities that are owed \$2 million by IASB/ISCAP? I'm not sure if we're talking about lawyers, bond counsel, financial advisors, etc.

Also, I'd like some clarification on what Mr. Gentry referred to as "the spread."

This is general background and guidance I am looking for - not a person to be quoted. I just want to make sure that I have a clear understanding of the short-term borrowing process.

Clark



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**Sent:** Tuesday, March 16, 2010 2:48 PM  
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**Subject:** RE: ISCAP

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**From:** Forgrave, Megan  
**Sent:** Tuesday, March 16, 2010 2:47 PM  
**To:** 'Kauffman, Clark'  
**Subject:** RE: Need ID on this person from this morning

That is Mary Gannon, our lobbyist. We're still not sure why she was requested to be at the hearing.

Megan

-----Original Message-----

**From:** Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
**Sent:** Tuesday, March 16, 2010 2:26 PM  
**To:** Forgrave, Megan  
**Subject:** FW: Need ID on this person from this morning

Megan,

Can you identify for me the woman in the middle of this photo? I believe she was with the IASB folks at today's hearing...

Clark

----- Forwarded Message

**From:** "DES-News, PhotoEd" <des-phed@desmoine.gannett.com>  
**Date:** Tue, 16 Mar 2010 12:24:45 -0700  
**To:** "Kauffman, Clark" <ckauffma@desmoine.gannett.com>  
**Conversation:** Need ID on this person from this morning  
**Subject:** Need ID on this person from this morning

?

----- End of Forwarded Message

## Search

---

**From:** Dooley, Sheena <sdooley@desmoine.gannett.com>  
**Sent:** Tuesday, March 16, 2010 2:33 PM  
**To:** Forgrave, Megan  
**Cc:** dbowerman@qctimes.com  
**Subject:** FW: IASB Press release  
**Attachments:** IASBMarch11PRNew.doc; IASBMarch11PRNew.doc

Hi Megan. I know you probably have your hands full right now, but I just wanted to let you know that I took a job at the Register and am no longer at the Quad-City Times. My new email address is [sdooley@dmreg.com](mailto:sdooley@dmreg.com). The new contact for the Times is Dan Bowerman. His email is [dbowerman@qctimes.com](mailto:dbowerman@qctimes.com).

Thanks in advance.

Sheena

---

**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Thursday, March 11, 2010 7:41 PM  
**To:** CR Gazette News Desk; Reynaud, Cynthia; etibbetts@qctimes.com; Clayworth, Jason; jbeck@iowapublicradio.org; Jacobs, Jennifer; Kay Henderson; KCCI; Fandel, Linda; Lynn Campbell; Melissa Walker; sdooley@qctimes.com; Hupp, Staci; staff@iowapolitics.com  
**Cc:** news@adelnews.com  
**Subject:**

Hi all-  
Please see the attached news release. Thank you.

Megan (Hawkins) Forgrave  
Communications Director  
***Iowa Association of School Boards***  
6000 Grand Avenue  
Des Moines, Iowa 50312-1417  
(515) 288-1991, ext. 236  
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**To:** Forgrave, Megan  
**Cc:** dbowerman@qctimes.com  
**Subject:** FW: IASB Press release  
**Attachments:** IASBMarch11PRNew.doc; IASBMarch11PRNew.doc

Hi Megan. I know you probably have your hands full right now, but I just wanted to let you know that I took a job at the Register and am no longer at the Quad-City Times. My new email address is [sdooley@dmreg.com](mailto:sdooley@dmreg.com). The new contact for the Times is Dan Bowerman. His email is [dbowerman@qctimes.com](mailto:dbowerman@qctimes.com).

Thanks in advance.

Sheena

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**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Thursday, March 11, 2010 7:41 PM  
**To:** CR Gazette News Desk; Reynaud, Cynthia; etibbetts@qctimes.com; Clayworth, Jason; jbeck@iowapublicradio.org; Jacobs, Jennifer; Kay Henderson; KCCI; Fandel, Linda; Lynn Campbell; Melissa Walker; sdooley@qctimes.com; Hupp, Staci; staff@iowapolitics.com  
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**To:** Forgrave, Megan  
**Subject:** FW: Need ID on this person from this morning  
**Attachments:** IMG\_2114.jpg; IMG\_2114.jpg

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This is general background and guidance I am looking for - not a person to be quoted. I just want to make sure that I have a clear understanding of the short-term borrowing process.

Clark

## Search

---

**From:** Google Alerts <googlealerts-noreply@google.com>  
**Sent:** Tuesday, March 16, 2010 4:18 AM  
**To:** Forgrave, Megan  
**Subject:** Google Alert - Iowa school board

### Google News Alert for: **Iowa school board**

#### FBI starts own probe of school board group

DesMoinesRegister.com

By CLARK KAUFFMAN • ckauffman@dmreg.com • March 16, 2010 The FBI is launching a criminal investigation into the Iowa Association of School Boards' use of ...

[See all stories on this topic](#)

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Tip: Use quotes ("like this") around a set of words in your query to match them exactly. [Learn more.](#)

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[Manage your alerts.](#)

## Search

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**From:** Forgrave, Megan  
**Sent:** Monday, March 15, 2010 3:11 PM  
**To:** 'Kauffman, Clark'  
**Subject:** Salary info  
**Attachments:** Exhibit7IASBHighestSalariesFinal.pdf

Hi there, Clark-

I left a message for you at about 3 p.m. today. In any case, I wanted to chat with you real quick as a regular person, off the record, just to ask you to please keep an open mind as you are reporting on our programs... I realize some of them have issues, but many of them truly are solid services that our members asked us to create, and they do provide a great benefit to districts and taxpayers. We would be happy to provide you with sources on some of these to illustrate what they've accomplished. Just please don't lump everything in together just yet. :)

On the record, I wanted to give you first crack at salary information - our legal counsel has decided to disclose salaries over \$100,000, as they will eventually be reported on the new 990. You are the first media to have this, and the only media who has it electronically. I am emailing this without speaking to you personally, because I am on my way out shortly for the oversight meeting - will be listening in. Sorry I didn't catch you earlier. Thanks.

Megan (Hawkins) Forgrave  
Communications Director  
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Cell: (515) 229-1705  
Fax: (515) 247-4680  
[www.ia-sb.org](http://www.ia-sb.org)



## Search

---

**From:** Olson, Gunnar <GOlson@ridedart.com>  
**Sent:** Monday, March 15, 2010 12:56 PM  
**To:** Forgrave, Megan  
**Subject:** good job  
**Attachments:** image001.png; oledata.mso; image001.png; image002.jpg; oledata.mso; image002.jpg

Hey, Megan.

Is it as scary as I fear, being interviewed by Clark Kauffman?

All joking aside, I wanted to say you're handling yourself well in a tough situation. Keep up the good work, and, now that we're in similar roles, feel free to call on me anytime you want someone to bounce ideas off of or commiserate with. The coffee is on me.

Gunnar Olson  
Des Moines Area Regional Transit Authority  
Public Information Officer  
[golson@ridedart.com](mailto:golson@ridedart.com)  
O: 515.283.5008  
C: 515.229.0127



**Search**

---

**From:** Matt.Brick@BrickGentryLaw.com <mbrick@mac.com>  
**Sent:** Monday, March 15, 2010 5:43 AM  
**To:** Forgrave, Megan  
**Cc:** Nolden Gentry; Doug Fulton  
**Subject:** Re: Two versions of aud

Megan,

[REDACTED]

Matthew S. Brick  
Brick Gentry P.C.  
6701 Westown Parkway, Suite 100  
West Des Moines, IA 50266  
Phone: 515-274-1450  
Fax: 515-271-1753  
Matt.Brick@BrickGentryLaw.com

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Treasury Circular 230 Disclosure: To the extent this communication contains any statement regarding federal taxes, that statement was not written or intended to be used, and it cannot be used by any person (i) as a basis for avoiding federal tax penalties that may be imposed on that person, or (ii) to promote, market or recommend to another party any transaction or matter addressed herein.

On Mar 14, 2010, at 12:52 PM, Forgrave, Megan wrote:

> Matt-

[REDACTED]

> Megan

> -----Original Message-----

> From: Forgrave, Megan  
> Sent: Sunday, March 14, 2010 11:00 AM  
> To: 'Nolden Gentry'  
> Subject: RE: Fyi

> [REDACTED]

> [Redacted]  
> [Redacted]  
> [Redacted]

> Megan

> -----Original Message-----  
> From: Nolden Gentry [mailto:nolden.gentry@brickgentrylaw.com]  
> Sent: Sunday, March 14, 2010 9:38 AM  
> To: Forgrave, Megan  
> Subject: RE: Fyi

> Megan:

> [Redacted]  
> [Redacted]  
> [Redacted]  
> [Redacted]  
> [Redacted]  
> [Redacted]  
> [Redacted]  
> [Redacted]  
> [Redacted]  
> [Redacted]  
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> [Redacted]  
> [Redacted]  
> [Redacted]  
> [Redacted]  
> [Redacted]  
> [Redacted]  
> [Redacted]

> -----Original Message-----  
> From: Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
> Sent: Saturday, March 13, 2010 6:54 PM  
> To: Nolden Gentry; Mat Brick@BrickGentryLaw.com  
> Cc: Wiesley, Russ; Heiligenthal, Harry  
> Subject: FW: Fyi

> [Redacted]

>  
> -----Original Message-----  
> From: Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
> Sent: Saturday, March 13, 2010 12:49 PM  
> To: Forgrave, Megan  
> Subject: Re: Fyi  
>  
> Megan,  
>  
> There are some serious questions that have arisen with regard to the  
> Safety Group Insurance and the amount of money that is retained by  
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> you can help with that, I'd appreciate it.  
>  
> In the meantime, yes, use our reader forums and Opinion Page to spread  
> IASB's take on that program.  
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> Right now, the post-board meeting thing has me pretty riled up because  
> I thought, based on the interview we had at IASB, that the flow of  
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> happened ... but I realize you now have another person on retainer who  
> is dispensing advice on how to best deal with all this. He hasn't  
> returned my calls, so I am assuming SOME of his advice is consistent  
> with that particular practice. :)  
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> Here's what worries me: As this matter progresses, it's going to get  
> increasingly complicated. More fingers will be pointed, more  
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> comments will be made and the speed at which all that happens is only going to increase.  
> Things are already unraveling at a speed that makes me uncomfortable,  
> so I can imagine how IASB feels. All of this is going to make it  
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>  
>  
> Clark  
>  
>  
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>  
>  
>  
> On 3/13/10 9:51 AM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:  
>

> Clark-

> I don't typically spend time posting to the online comments, but did  
> this morning, Clark. To clear a few things up, see below. We  
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> references to CIETC or the repetition of some information, but that is  
> of course up to you. Please continue to send any questions you'd like  
> clarification on and we'll do our best to get them answered. By the  
> way, if you are writing anything on Larry Sigel's contract, did you  
> get a copy of the lawsuit? Also, I may try to call you Monday to clear  
> the air - it has been a stressful week, but we want to work with you. Thanks.

>  
>

> Please note: IASB took the initiative to evaluate its finances over  
> the past several months. The association created business services,  
> competitive with others that serve schools, to help keep dues low -  
> member dues only account for about a third of the organization's  
> revenue, and schools receive numerous services. Many of those services  
> in fact help stretch tax dollars - more information at [www.ia-sb.org](http://www.ia-sb.org).

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> In response to this article, please note that the IASB board is taking  
> action to get to the bottom of this. The board put Kilcrease on leave,  
> and past president Jack Hill requested to be put on a leave of absence  
> himself until this is all sorted out. IASB expects a full audit to be  
> complete in May and we'll know much more then.

> Peter Yarrow of Peter, Paul and Mary is involved nationally in  
> educational work and was hired as a keynote speaker at the  
> association's annual convention. He has also spoken at other Iowa  
> conventions. His bio, from a speaker's bureau site, is below.

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> across America. Launched in over 10,000 schools, Operation Respect:  
> "Don't Laugh At Me" was hailed by virtually the entire educational  
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> Communications Director  
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> <IASB Consolidated Audit Report FYE 06-30-2008.pdf><IASB-FINAL Audited  
> Financial Statements (with Statements) FYE 06-30-2008.pdf>

**Search**

---

**From:** Forgrave, Megan  
**Sent:** Sunday, March 14, 2010 3:15 PM  
**To:** 'Nolden Gentry'  
**Subject:** RE: Fyi

-----Original Message-----

**From:** Nolden Gentry [mailto:nolden.gentry@brickgentrylaw.com]  
**Sent:** Sunday, March 14, 2010 3:14 PM  
**To:** Forgrave, Megan  
**Subject:** RE: Fyi

Megan:

-----Original Message-----

**From:** Forgrave, Megan [mailto:mforgrave@sb.org]  
**Sent:** Sunday, March 14, 2010 12:36 PM  
**To:** Nolden Gentry  
**Subject:** RE: Fyi

Thanks,  
Megan

-----Original Message-----

**From:** Nolden Gentry [mailto:nolden.gentry@brickgentrylaw.com]  
**Sent:** Sunday, March 14, 2010 9:32 AM  
**To:** Forgrave, Megan  
**Subject:** RE: Fyi

[REDACTED]

-----Original Message-----

From: Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
Sent: Saturday, March 13, 2010 6:54 PM  
To: Nolden Gentry; Matt.Brick@BrickGentryLaw.com  
Cc: Wiesley, Russ; Heiligenthal, Harry  
Subject: FW: F

[REDACTED]

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[www.ia-sb.org](http://www.ia-sb.org) <<http://www.ia-sb.org/>><<http://www.ia-sb.org/>>



**Search**

---

**From:** Nolden Gentry <nolden.gentry@brickgentrylaw.com>  
**Sent:** Sunday, March 14, 2010 3:14 PM  
**To:** Forgrave, Megan  
**Subject:** RE: Fyi

Megan:

[Redacted]

-----Original Message-----

**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Sunday, March 14, 2010 12:36 PM  
**To:** Nolden Gentry  
**Subject:** RE: Fyi

Nolden-

[Redacted]

Thanks,  
Megan

-----Original Message-----

**From:** Nolden Gentry [mailto:nolden.gentry@brickgentrylaw.com]  
**Sent:** Sunday, March 14, 2010 9:32 AM  
**To:** Forgrave, Megan  
**Subject:** RE: Fyi

Megan:

[Redacted]

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Cc: Wiesner, Russ; Heiligenthal, Harry  
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**Search**

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**From:** Forgrave, Megan  
**Sent:** Sunday, March 14, 2010 2:46 PM  
**To:** 'Nolden Gentry'  
**Cc:** 'Matt.Brick@BrickGentryLaw.com'  
**Subject:** Revised - Legislative Presentation  
**Attachments:** LegislativePresentationCAPS.doc; LegislativePresentation.doc

Nolden and Matt-

[REDACTED]

Megan

-----Original Message-----

**From:** Nolden Gentry [mailto:noldengentry@brickgentrylaw.com]  
**Sent:** Sunday, March 14, 2010 1:24 PM  
**To:** Forgrave, Megan  
**Cc:** Matthew Brick  
**Subject:** RE: Fyi

[REDACTED]

-----Original Message-----

**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Sunday, March 14, 2010 11:03 AM  
**To:** Nolden Gentry  
**Subject:** RE: Fyi

[REDACTED]

Megan

-----Original Message-----

From: Nolden Gentry [mailto:nolden.gentry@brickgentrylaw.com]  
Sent: Sunday, March 14, 2010 11:32 AM  
To: Forgrave, Megan  
Subject: RE: Fyi

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From: Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
Sent: Saturday, March 13, 2010 11:54 PM  
To: Nolden Gentry; Matt.Brick@brickGentryLaw.com  
Cc: Wilsley, Russ; Heiligenthal, Harry  
Subject: FW: Fyi

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From: Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
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To: Forgrave, Megan  
Subject: Re: Fyi

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**Subject:** RE: Fyi

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Remember to copy Matt so that he will know what we are talking about.

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**Subject:** RE: Fyi

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Sent: Saturday, March 13, 2010 6:54 PM  
To: Nolden Gentry; Matt.Brick@BrickGentryLaw.com  
Cc: Wiesley, Russ; Hengenthal, Harry  
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**From:** Forgrave, Megan  
**Sent:** Sunday, March 14, 2010 1:22 PM  
**To:** 'Nolden Gentry'  
**Cc:** 'Matt.Brick@BrickGentryLaw.com'  
**Subject:** RE: Fyi  
**Attachments:** LegislativePresentation.doc

[Redacted]

Megan

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**From:** Nolden Gentry [mailto:nolden.gentry@brickgentrylaw.com]  
**Sent:** Sunday, March 14, 2010 1:17 PM  
**To:** Forgrave, Megan  
**Subject:** RE: Fyi

Megan:

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**From:** Forgrave, Megan [mailto:mforgrave@sb.org]  
**Sent:** Sunday, March 14, 2010 12:36 PM  
**To:** Nolden Gentry  
**Subject:** RE: Fyi

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Subject: W: Fyi

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**Sent:** Sunday, March 14, 2010 1:17 PM  
**To:** Forgrave, Megan  
**Subject:** RE: Fyi

Megan:

[REDACTED]

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**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Sunday, March 14, 2010 12:36 PM  
**To:** Nolden Gentry  
**Subject:** RE: Fyi

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[REDACTED]

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**Sent:** Sunday, March 14, 2010 1:13 PM  
**To:** 'Nolden Gentry'  
**Subject:** RE: Fyi

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**Sent:** Sunday, March 14, 2010 12:12 PM  
**To:** Forgrave, Megan  
**Subject:** RE: Fyi

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**Subject:** RE: Fyi

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**Search**

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**From:** Nolden Gentry <nolden.gentry@brickgentrylaw.com>  
**Sent:** Sunday, March 14, 2010 1:12 PM  
**To:** Forgrave, Megan  
**Subject:** RE: Fyi

[REDACTED]

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**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Sunday, March 14, 2010 12:36 PM  
**To:** Nolden Gentry  
**Subject:** RE: Fyi

Nolden-

[REDACTED]

Thanks  
Meg

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[REDACTED]



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To: Nolden, Gentry; Matt.Brick@BrickGentryLaw.com  
Cc: Wiesler, Russ; Heiligenthal, Harry  
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## Search

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**From:** Nolden Gentry <nolden.gentry@rickgentrylaw.com>  
**Sent:** Sunday, March 14, 2010 1:08 PM  
**To:** Forgrave, Megan; rejvester@jesterinsurance.com; jseefeld@jesterinsurance.com  
**Cc:** Wiesley, Russ; Heiligenthal, Harry; Gannon, Mary; M... New Brick; Nolden Gentry  
**Subject:** RE: Safety Group Questions

Bob and John:



---

**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Sunday, March 14, 2010 11:17 AM  
**To:** rejvester@jesterinsurance.com; jseefeld@jesterinsurance.com  
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Thanks,  
Megan

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**To:** Forgrave, Megan

**Subject:** Re: Fyi

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Clark

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**From:** kevin neal [mailto:nealk1@gmail.com]  
**Sent:** Friday, March 12, 2010 10:00 AM  
**To:** Mike  
**Subject:** Re: IASB District 4: Board Takes Action on Financial Issues, Votes on Member Dues

My cell phone number is 515-370-2667.

My basic concerns surround the Security Insurance Group. This is what I see:

1. An agreement between Jester/EMC and IASB which has precluded competitive bids from other insurers for over 3 decades. I don't think this is in the best interests of schools.
2. IASB using tax money to exclusively promote the Security Insurance Group, which has precluded competitive bids from other insurers for over 3 decades. IASB awarding "Better Boardmanship" points to attend meetings on the Security Insurance Group, which has precluded competitive bids from other insurers for over 3 decades.
3. IASB or one of its subdivisions or subsidiaries receiving money from EMC/Jester or one of their subdivisions or subsidiaries.

At best, the above is imprudent. I believe this longstanding relationship raises question of ethics and collusion.

KN

On Thu, Mar 11, 2010 at 11:17 PM, Mike <[Mike@twinlakesenviro.com](mailto:Mike@twinlakesenviro.com)> wrote:  
Kevin

I will work on it. Please give me a few days. If you could send your phone number I would like to get your feeling on what is going on.

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Kevin Neal  
school board member at Jefferson-Scranton

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**From:** Forgrave, Megan  
**Sent:** Sunday, March 14, 2010 12:53 PM  
**To:** 'Matt.Brick@BuckGentryLaw.com'  
**Subject:** Two versions of audit  
**Attachments:** IASB Consolidated Audit Report FYE 06-30-2008.pdf; IASB-FINAL Audited Financial Statements (with Statements) FYE 06-30-2008.pdf

Matt-

[REDACTED]

Megan

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**From:** Forgrave, Megan  
**Sent:** Sunday, March 14, 2010 11:00 AM  
**To:** 'Nolden Gentry'  
**Subject:** RE: Fyi

[REDACTED]

[REDACTED]

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**From:** Nolden Gentry [mailto:nolden.gentry@brickgentrylaw.com]  
**Sent:** Sunday, March 14, 2010 9:32 AM  
**To:** Forgrave, Megan  
**Subject:** RE: Fyi

Megan:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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From: Forgrave, Megan [mailto:mforgrave@iasb.org]  
Sent: Saturday, March 13, 2010 6:54 PM  
To: Nold, Gentry; Matt.Brick@BrickCountryLaw.com  
Cc: Wiedley, Russ; Heiligenthal, Harry  
Subject: FW: Fyi

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cc: [REDACTED]  
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www. [REDACTED]  
part of my commi

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**From:** Forgrave, Megan  
**Sent:** Sunday, March 14, 2010 12:51 PM  
**To:** 'Matt.Brick@BrickGentryLaw.com'  
**Subject:** First draft of oversight presentation  
**Attachments:** LegislativePresentation.doc

Nolden-



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[www.ia-sb.org](http://www.ia-sb.org) <<http://www.ia-sb.org/>><<http://www.ia-sb.org/>>

**Search**

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**From:** Forgrave, Megan  
**Sent:** Sunday, March 14, 2010 12:36 PM  
**To:** 'Nolden Gentry'  
**Subject:** RE: Fyi  
**Attachments:** LegislativePresentation.doc

Nolden-

[REDACTED]

Thanks,  
Megan

-----Original Message-----

**From:** Nolden Gentry [mailto:nolden.gentry@brickgentrylaw.com]  
**Sent:** Sunday, March 14, 2010 9:32 AM  
**To:** Forgrave, Megan  
**Subject:** RE: Fyi

Megan:

[REDACTED]

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**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Saturday, March 13, 2010 6:54 PM  
**To:** Nolden Gentry; MeganBrick@BrickGentryLaw.com  
**Cc:** Wiesley, Russ; Hengenthal, Harry  
**Subject:** FW: Fyi

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**From:** Forgrave, Megan  
**Sent:** Sunday, March 14, 2010 11:17 AM  
**To:** 'rejjester@jesterinsurance.com'; 'jseefeld@jesterinsurance.com'  
**Cc:** Wiesley, Russ; Heiligenthal, Harry; Gannon, Mary; 'Nolden Gentry'  
**Subject:** Safety Group Questions

Bob and John-

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**Sent:** Saturday, March 13, 2010 12:49 PM

**To:** Forgrave, Megan

**Subject:** Re: Fyi

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**From:** kevin neal [<mailto:nealk1@gmail.com>]

**Sent:** Friday, March 12, 2010 10:00 AM

**To:** Mike

**Subject:** Re: IASB District 4: Board Takes Action on Financial Issues, Votes on Member Dues

My cell phone number is 515-370-2667.

My basic concerns surround the Security Insurance Group. This is what I see:

1. An agreement between Jester/EMC and IASB which has precluded competitive bids from other insurers for over 3 decades. I don't think this is in the best interests of schools.
2. IASB using tax money to exclusively promote the Security Insurance Group, which has precluded competitive bids from other insurers for over 3 decades. IASB awarding "Better Boardmanship" points to attend meetings on the Security Insurance Group, which has precluded competitive bids from other insurers for over 3 decades.
3. IASB or one of its subdivisions or subsidiaries receiving money from EMC/Jester or one of their subdivisions or subsidiaries.

At best, the above is imprudent. I believe this longstanding relationship raises question of ethics and collusion.

KN

On Thu, Mar 11, 2010 at 11:17 PM, Mike <[Mike@twinlakesenviro.com](mailto:Mike@twinlakesenviro.com)> wrote:

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school board member at Jefferson-Scranton

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**To:** 'rejester@jesterinsurance.com'; 'jseefeld@jesterinsurance.com'  
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**Sent:** Sunday, March 14, 2010 11:03 AM  
**To:** 'Nolden Gentry'  
**Subject:** RE: Fyi

[REDACTED]

Megan

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**From:** Nolden Gentry [mailto:nolden.gentry@brickgentrylaw.com]  
**Sent:** Sunday, March 14, 2010 9:32 AM  
**To:** Forgrave, Megan  
**Subject:** RE: Fyi

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[REDACTED]

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**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Saturday, March 13, 2010 6:54 PM  
**To:** Nolden Gentry; Matt.Brick@BrickGentryLaw.com  
**Cc:** Wiesley, Russ; Heiligenthal, Harry  
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Megan (Hawkins) Forgrave

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Des Moines, Iowa 50312-1417  
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## Search

---

**From:** Forgrave, Megan  
**Sent:** Saturday, March 13, 2010 6:54 PM  
**To:** 'Nolden Gentry'; 'Matt.Brick@BrickGentryLaw.com'  
**Cc:** Wiesley, Russ; Heiligenthal, Harry  
**Subject:** FW: Fyi

Just fyi... As to what we can continue to expect in the press. Wish it was better news.

-----Original Message-----

**From:** Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
**Sent:** Saturday, March 13, 2010 12:49 PM  
**To:** Forgrave, Megan  
**Subject:** Re: Fyi

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**From:** Forgrave, Megan  
**Sent:** Saturday, March 13, 2010 9:58 AM  
**To:** Grimley, Lee Ann; Morain, Williams; 'George Wheeler'; 'Jack Hill'; 'Jim Green'; 'jurrens@siebring.com'; Temple, Katie; 'mdezoniamchsi.com'; 'Mike'; Clewell, Richard; Wiesley, Russ; Hansen, Scott; 'ShafferCompany PC'; 'sshaw@forestcity.k12.ia.us'; Wieseler, Thomas  
**Cc:** 'nolden.gentry@brickgentrylaw.com'; Heiligenthal, Harry  
**Subject:** RE: Today's Communications

One thing to add this morning - If you look at the DM Reg comments, I did go in and add a couple of clarifications today... as I said before, I don't suggest we spend all day monitoring comments, but if there's something in the story that needs clarified, happy to do it. (Such as the Peter Yarrow bit today.)

Fyi.

---

**From:** Grimley, Lee Ann  
**Sent:** Friday, March 12, 2010 5:12 PM  
**To:** Forgrave, Megan; Morain, Williams; George Wheeler; Jack Hill; Jim Green; jurrens@siebring.com; Temple, Katie; mdezoniamchsi.com; Mike; Cleweell, Richard; Wiesley, Russ; Hansen, Scott; ShafferCompany PC; sshaw@forestcity.k12.ia.us; Wieseler, Thomas  
**Cc:** nolden.gentry@brickgentrylaw.com; Heiligenthal, Harry  
**Subject:** Re: Today's Communications

Megan,

I'm wondering if it would be helpful for us to have access to the crisis communications consultants that you met with before the story broke. I have concerns about us continuing to use Maxine's talking points and how it may impact our relationships with our business partners and I program vendors.

The comments on the Des Moines Register Blog all seem to be blaming the board for not taking stronger action, and they also seem to be blaming LGS and ISCAP for things that could be easily explained, with the proper background information from our auditors at Brooks Lodden.

I think it would be helpful if other board members would weigh in on our current communication strategy and consider whether we need to do something sooner than our next board meeting.

Lee Ann

----- Original Message -----

**From:** Forgrave, Megan  
**To:** [anplsurg@grm.net](mailto:anplsurg@grm.net); George Wheeler; [grimleys@netins.net](mailto:grimleys@netins.net); Jack Hill; Jim Green; [jurrens@siebring.com](mailto:jurrens@siebring.com); [templereeve@msn.com](mailto:templereeve@msn.com); [mdezoniamchsi.com](mailto:mdezoniamchsi.com); Mike; [rclewell@mchsi.com](mailto:rclewell@mchsi.com); [rwiesley@mchsi.com](mailto:rwiesley@mchsi.com); [scottth@netins.net](mailto:scottth@netins.net); ShafferCompany PC; [sshaw@forestcity.k12.ia.us](mailto:sshaw@forestcity.k12.ia.us); [Twiesele@coe.edu](mailto:Twiesele@coe.edu)  
**Cc:** [nolden.gentry@brickgentrylaw.com](mailto:nolden.gentry@brickgentrylaw.com); Heiligenthal, Harry  
**Sent:** Thursday, March 11, 2010 6:56 PM  
**Subject:** Today's Communications

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**Sent:** Saturday, March 13, 2010 9:51 AM  
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**Cc:** Wiesley, Russ; Heiligenthal, Harry  
**Subject:** Fyi-Megan F follow-up to Clark Kauffman

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**From:** Blair, Darlene  
**Sent:** Friday, March 12, 2010 6:38 PM  
**To:** 'georgeandlinda@mchsi.com'  
**Subject:** FW: Today's Communications  
**Attachments:** DD#9 Bd Pres & Supt 03.12.10.xls

George

Megan forwarded your email to me regarding information on the DD#9 superintendents and board presidents. I have attached a spreadsheet with their contact info. Let me know if you need anything additional.

Thanks.  
Darlene

-----Original Message-----

From: georgeandlinda@mchsi.com [mailto:georgeandlinda@mchsi.com]  
Sent: Friday, March 12, 2010 11:06 AM  
To: Forgrave, Megan  
Subject: Re: Today's Communications

Megan, I know you are really busy, but could you please send me the list of all district 9 superintendents and board presidents.

thanks, George

----- Original Message -----

From: "Megan Forgrave" <mforgrave@ia-sb.org>  
To: anplsurg@grm.net, "George Wheeler" <georgeandlinda@mchsi.com>, grimleys@netins.net, "Jack Hill" <Geezhill@aol.com>, "Jim Green" <jgreen@aea10.k12.ia.us>, jurrens@siebring.com, templereeve@msn.com, mdezonia@mchsi.com, "Mike" <Mike@twinlakesenviro.com>, rclewell@mchsi.com, rwiesley@mchsi.com, scotth@netins.net, "ShafferCompany PC" <roger@shafferpcpa.com>, sshaw@forestcity.k12.ia.us, "Twiesele@coe.edu" <twiesele@coe.edu>  
Cc: "nolden gentry" <nolden.gentry@brickgentrylaw.com>, "Harry Heiligenthal" <hheilighenthal@ia-sb.org>  
Sent: Thursday, March 11, 2010 6:56:11 PM GMT -06:00 US/Canada Central  
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**From:** Forgrave, Megan  
**Sent:** Friday, March 12, 2010 6:18 PM  
**To:** Wiesley, Russ  
**Subject:** Dallas County News

Dallas County News would like 10 minutes with you, Russ. Fyi.

---

**From:** Eschliman, Bob [mailto:Bob.Eschliman@adelnews.com]  
**Sent:** Friday, March 12, 2010 8:23 AM  
**To:** Forgrave, Megan  
**Subject:** RE:

OK. That would be great. Thank you very much. I don't think it would take too much time... perhaps 10 minutes at most.

Also, I would like to enjoin the Des Moines Register's request for the list of salaries at IASB.

---

**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Friday, March 12, 2010 8:14 AM  
**To:** Eschliman, Bob  
**Subject:** RE:

I know he asked me specifically to send this press release to you... he has been working like crazy this week, here and at his normal job. I will mention this to him today.

Many thanks,  
Megan

---

**From:** Eschliman, Bob [mailto:Bob.Eschliman@adelnews.com]  
**Sent:** Friday, March 12, 2010 8:10 AM  
**To:** Forgrave, Megan  
**Subject:** RE:

Megan:

I tried to contact Russ directly to talk a little more about the situation with finances. He told me he was going to call me Tuesday, but never did. I would really like to talk with him as soon as possible. We're his hometown newspaper in Dallas County.

Bob Eschliman  
Editor & Operations Manager  
Dallas County News, Inc.

---

**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Posted At:** Thursday, March 11, 2010 7:41 PM

**Posted To:** Inbox

**Conversation:**

**Subject:**

Hi all-

Please see the attached news release. Thank you.

Megan (Hawkins) Forgrave

Communications Director

***Iowa Association of School Boards***

6000 Grand Avenue

Des Moines, Iowa 50312-1417

(515) 288-1991, ext. 236

1-800-795-4272

Direct Line: (515) 247-7036

Cell: (515) 229-1705

Fax: (515) 247-4680

[www.ia-sb.org](http://www.ia-sb.org)

## Search

---

**From:** Forgrave, Megan  
**Sent:** Friday, March 12, 2010 6:18 PM  
**To:** Wiesley, Russ  
**Subject:** Dallas County News

Dallas County News would like 10 minutes with you, Russ. Fyi.

---

**From:** Eschliman, Bob [mailto:Bob.Eschliman@adelnews.com]  
**Sent:** Friday, March 12, 2010 8:23 AM  
**To:** Forgrave, Megan  
**Subject:** RE:

OK. That would be great. Thank you very much. I don't think it would take too much time... perhaps 10 minutes at most.

Also, I would like to enjoin the Des Moines Register's request for the list of salaries at IASB.

---

**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Friday, March 12, 2010 8:14 AM  
**To:** Eschliman, Bob  
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**From:** Forgrave, Megan  
**Sent:** Friday, March 12, 2010 6:09 PM  
**To:** 'georgeandlinda@mchsi.com'  
**Subject:** RE: Today's Communications

I've asked Darlene to get this for you, George. Thanks!

-----Original Message-----

From: georgeandlinda@mchsi.com [mailto:georgeandlinda@mchsi.com]  
Sent: Friday, March 12, 2010 11:06 AM  
To: Forgrave, Megan  
Subject: Re: Today's Communications

Megan, I know you are really busy, but could you please send me the list of all district 9 superintendents and board presidents.

thanks, George

----- Original Message -----

From: "Megan Forgrave" <mforgrave@ia-sb.org>  
To: anplsurg@grm.net, "George Wheeler" <georgeandlinda@mchsi.com>, grimleys@netins.net, "Jack Hill" <Geezhill@aol.com>, "Jim Green" <jgreen@aea10.k12.ia.us>, jurrens@siebring.com, templereeve@msn.com, mdezonia@mchsi.com, "Mike" <Mike@twinlakesenviro.com>, rclewell@mchsi.com, rwiesley@mchsi.com, scotth@netins.net, "ShafferCompany PC" <roger@shaffercpa.com>, sshaw@forestcity.k12.ia.us, "Twiesele@coe.edu" <twiesele@coe.edu>  
Cc: "nolden gentry" <nolden.gentry@brickgentrylaw.com>, "Harry Heiligenthal" <hheilgenthal@ia-sb.org>  
Sent: Thursday, March 11, 2010 6:56:11 PM GMT -06:00 US/Canada Central  
Subject: Today's Communications

Hi all-

Some of you had asked for a clean copy of today's press release /talking points - it is attached. Also, I sincerely apologize, but some of you may have noticed that in the note to members (it was fixed for media) I forgot to make one change, which was taking out the "with pay" regarding Maxine being on leave. All the other changes were made, and I apologize but it happened in the rush of things... only other changes in the note to members were to make it a touch more conversational and add info on our conference call tomorrow.

Lastly, we expect a story on the 10 p.m. news on KCCI Channel 8 - Nolden did an excellent job answering what he could. I also had more questions from Clark Kauffman, and we answered them, as well, so I'm sure it will be in the Register.

It's been a long week for all of us, and you... thanks for your hard work. Let me know what else you need, or what you hear in the field.

Megan

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**From:** Forgrave, Megan  
**Sent:** Friday, March 12, 2010 6:01 PM  
**To:** 'Villani, Joe'  
**Cc:** Heiligenthal, Harry; Wiesley, Russ; 'nolden.gentry@brickgentrylaw.com'  
**Subject:** RE: Iowa Association - two news stories - different details  
**Attachments:** image001.jpg; image002.gif; image003.jpg

Hi there, Joe-

If you'd also like to include in your notes to folks, our responses and the information we post, there is quite a bit on our web site - both on the front page and in the newsroom section. [www.ia-sb.org](http://www.ia-sb.org).

On my way out the door, so sorry for the brevity here, but many thanks!  
Megan

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**From:** Villani, Joe [mailto:JVillani@nsba.org]  
**Sent:** Friday, March 12, 2010 10:31 AM  
**To:** Board of Directors 2009-2010; execdir  
**Cc:** SENIOR STAFF; PR4  
**Subject:** Iowa Association - two news stories - different details

Dear Board members and executive directors,

The two news stories below provide an update on what the Des Moines register is reporting about what is happening at the Iowa Association of School Boards. While we have no way of knowing the complete accuracy of these stories, I am forwarding them so you can have the same information that we have received at NSBA. We are awaiting a call from Russ Wiesley, president of the Association, for an update on the Board's actions.

Our thoughts are with our colleagues, both Board members and staff, in Iowa during this undoubtedly very difficult time.

Joe

TV coverage <http://www.kcci.com/news/22814294/detail.html> ( use this link to see video, etc.)

**KCCI.com**

## Schools Group Puts Director On Leave

POSTED: 5:01 pm CST March 11, 2010  
UPDATED: 7:24 am CST March 12, 2010

**DES MOINES, Iowa** -- New allegations have emerged that the executive director of the Iowa Association of School Boards gave herself a \$157,000 raise.

Maxine Kilcrease was suspended from the private, nonprofit group, which is funded with taxpayer money. Recent reports said the group was running low on funds.

The IASB accepts dues from all 361 public school districts in Iowa and uses those funds for a variety of tasks, including teaching local school boards how to work together and lobbying at the statehouse on education issues.

The Des Moines Sunday Register reported that Kilcrease had her employment contract changed without board approval and that she returned \$59,000 in pay last week one day after a Register reporter asked questions about it.

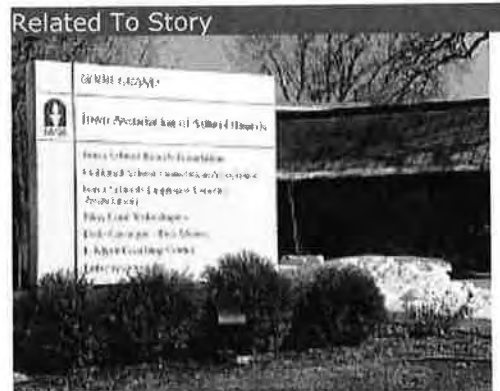
The group's board of directors has been meeting behind closed doors for two days. The board hired outside auditors who revealed Thursday that a lot has been happening without members' knowledge.

"(They're) finding things out that were embarrassing to them because it made them look like they were asleep at the switch when it wasn't. Information was just withheld from them," said Nolden Gentry, the association's legal counsel.

He said the audit uncovered details that said Kilcrease, who was hired last summer, raised her salary from \$210,000 to \$367,000 in September without the board's knowledge or consent.

"The board did not approve it, and therein is a big problem," Gentry said.

+Enlarge



**Video: Schools Group Puts Director On Leave**

Gentry said Kilcrease also raised the salaries of other employees without the board's approval and that there are other allegations of mismanagement. He said the information from the audit came from four IASB employees.

"There are a number of whistleblower complaints. Those are being investigated," he said. Kilcrease wasn't home when NewsChannel 8 stopped by her house on Thursday.

Gentry said there's an explanation how something like this could happen, especially with a board in place to oversee the association.

"A board wanting to not micromanage, I think, is how its inception got started," Gentry said. "Then the board was not given information."

Gentry said Kilcrease withheld information from auditors.

School districts and boards pay member dues to the IASB. Some said they are shocked by Kilcrease's salary.

"It's amazing because it's a lot more money than our superintendent of the largest school district in Iowa makes," said Des Moines School Board member Patty Link. "It is a surprising number."

Gentry said no one is more surprised than the board of directors and that they are taking the matter very seriously.

"We will resolve this matter. We will move ahead, just bear with us," he said.

An outside firm is conducting a forensic audit, a report designed to be used in court. Gentry said that audit should be completed in May.

Gentry's Des Moines law firm, Brick Gentry, has been retained as outside legal counsel to investigate the allegations. Gentry served many years as a Des Moines school board member in the 1970s.

There also are allegations that an IASB staff member used an association credit card to book a vacation.

In a statement Thursday afternoon, IASB board president Russ Wiesley said, "The IASB board and staff are working long hours and are committed to dealing with this financial situation so we can get back to focusing on our top priority, which is our members and quality education for all kids."

Wiesley is also a Waukee school board member.

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<http://www.desmoinesregister.com/article/20100312/NEWS/3120350/-1/GETPUBLISHED03wp-rss2.php/School-board-association-puts-leader-on-paid-leave>

Full text is below

## **School board association puts leader on paid leave**

BY CLARK KAUFFMAN • [CKAUFFMAN@DMREG.COM](mailto:CKAUFFMAN@DMREG.COM) • MARCH 12, 2010

The Iowa Association of School Boards placed its executive director, Maxine Kilcrease, on paid administrative leave Thursday, nine days after she reimbursed the taxpayer-funded group \$59,000 for extra pay she had collected from the organization.

The privately run association is funded almost entirely by taxpayers and is in the middle of a self-described financial crisis. There are allegations of nepotism, conflicts of interest and misuse of school district funds.

In addition, the organization's former chief financial officer is alleged to have used his association credit card to purchase airline tickets for a vacation to Bora Bora, and there are concerns that some of the association's affiliates have lost millions of dollars in recent years.

The association's board of directors met Thursday, then issued a written statement saying Kilcrease was being placed on leave "until an investigation into all allegations is complete."

Because of a recent death in her family, Kilcrease was not at the meeting and could not be reached for comment.

Board members were scheduled to receive a detailed financial report from the association's auditors, and were expected to consider The Des Moines Register's recent request for a list of all salaries at the association. The written statement made no mention of any findings by auditors or any decision on the request for salaries.

Harry Heiligenthal, the association's leadership development director, will serve as the interim director of the organization. "The IASB board and staff are working long hours and are committed to dealing with this financial situation so we can get back to focusing on our top priority, which is our members and quality education for all kids," Russ Wiesley, IASB board president and a Waukee school board member, said in a statement.

None of the 16 board members was available for comment Thursday evening.

The Iowa Legislature's Government Oversight Committee is expected to hold hearings on the association's finances beginning Monday. State auditors have said they are considering a request to conduct a re-audit of the organization's 2009 finances.

Some of the association's problems predate Kilcrease's arrival at the association last July, but her compensation was a focal point of a Des Moines Register investigation into the IASB's financial problems.

Kilcrease was hired at a salary of \$210,000. A few months later, she told then-board President Jack Hill that her pay was less than what had been discussed, so the two agreed to increase her compensation.

Kilcrease told the Register that as soon as the pay increase took effect in early October, she realized she was being paid too much. She said she tried to persuade staffers to reduce her pay, but was unsuccessful.

Board records show that it was at least six weeks later, in mid-November, that Hill signed a revised contract that obligated the association to compensate Kilcrease for payroll taxes and other deductions from her paycheck. The new contract never was approved by the full board.

On March 1, the Register requested a list of association salaries. The next day, Kilcrease reimbursed the association \$59,000, which represented the amount she felt she was overpaid during the past six months.

Kilcrease told the Register the extra pay may have been part of a "setup" engineered by Kevin Schick, the group's former chief financial officer. Schick has denied that allegation.

Kilcrease previously worked as the chief administrator of the Heartland Area Education Agency. Prior to her three years of service there, she worked as the assistant superintendent of the Portland Public Schools in Oregon.

When she was hired at IASB, the board announced she would be "a strong fit because she understands and believes in IASB's mission" and had a "deep appreciation for the role of effective governance in public education."

Hill, who was then the president of the group's board of directors, said Kilcrease's hiring was the result of a national search.

"Dr. Kilcrease is extremely qualified to provide leadership that will help IASB continue to build upon the current focus on board leadership for improving public education," Hill said when Kilcrease was hired.

It's not clear how much the IASB would have to pay Kilcrease, if anything, for terminating her three-year contract.

The agreement stipulates that if she is fired for virtually any reason other than moral turpitude, illegal drug use or chronic drunkenness, she is entitled to collect the balance of her contract's compensation.

At this point, that balance could be calculated as including \$481,250 in pay, plus 27 months of benefits.

Linda Embrey  
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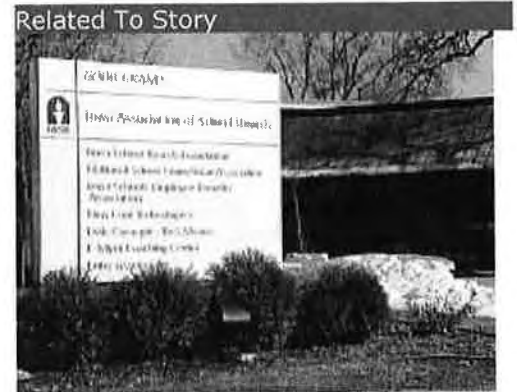
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## Search

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**From:** Forgrave, Megan  
**Sent:** Friday, March 12, 2010 5:58 PM  
**To:** Grimley, Lee Ann; Morain, Williams; 'George Wheeler'; 'Jack Hill'; 'Jim Green'; 'jurrens@siebring.com'; Temple, Katie; 'mdezonia@mchsi.com'; 'Mike'; Clewell, Richard; Wiesley, Russ; Hansen, Scott; 'ShafferCompany PC'; 'sshaw@forestcity.k12.ia.us'; Wieseler, Thomas  
**Cc:** 'nolden.gentry@brickgentrylaw.com'; Heiligenthal, Harry; 'Matt.Brick@BrickGentryLaw.com'  
**Subject:** RE: Today's Communications  
**Attachments:** RUSS1.doc

Hi all-

I can tell you that I am not using any of Maxine's talking points, and haven't since the executive committee met last Sunday. I am only using the most up-to-date talking points, as we move along, and if needed am consulting with necessary people - Mary Gannon on politics issues, Nolden Gentry or Matt Brick on personnel and legal matters and what we can/should say, etc. One great benefit of us working on things here in this office is that things are changing daily and I have access to the folks who know best how to answer things - and I have a lot of the background information. However, if we want to rethink that, I'm happy to have a conversation about it.

I will also let you know that most people - even reporters at the Register - take all the comments online with a grain of salt, and I hope you do the same - it's not worth your time to read them as people will say anything anonymously.... every once in a while I'll check them but it would be a full time job to monitor those and try to correct them all... and it then looks defensive, etc. I know they're not pleasant to read, though. In any case, we can talk about these things if necessary.

I was actually going to email you all today anyway to give you an update on what to expect next in the media. Some GREAT news is that I got Russ in as a guest columnist in the Sunday Register. The column is attached. On the political front, Mike Gronstal spoke on Iowa Press about IASB today and both Radio Iowa and the Associated Press gave us the opportunity to respond, which I did. We also answered some followup questions from Clark Kauffman, following the board meeting - you should know he also asked some questions about Larry Sigel's last day and how much we've paid him.

I think that's it for now - I'm going to try and leave at a decent hour tonight but will be available this weekend if anything comes up - I'll need to work on the stuff for the oversight committee anyway. Many thanks!

Megan

---

**From:** Grimley, Lee Ann  
**Sent:** Friday, March 12, 2010 5:12 PM  
**To:** Forgrave, Megan; Morain, Williams; George Wheeler; Jack Hill; Jim Green; jurrens@siebring.com; Temple, Katie; mdezonia@mchsi.com; Mike; Cleweell, Richard; Wiesley, Russ; Hansen, Scott; ShafferCompany PC; sshaw@forestcity.k12.ia.us; Wieseler, Thomas  
**Cc:** nolden.gentry@brickgentrylaw.com; Heiligenthal, Harry  
**Subject:** Re: Today's Communications

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Lee Ann

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**To:** anplsurg@grm.net ; George Wheeler ; grimleys@netins.net ; Jack Hill ; Jim Green ; jurrens@siebring.com ; templereeve@msn.com ; mdezonia@mchsi.com ; Mike ; rclewell@mchsi.com ; rwiesley@mchsi.com ; scotth@netins.net ; ShafferCompany PC ; sshaw@forestcity.k12.ia.us ; Twiesele@coe.edu

**Cc:** nolden.gentry@brickgentrylaw.com ; Heiligenthal, Harry

**Sent:** Thursday, March 11, 2010 6:56 PM

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It's been a long week for all of us, and you... thanks for your hard work. Let me know what else you need, or what you hear in the field.

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Megan (Hawkins) Forgrave

Communications Director

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**Sent:** Friday, March 12, 2010 5:58 PM  
**To:** Grimley, Lee Ann; Morain, Williams; 'George Wheeler'; 'Jack Hill'; 'Jim Green'; 'jurrens@siebring.com'; Temple, Katie; 'mdezoniam@mchsi.com'; 'Mike'; Clewell, Richard; Wiesley, Russ; Hansen, Scott; 'ShafferCompany PC'; 'sshaw@forestcity.k12.ia.us'; Wieseler, Thomas  
**Cc:** 'nolden.gentry@brickgentrylaw.com'; Heiligenthal, Harry; 'Matt.Brick@BrickGentryLaw.com'  
**Subject:** RE: Today's Communications  
**Attachments:** RUSS1.doc

Hi all-

I can tell you that I am not using any of Maxine's talking points, and haven't since the executive committee met last Sunday. I am only using the most up-to-date talking points, as we move along, and if needed am consulting with necessary people - Mary Gannon on politics issues, Nolden Gentry or Matt Brick on personnel and legal matters and what we can/should say, etc. One great benefit of us working on things here in this office is that things are changing daily and I have access to the folks who know best how to answer things - and I have a lot of the background information. However, if we want to rethink that, I'm happy to have a conversation about it.

I will also let you know that most people - even reporters at the Register - take all the comments online with a grain of salt, and I hope you do the same - it's not worth your time to read them as people will say anything anonymously.... every once in a while I'll check them but it would be a full time job to monitor those and try to correct them all... and it then looks defensive, etc. I know they're not pleasant to read, though. In any case, we can talk about these things if necessary.

I was actually going to email you all today anyway to give you an update on what to expect next in the media. Some GREAT news is that I got Russ in as a guest columnist in the Sunday Register. The column is attached. On the political front, Mike Gronstal spoke on Iowa Press about IASB today and both Radio Iowa and the Associated Press gave us the opportunity to respond, which I did. We also answered some followup questions from Clark Kauffman, following the board meeting - you should know he also asked some questions about Larry Sigel's last day and how much we've paid him.

I think that's it for now - I'm going to try and leave at a decent hour tonight but will be available this weekend if anything comes up - I'll need to work on the stuff for the oversight committee anyway. Many thanks!

Megan

---

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**Sent:** Friday, March 12, 2010 5:12 PM  
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**From:** Blair, Darlene  
**Sent:** Friday, March 12, 2010 5:33 PM  
**To:** Amy Jurrens (jurrens@siebring.com); anplurg@grm.net; georgeandlinda@mchsi.com; Grimley, Lee Ann; Jack Hill (geezhill@aol.com); Jim Green (jgreen@aea10.k12.ia.us); Katie Temple (templereeve@msn.com); Marcia DeZonia (mdezonia@mchsi.com); Mike Sexton (mike@twinlakesenviro.com); rclewell@mchsi.com; roger@shaffercpa.com; Wiesley, Russ; Hansen, Scott; sshaw@forestcity.k12.ia.us; Wieseler, Thomas  
**Subject:** FW: Iowa Association - two news stories - different details  
**Attachments:** image001.jpg; image002.gif; image003.jpg

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**From:** Villani, Joe [mailto:JVillani@nsba.org]  
**Sent:** Friday, March 12, 2010 10:31 AM  
**To:** Board of Directors 2009-2010; execdir  
**Cc:** SENIOR STAFF; PR4  
**Subject:** Iowa Association - two news stories - different details

Dear Board members and executive directors,

The two news stories below provide an update on what the Des Moines register is reporting about what is happening at the Iowa Association of School Boards. While we have no way of knowing the complete accuracy of these stories, I am forwarding them so you can have the same information that we have received at NSBA. We are awaiting a call from Russ Wiesley, president of the Association, for an update on the Board's actions.

Our thoughts are with our colleagues, both Board members and staff, in Iowa during this undoubtedly very difficult time.

Joe

TV coverage <http://www.kcci.com/news/22814294/detail.html> ( use this link to see video, etc.)

**KCCI.com**



## Schools Group Puts Director On Leave

#61623 Video: Schools Group Puts Director On Leave

POSTED: 6:01 pm CST March 11, 2010  
UPDATED: 7:24 am CST March 12, 2010

**DES MOINES, Iowa** -- New allegations have emerged that the executive director of the Iowa Association of School Boards gave herself a \$157,000 raise. Maxine Kilcrease was suspended from the private, nonprofit group, which is funded with taxpayer money. Recent reports said the group was running low on funds. The IASB accepts dues from all 361 public school districts in Iowa and uses those funds for a variety of tasks, including teaching local school boards how to work together and lobbying at the statehouse on education issues. The Des Moines Sunday Register reported that Kilcrease had her employment contract changed without board approval and that she returned \$59,000 in pay last week one day after a Register reporter asked questions about it. The group's board of directors has been meeting behind closed doors for two days. The board hired outside auditors who revealed Thursday that a lot has been happening without members' knowledge. "(They're) finding things out that were embarrassing to them because it made them look like they were asleep at the switch when it wasn't. Information was just withheld from them," said Nolden Gentry, the association's legal counsel. He said the audit uncovered details that said Kilcrease, who was hired last summer, raised her salary from \$210,000 to \$367,000 in September without the board's knowledge or consent. "The board did not approve it, and therein is a big problem," Gentry said.

+Enlarge



Gentry said Kilcrease also raised the salaries of other employees without the board's approval and that there are other allegations of mismanagement. He said the information from the audit came from four IASB employees.

"There are a number of whistleblower complaints. Those are being investigated," he said.

Kilcrease wasn't home when NewsChannel 8 stopped by her house on Thursday.

Gentry said there's an explanation how something like this could happen, especially with a board in place to oversee the association.

"A board wanting to not micromanage, I think, is how its inception got started," Gentry said. "Then the board was not given information."



Gentry said Kilcrease withheld information from auditors.

School districts and boards pay member dues to the IASB. Some said they are shocked by Kilcrease's salary.

"It's amazing because it's a lot more money than our superintendent of the largest school district in Iowa makes," said Des Moines School Board member Patty Link. "It is a surprising number."

Gentry said no one is more surprised than the board of directors and that they are taking the matter very seriously.

"We will resolve this matter. We will move ahead, just bear with us," he said.

An outside firm is conducting a forensic audit, a report designed to be used in court. Gentry said that audit should be completed in May.

Gentry's Des Moines law firm, Brick Gentry, has been retained as outside legal counsel to investigate the allegations. Gentry served many years as a Des Moines school board member in the 1970s.

There also are allegations that an IASB staff member used an association credit card to book a vacation.

In a statement Thursday afternoon, IASB board president Russ Wiesley said, "The IASB board and staff are working long hours and are committed to dealing with this financial situation so we can get back to focusing on our top priority, which is our members and quality education for all kids."

Wiesley is also a Waukee school board member.

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<http://www.desmoinesregister.com/article/20100312/NEWS/3120350/-1/GETPUBLISHED03wp-rss2.php/School-board-association-puts-leader-on-paid-leave>

Full text is below

## **School board association puts leader on paid leave**

BY CLARK KAUFFMAN • [CKAUFFMAN@DMREG.COM](mailto:CKAUFFMAN@DMREG.COM) • MARCH 12, 2010

The Iowa Association of School Boards placed its executive director, Maxine Kilcrease, on paid administrative leave Thursday, nine days after she reimbursed the taxpayer-funded group \$59,000 for extra pay she had collected from the organization.

The privately run association is funded almost entirely by taxpayers and is in the middle of a self-described financial crisis. There are allegations of nepotism, conflicts of interest and misuse of school district funds.

In addition, the organization's former chief financial officer is alleged to have used his association credit card to purchase airline tickets for a vacation to Bora Bora, and there are concerns that some of the association's affiliates have lost millions of dollars in recent years.

The association's board of directors met Thursday, then issued a written statement saying Kilcrease was being placed on leave "until an investigation into all allegations is complete."

Because of a recent death in her family, Kilcrease was not at the meeting and could not be reached for comment.

Board members were scheduled to receive a detailed financial report from the association's auditors, and were expected to consider The Des Moines Register's recent request for a list of all salaries at the association. The written statement made no mention of any findings by auditors or any decision on the request for salaries.

Harry Heiligenthal, the association's leadership development director, will serve as the interim director of the organization.

"The IASB board and staff are working long hours and are committed to dealing with this financial situation so we can get back to focusing on our top priority, which is our members and quality education for all kids," Russ Wiesley, IASB board president and a Waukee school board member, said in a statement.

None of the 16 board members was available for comment Thursday evening.

The Iowa Legislature's Government Oversight Committee is expected to hold hearings on the association's finances beginning Monday. State auditors have said they are considering a request to conduct a re-audit of the organization's 2009 finances.

Some of the association's problems predate Kilcrease's arrival at the association last July, but her compensation was a focal point of a Des Moines Register investigation into the IASB's financial problems.

Kilcrease was hired at a salary of \$210,000. A few months later, she told then-board President Jack Hill that her pay was less than what had been discussed, so the two agreed to increase her compensation.

Kilcrease told the Register that as soon as the pay increase took effect in early October, she realized she was being paid too much. She said she tried to persuade staffers to reduce her pay, but was unsuccessful.

Board records show that it was at least six weeks later, in mid-November, that Hill signed a revised contract that obligated the association to compensate Kilcrease for payroll taxes and other deductions from her paycheck. The new contract never was approved by the full board.

On March 1, the Register requested a list of association salaries. The next day, Kilcrease reimbursed the association \$59,000, which represented the amount she felt she was overpaid during the past six months.

Kilcrease told the Register the extra pay may have been part of a "setup" engineered by Kevin Schick, the group's former chief financial officer. Schick has denied that allegation.

Kilcrease previously worked as the chief administrator of the Heartland Area Education Agency. Prior to her three years of service there, she worked as the assistant superintendent of the Portland Public Schools in Oregon.

When she was hired at IASB, the board announced she would be "a strong fit because she understands and believes in IASB's mission" and had a "deep appreciation for the role of effective governance in public education."

Hill, who was then the president of the group's board of directors, said Kilcrease's hiring was the result of a national search.

"Dr. Kilcrease is extremely qualified to provide leadership that will help IASB continue to build upon the current focus on board leadership for improving public education," Hill said when Kilcrease was hired.

It's not clear how much the IASB would have to pay Kilcrease, if anything, for terminating her three-year contract.

The agreement stipulates that if she is fired for virtually any reason other than moral turpitude, illegal drug use or chronic drunkenness, she is entitled to collect the balance of her contract's compensation.

At this point, that balance could be calculated as including \$481,250 in pay, plus 27 months of benefits.

Linda Embrey  
Communications Office  
National School Boards Association  
703-838-6737; [lembrey@nsba.org](mailto:lembrey@nsba.org); [www.nsba.org](http://www.nsba.org);  
also visit <http://boardbuzz.nsba.org/>

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**From:** Kauffman, Clark <ckauffma@desmoine.gannett.com>  
**Sent:** Friday, March 12, 2010 4:56 PM  
**To:** Forgrave, Megan  
**Subject:** Re: One more thing

I did get that. Thanks.

Clark

On 3/12/10 4:48 PM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:

Hi Clark-

Did you get my last email with a bunch of information in it? I also just want to emphasize one other thing. And that's the fact that Larry Sigel left IASB of his own accord, to start his own business, and that was still under our former executive director. Thanks...

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**From:** Blair, Darlene  
**Sent:** Friday, March 12, 2010 4:54 PM  
**To:** Forgrave, Megan  
**Subject:** RE: Today's Communications

Megan

I should get this request from George instead of you - sorry. I can pull just the DD#9 supts and board presidents from CRM - I will forward that spreadsheet to George.

Thanks.  
Darlene

-----Original Message-----

**From:** Forgrave, Megan  
**Sent:** Friday, March 12, 2010 2:10 PM  
**To:** Blair, Darlene  
**Subject:** FW: Today's Communications

Darlene, do you have time that you could do this? George Wheeler wants the following... With emails, I assume. You should be able to get it from the attached list. Let me know... Thanks.

-----Original Message-----

**From:** georgeandlinda@mchsi.com [mailto:georgeandlinda@mchsi.com]  
**Sent:** Friday, March 12, 2010 11:06 AM  
**To:** Forgrave, Megan  
**Subject:** Re: Today's Communications

Megan, I know you are really busy, but could you please send me the list of all district 9 superintendents and board presidents.

thanks, George

----- Original Message -----

**From:** "Megan Forgrave" <mforgrave@ia-sb.org>  
**To:** anplsurg@grm.net, "George Wheeler" <georgeandlinda@mchsi.com>, grimleys@netins.net, "Jack Hill" <Geezhill@aol.com>, "Jim Green" <jgreen@aea10.k12.ia.us>, jurrens@siebring.com, templereeve@msn.com, mdezonia@mchsi.com, "Mike" <Mike@twinlakesenviro.com>, rclewell@mchsi.com, rwiesley@mchsi.com, scotth@netins.net, "ShafferCompany PC" <roger@shaffercpa.com>, sshaw@forestcity.k12.ia.us, "Twiesele@coe.edu" <twiesele@coe.edu>  
**Cc:** "nolden gentry" <nolden.gentry@brickgentrylaw.com>, "Harry Heiligenthal" <hheiligenthal@ia-sb.org>  
**Sent:** Thursday, March 11, 2010 6:56:11 PM GMT -06:00 US/Canada Central  
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Iowa Association of School Boards  
6000 Grand Avenue  
Des Moines, Iowa 50312-1417  
(515) 288-1991, ext. 236  
1-800-795-4272  
Direct Line: (515) 247-7036  
Cell: (515) 229-1705  
Fax: (515) 247-4680  
[www.ia-sb.org](http://www.ia-sb.org)

## Search

---

**From:** Blair, Darlene  
**Sent:** Friday, March 12, 2010 4:54 PM  
**To:** Forgrave, Megan  
**Subject:** RE: Today's Communications

Megan

I should get this request from George instead of you - sorry. I can pull just the DD#9 supts and board presidents from CRM - I will forward that spreadsheet to George.

Thanks.  
Darlene

-----Original Message-----

From: Forgrave, Megan  
Sent: Friday, March 12, 2010 2:10 PM  
To: Blair, Darlene  
Subject: FW: Today's Communications

Darlene, do you have time that you could do this? George Wheeler wants the following... With emails, I assume. You should be able to get it from the attached list. Let me know... Thanks.

-----Original Message-----

From: georgeandlinda@mchsi.com [mailto:georgeandlinda@mchsi.com]  
Sent: Friday, March 12, 2010 11:06 AM  
To: Forgrave, Megan  
Subject: Re: Today's Communications

Megan, I know you are really busy, but could you please send me the list of all district 9 superintendents and board presidents.

thanks, George

----- Original Message -----

From: "Megan Forgrave" <mforgrave@ia-sb.org>  
To: anplsurg@grm.net, "George Wheeler" <georgeandlinda@mchsi.com>, grimleys@netins.net, "Jack Hill" <Geezhill@aol.com>, "Jim Green" <jgreen@aea10.k12.ia.us>, jurens@siebring.com, templereeve@msn.com, mdezonias@mchsi.com, "Mike" <Mike@twinlakesenviro.com>, rclewell@mchsi.com, rwiesley@mchsi.com, scotth@netins.net, "ShafferCompany PC" <roger@shafferpcpa.com>, sshaw@forestcity.k12.ia.us, "Twiesele@coe.edu" <twiesele@coe.edu>  
Cc: "nolden gentry" <nolden.gentry@brickgentrylaw.com>, "Harry Heiligenthal" <hheiligenthal@ia-sb.org>  
Sent: Thursday, March 11, 2010 6:56:11 PM GMT -06:00 US/Canada Central  
Subject: Today's Communications

Hi all-

Some of you had asked for a clean copy of today's press release /talking points - it is attached. Also, I sincerely apologize, but some of you may have noticed that in the note to members (it was fixed for media) I forgot to make one change, which was taking out the "with pay" regarding Maxine being on leave. All the other changes were made, and I

apologize but it happened in the rush of things... only other changes in the note to members were to make it a touch more conversational and add info on our conference call tomorrow.

Lastly, we expect a story on the 10 p.m. news on KCCI Channel 8 - Nolden did an excellent job answering what he could. I also had more questions from Clark Kauffman, and we answered them, as well, so I'm sure it will be in the Register.

It's been a long week for all of us, and you... thanks for your hard work. Let me know what else you need, or what you hear in the field.

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**From:** Forgrave, Megan  
**Sent:** Friday, March 12, 2010 4:48 PM  
**To:** 'Kauffman, Clark'  
**Subject:** One more thing

Hi Clark-

Did you get my last email with a bunch of information in it? I also just want to emphasize one other thing. And that's the fact that Larry Sigel left IASB of his own accord, to start his own business, and that was still under our former executive director. Thanks...

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**From:** Forgrave, Megan  
**Sent:** Friday, March 12, 2010 4:46 PM  
**To:** 'Kay Henderson'  
**Subject:** RE:

The Iowa Association of School Boards has been looking into financial matters here, and hired an external financial firm to help do that. We are happy to respond to the Legislative Oversight Committee. IASB has over 60 years of history serving school districts. We have worked to keep dues low, so that a minimal amount of tax dollars are used for operational costs - they are about a third of our revenues. Our business services are competitive with others and many of them in fact help stretch tax dollars. The Safety Group Insurance Program, for example, will pay Senator Gronstal's Council Bluffs school district a dividend of \$33,196 this spring and they paid dues this year of \$10,366. We are committed to resolving this issue and moving on.

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**From:** Kay Henderson [mailto:khenderson@radioiowa.com]  
**Sent:** Friday, March 12, 2010 4:04 PM  
**To:** Forgrave, Megan  
**Subject:** RE:

As soon as possible. Thanks. We're already in afternoon drive.

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**From:** Forgrave, Megan [mailto:mforgrave@ia-sb.org]  
**Sent:** Friday, March 12, 2010 3:51 PM  
**To:** Kay Henderson  
**Subject:** RE:

Hi Kay-  
What's your deadline? We will have a response...

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**From:** Kay Henderson [mailto:khenderson@radioiowa.com]  
**Sent:** Friday, March 12, 2010 3:06 PM  
**To:** Forgrave, Megan  
**Subject:** RE:

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**Cc:** news@adelnews.com

**Subject:**

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Lastly, we expect a story on the 10 p.m. news on KCCI Channel 8 - Nolden did an excellent job answering what he could. I also had more questions from Clark Kauffman, and we answered them, as well, so I'm sure it will be in the Register.

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Darlene, do you have time that you could do this? George Wheeler wants the following... With emails, I assume. You should be able to get it from the attached list. Let me know... Thanks.

-----Original Message-----

From: georgeandlinda@mchsi.com [mailto:georgeandlinda@mchsi.com]  
Sent: Friday, March 12, 2010 11:06 AM  
To: Forgrave, Megan  
Subject: Re: Today's Communications

Megan, I know you are really busy, but could you please send me the list of all district 9 superintendents and board presidents.

thanks, George

----- Original Message -----

From: "Megan Forgrave" <mforgrave@ia-sb.org>  
To: anplsurg@grm.net, "George Wheeler" <georgeandlinda@mchsi.com>, grimleys@netins.net, "Jack Hill" <Geezhill@aol.com>, "Jim Green" <jgreen@aea10.k12.ia.us>, jurrens@siebring.com, templereeve@msn.com, mdezonias@mchsi.com, "Mike" <Mike@twinlakesenviro.com>, rclewell@mchsi.com, rwiesley@mchsi.com, scotth@netins.net, "ShafferCompany PC" <roger@shafferpcpa.com>, sshaw@forestcity.k12.ia.us, "Twiesele@coe.edu" <twiesele@coe.edu>  
Cc: "nolden gentry" <nolden.gentry@brickgentrylaw.com>, "Harry Heiligenthal" <hheilighenthal@ia-sb.org>  
Sent: Thursday, March 11, 2010 6:56:11 PM GMT -06:00 US/Canada Central  
Subject: Today's Communications

Hi all-

Some of you had asked for a clean copy of today's press release /talking points - it is attached. Also, I sincerely apologize, but some of you may have noticed that in the note to members (it was fixed for media) I forgot to make one change, which was taking out the "with pay" regarding Maxine being on leave. All the other changes were made, and I apologize but it happened in the rush of things... only other changes in the note to members were to make it a touch more conversational and add info on our conference call tomorrow.

Lastly, we expect a story on the 10 p.m. news on KCCI Channel 8 - Nolden did an excellent job answering what he could. I also had more questions from Clark Kauffman, and we answered them, as well, so I'm sure it will be in the Register.

It's been a long week for all of us, and you... thanks for your hard work. Let me know what else you need, or what you hear in the field.

Megan

Megan (Hawkins) Forgrave

Communications Director  
Iowa Association of School Boards  
6000 Grand Avenue  
Des Moines, Iowa 50312-1417  
(515) 288-1991, ext. 236  
1-800-795-4272  
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Cell: (515) 229-1705  
Fax: (515) 247-4680  
[www.ia-sb.org](http://www.ia-sb.org)

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**From:** Forgrave, Megan  
**Sent:** Friday, March 12, 2010 1:40 PM  
**To:** 'Reynaud, Cynthia'  
**Subject:** RE:

thanks!

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**From:** Reynaud, Cynthia [mailto:creynaud@desmoine.gannett.com]  
**Sent:** Friday, March 12, 2010 1:08 PM  
**To:** Forgrave, Megan  
**Subject:** RE:

Just a heads up that we hired Sheena Dooley from the Quad City Times as our new Des Moines schools reporter, so her new e-mail address is [sdooley@dmreg.com](mailto:sdooley@dmreg.com). ☺

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**Sent:** Thursday, March 11, 2010 7:41 PM  
**To:** CR Gazette News Desk; Reynaud, Cynthia; etibbetts@qctimes.com; Clayworth, Jason; jbeck@iowapublicradio.org; Jacobs, Jennifer; Kay Henderson; KCCI; Fandel, Linda; Lynn Campbell; Melissa Walker; sdooley@qctimes.com; Hupp, Staci; staff@iowapolitics.com  
**Cc:** news@adelnews.com  
**Subject:**

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**From:** Forgrave, Megan  
**Sent:** Friday, March 12, 2010 1:36 PM  
**To:** 'Kauffman, Clark'  
**Cc:** Heiligenthal, Harry; 'nolden.gentry@brickgentrylaw.com'; Wiesley, Russ  
**Subject:** Responses to Register questions

Hi Clark-

Your questions below, with answers. If I've missed some or you need clarification, please let me know. I am working on some other things this afternoon, but will check my email and have my cell phone on me. Thanks.

Megan

-----Original Message-----

**From:** Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
**Sent:** Thursday, March 11, 2010 3:59 PM  
**To:** Forgrave, Megan  
**Subject:** ISFIS questions

Megan,

Sometime tomorrow (Friday) can you tell me....

1. How much the association has actually paid Larry Sigel/Iowa School Finance Information Service pursuant to the contract that was signed in May? \$62,500 was paid on June 1, 2009. That is all.
2. Larry's last date of employment at the association as school finance director. Larry's last day as IASB's school finance director was May 30, 2009.
3. Why the association elected to pay Larry \$300,000 to, in part, advocate for IASB and ISJIT - and why it asked Larry to report back on real and potential competitors to ISJIT? The Board and Nolden Gentry are dealing with financial issues right now and haven't gotten into Larry's contract at all... That was done by outside legal counsel and we don't have a report from them yet, so really can't speak to this.

1. What "questions" exist with regard to the signatures on the revised contract? We are examining all parts of the revised agreement, including the signatures.
2. Despite the promises of "transparency" and assurances that after the board meeting I'd have access to board members and information on the report from auditors, no board members have returned my calls, nothing has been said about the auditors' report to the board, and I still haven't even been given Maxine's total, pre-raise salary. However, it appears that IASB gave it to KCCI as \$367,000. Is that salary figure correct and, if so, what does it include (base pay, payroll tax compensation, Social Security tax compensation, etc.)? Maxine's total, pre-raise salary with benefits, is in the spreadsheet I sent you that is attached to her contract. If you look at the first section of figures, it shows her base pay - salary \$210,000 - along with other things IASB pays such as the health insurance, etc. The next section of numbers are line items in the budget that she would have access to - i.e. travel to NSBA, etc. The last section of figures on that spreadsheet shows other costs to the organization. The \$367,000

number is this... It appears that Maxine was overpaid in base gross salary (over the \$210,000) by about \$101,947. If you calculate what she would get, if that rate of pay continued, for a year, she would get about \$367,000 annually. It's just base gross pay - no 401k or any other benefits are figured into that. As for the financial and audit updates to the board, I know they are making progress but we still don't have final reports. We expect something from LWBJ in the next couple of weeks and the Brooks Lodden 2009 audit in May now. I would guess that Russ will be available to answer questions, although he works today, but it's up to other board members whether they want to return calls or not.

3. What are the terms of Nolden Genry's agreement with the board (hourly pay and/or other compensation)? The board has not signed an agreement with the Brick Gentry firm yet, but the firm is proposing \$200 an hour for services.

4. What is the status of our request for IASB salaries? As I said earlier, Nolden Gentry is looking into the legality of releasing all staff salaries, because we are a private organization.

5. Did LeGrand Smith review the REVISED contract with Maxine? LeGrande is unavailable this week, so I don't have this information.

Also, do you have any answers to those questions regarding Larry Sigel?

Clark

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**From:** Vens, Mary Jane  
**Sent:** Friday, March 12, 2010 1:06 PM  
**To:** 'Vens, William (IBK-NY)'; 'Mary Vens'  
**Subject:** RE: Update

It is hard to write an update on this last week.

Work has been quite depressing. We are headlines in the Des Moines Register everyday. And not in any sense in a good way. We have tried so hard, and worked so hard over the years, to keep a good reputation for doing good work with board members, and now it feels like there are huge black spots on that record. The big article, on Sunday, was a total surprise as to content for most of the staff. Those who operate at the level I do just didn't have a clue about what was going on. Which is, I suppose, the way of the world. We just had a big staff meeting in which we watched a 5 minute clip of the Barn Raising scene from the movie "The Witness." (A clue as to where we are as a staff--probably you don't do that kind of thing at your work William.)

Hope to see Chuck and Marion this weekend. Hope their trip to the cemetery went O.K. It is going to be hard for Chuck to come back into that house. It was even hard for him after the funeral. It was interesting to hear people sharing the good times they had had, especially playing pinochle with Tilly and Chuck in card club...those were times most of us who knew them in Donahue missed or didn't know about. It was good to hear about that.

My stay in the hospital over the weekend was brief, but eventful. I just couldn't stop throwing up, and the medicine in the IV and the liquids proved to be very helpful. Most helpful of all was discovering "Mercy West Des Moines" hospital. It is the newest hospital in town and somewhere far north of State of the Art. So beautiful. Also has only private rooms which of course is my favorite thing about any hospital. Big screen t-vs on the wall and internet access through the tv--the whole 9 yards. It was very nice. (for a hospital.)

When I am in need of cheering up I like to look at my picture of Mary Carina out for a walk with her mom and grandma. She is a perky little blessing in our lives isn't she? Hope you can enjoy a nice three-some family walk this weekend.

Love and prayers

The mother

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**From:** Vens, William (IBK-NY) [mailto:william.vens@baml.com]  
**Sent:** Friday, March 12, 2010 9:58 AM  
**To:** Vens, Mary Jane  
**Subject:** RE:

Funny!  
-Wm.

-----Original Message-----

**From:** Vens, Mary Jane [mailto:mvens@ia-sb.org]  
**Sent:** Friday, March 12, 2010 10:50 AM  
**To:** Vens, William (IBK-NY)  
**Cc:** hrtlndhm@fbcom.net; maryedithme@yahoo.com; tavens@prodigy.net  
**Subject:** RE:

This is a classic example of not setting the bar too high.

---

**From:** Vens, William (IBK-NY) [mailto:william.vens@bamf.com]  
**Sent:** Friday, March 12, 2010 4:53 AM  
**To:** Vens, Mary Jane  
**Cc:** hrtindhm@fbcom.net; maryedithme@yahoo.com; tavens@prodigy.net  
**Subject:**

Mom,

The Register is giving Calamus-Wheatland basketball more flattering coverage than IASB.

<http://www.desmoinesregister.com/article/20100311/SPORTS0811/100311015/1070/sports0811/State-boys-tournament-Calamus-Wheatland-reaches-1-A-finals>

Best,  
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Best,  
-Wm.

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**From:** Kauffman, Clark <ckauffma@desmoine.gannett.com>  
**Sent:** Friday, March 12, 2010 11:07 AM  
**To:** Forgrave, Megan  
**Subject:** Re: QUESTIONS

Well, tell Noland that if he were to bill us for your salary, he'd first have to tell us what your salary is. Then we'd have ONE employee's pay, which would represent some progress from where we've been the past 11 days!. :)

Tell him, too, that I hope he's not billing IASB for the expense of determining whether it's "legal" for a corporation to disclose its workers' pay. That would be shameless...

On 3/12/10 10:59 AM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:

Clark, with all due respect, I am dealing with you and a thousand other people, trying to get the legislative report together for Monday, and it is no small feat. Please hang on - I will get your answers by early afternoon. Nolden joked that we should bill you my salary for the past week... I'm not being rude, just hang on.

-----Original Message-----

**From:** Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
**Sent:** Friday, March 12, 2010 10:26 AM  
**To:** Forgrave, Megan  
**Subject:** Re: QUESTIONS

Great.

Just so you know, if I was to write a story right now, it would have to say that:

1. On March 1, the Register asked for all IASB salaries. The newspaper still doesn't have them.
2. Yesterday, Nolden Gentry disclosed Maxines' total pay to a television reporter as \$367,000.
3. Today, Nolden Gentry, at IASB expense, is "looking into the legality" of publicly disclosing IASB workers' pay to the newspaper.
4. IASB says it is committed to openness and, of course, "transparency."

Can you see why I am starting to wonder whether IASB is dealing with us, and the public, in good faith?

I don't mean to be rude here, but I do mean to be emphatic: I want Maxine's actual, post-pay-raise compensation, and I want a detailed breakdown of what that compensation included, and I want it today.

Clark

On 3/12/10 9:58 AM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:

Hi there, Clark-

Fyi, we always mute those conference calls so that people aren't talking over one another - we use email as the way to submit questions, as it works very well for us. As soon as Nolden is out of a meeting here, I will ask him the rest of these questions, and find out what we can say about ISFIS, and we will email or call you.

Please know that KCCI simply showed up yesterday and Nolden fielded their questions - that \$367,000 number is if you took Maxine's raise and calculated it for a whole year, is my understanding. I thought you already had her original salary - \$210,000 - I think we brought that up during the interview when you were here. Also, I don't believe we assured you that you could talk to all of our board members - but in any case, most were driving home to wherever they live across the state late yesterday so probably didn't get your calls until very late. But we will continue to answer your questions.

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We'll be in touch today. Thanks.

Megan

-----Original Message-----

From: Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]

Sent: Friday, March 12, 2010 9:45 AM

To: Forgrave, Megan

Subject: QUESTIONS

Megan,

I was on the conference call this morning (I was going to announce myself, but your system automatically muted my call as soon as I was connected), and I have a few questions based on what was discussed:

1. What "questions" exist with regard to the signatures on the revised contract?
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5. Did LeGrand Smith review the REVISED contract with Maxine?

Also, do you have any answers to those questions regarding Larry Sigel?

Clark

## Search

---

**From:** georgeandlinda@mchsi.com  
**Sent:** Friday, March 12, 2010 11:06 AM  
**To:** Forgrave, Megan  
**Subject:** Re: Today's Communications

Megan, I know you are really busy, but could you please send me the list of all district 9 superintendents and board presidents.

thanks, George

----- Original Message -----

From: "Megan Forgrave" <mforgrave@ia-sb.org>

To: anplsurg@grm.net, "George Wheeler" <georgeandlinda@mchsi.com>, grimleys@netins.net, "Jack Hill" <Geezhill@aol.com>, "Jim Green" <jgreen@aea10.k12.ia.us>, jurrens@siebring.com, templereeve@msn.com, mdezonias@mchsi.com, "Mike" <Mike@twinlakesenviro.com>, rclewell@mchsi.com, rwiesley@mchsi.com, scotth@netins.net, "ShafferCompany PC" <roger@shaffercpa.com>, sshaw@forestcity.k12.ia.us, "Twieseale@coe.edu" <twieseale@coe.edu>

Cc: "nolden gentry" <nolden.gentry@brickgentrylaw.com>, "Harry Heiligenthal" <hheiligenthal@ia-sb.org>

Sent: Thursday, March 11, 2010 6:56:11 PM GMT -06:00 US/Canada Central

Subject: Today's Communications

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It's been a long week for all of us, and you... thanks for your hard work. Let me know what else you need, or what you hear in the field.

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## Search

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**From:** Forgrave, Megan  
**Sent:** Friday, March 12, 2010 10:59 AM  
**To:** 'Kauffman, Clark'  
**Subject:** RE: QUESTIONS

Clark, with all due respect, I am dealing with you and a thousand other people, trying to get the legislative report together for Monday, and it is no small feat. Please hang on - I will get your answers by early afternoon. Nolden joked that we should bill you my salary for the past week... I'm not being rude, just hang on.

-----Original Message-----

From: Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
Sent: Friday, March 12, 2010 10:26 AM  
To: Forgrave, Megan  
Subject: Re: QUESTIONS

Great.

Just so you know, if I was to write a story right now, it would have to say that:

1. On March 1, the Register asked for all IASB salaries. The newspaper still doesn't have them.
2. Yesterday, Nolden Gentry disclosed Maxines' total pay to a television reporter as \$367,000.
3. Today, Nolden Gentry, at IASB expense, is "looking into the legality" of publicly disclosing IASB workers' pay to the newspaper.
4. IASB says it is committed to openness and, of course, "transparency."

Can you see why I am starting to wonder whether IASB is dealing with us, and the public, in good faith?

I don't mean to be rude here, but I do mean to be emphatic: I want Maxine's actual, post-pay-raise compensation, and I want a detailed breakdown of what that compensation included, and I want it today.

Clark

On 3/12/10 9:58 AM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:

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**From:** georgeandlinda@mchsi.com  
**Sent:** Friday, March 12, 2010 10:42 AM  
**To:** sshaw@forestcity.k12.ia.us  
**Cc:** jgreen@aea10.k12.ia.us; Forgrave, Megan; Morain, Williams; Grimley, Lee Ann; geezhill@aol.com; jurrens@siebring.com; Temple, Katie; mdezonia@mchsi.com; mike@twinlakesenviro.com; Clewell, Richard; Wiesley, Russ; Hansen, Scott; roger@shaffercpa.com; Wieseler, Thomas; nolden gentry; Heiligenthal, Harry  
**Subject:** Re: Today's Communications

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Date: Thu, 11 Mar 2010 20:26:30 -0600

To: mforgrave@ia-sb.org, anplsurg@grm.net, georgeandlinda@mchsi.com, grimleys@netins.net, Geezhill@aol.com, jurrens@siebring.com, templereeve@msn.com, mdezonia@mchsi.com, Mike@twinlakesenviro.com, rclewell@mchsi.com, rwiesley@mchsi.com, scotth@netins.net, roger@shaffercpa.com, sshaw@forestcity.k12.ia.us, twiesele@coe.edu, nolden.gentry@brickgentrylaw.com, hheilighenthal@ia-sb.org

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mail2web - Check your email from the web at <http://link.mail2web.com/mail2web>



## Search

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**From:** Villani, Joe <JVillani@nsba.org>  
**Sent:** Friday, March 12, 2010 10:31 AM  
**To:** Board of Directors 2009-2010; execdir  
**Cc:** SENIOR STAFF; PR4  
**Subject:** Iowa Association - two news stories - different details  
**Attachments:** image001.jpg; image002.gif; image003.jpg

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Our thoughts are with our colleagues, both Board members and staff, in Iowa during this undoubtedly very difficult time.

Joe

TV coverage <http://www.kcci.com/news/22814294/detail.html> ( use this link to see video, etc.)

## KCCI.com

### Schools Group Puts Director On Leave

POSTED: 5:01 pm CST March 11, 2010  
UPDATED: 7:24 am CST March 12, 2010

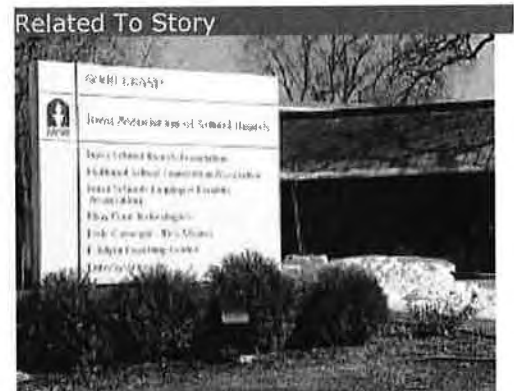
**DES MOINES, Iowa** -- New allegations have emerged that the executive director of the Iowa Association of School Boards gave herself a \$157,000 raise.

Maxine Kilcrease was suspended from the private, nonprofit group, which is funded with taxpayer money. Recent reports said the group was running low on funds.

The IASB accepts dues from all 361 public school districts in Iowa and uses those funds for a variety of tasks, including teaching local school boards how to work together and lobbying at the statehouse on education issues.

The Des Moines Sunday Register reported that Kilcrease had her employment contract changed without board approval and that she returned \$59,000 in pay last week one day after a Register reporter asked questions about it.

The group's board of directors has been meeting behind closed doors for two days. The board hired outside auditors who revealed Thursday that a lot has been happening without members' knowledge.



**Video: Schools Group Puts Director On Leave**



"(They're) finding things out that were embarrassing to them because it made them look like they were asleep at the switch when it wasn't. Information was just withheld from them," said Nolden Gentry, the association's legal counsel.

He said the audit uncovered details that said Kilcrease, who was hired last summer, raised her salary from \$210,000 to \$367,000 in September without the board's knowledge or consent.

"The board did not approve it, and therein is a big problem," Gentry said.

+Enlarge



Gentry said Kilcrease also raised the salaries of other employees without the board's approval and that there are other allegations of mismanagement. He said the information from the audit came from four IASB employees.

"There are a number of whistleblower complaints. Those are being investigated," he said.

Kilcrease wasn't home when NewsChannel 8 stopped by her house on Thursday.

Gentry said there's an explanation how something like this could happen, especially with a board in place to oversee the association.

"A board wanting to not micromanage, I think, is how its inception got started," Gentry said. "Then the board was not given information."

Gentry said Kilcrease withheld information from auditors.

School districts and boards pay member dues to the IASB. Some said they are shocked by Kilcrease's salary.

"It's amazing because it's a lot more money than our superintendent of the largest school district in Iowa makes," said Des Moines School Board member Patty Link. "It is a surprising number."

Gentry said no one is more surprised than the board of directors and that they are taking the matter very seriously.

"We will resolve this matter. We will move ahead, just bear with us," he said.

An outside firm is conducting a forensic audit, a report designed to be used in court. Gentry said that audit should be completed in May.

Gentry's Des Moines law firm, Brick Gentry, has been retained as outside legal counsel to investigate the allegations. Gentry served many years as a Des Moines school board member in the 1970s.

There also are allegations that an IASB staff member used an association credit card to book a vacation.

In a statement Thursday afternoon, IASB board president Russ Wiesley said, "The IASB board and staff are working long hours and are committed to dealing with this financial situation so we can get back to focusing on our top priority, which is our members and quality education for all kids."

Wiesley is also a Waukee school board member.

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<http://www.desmoinesregister.com/article/20100312/NEWS/3120350/-1/GETPUBLISHED03wp-rss2.php/School-board-association-puts-leader-on-paid-leave>

Full text is below

## **School board association puts leader on paid leave**

BY CLARK KAUFFMAN • [CKAUFFMAN@DMREG.COM](mailto:CKAUFFMAN@DMREG.COM) • MARCH 12, 2010

The Iowa Association of School Boards placed its executive director, Maxine Kilcrease, on paid administrative leave Thursday, nine days after she reimbursed the taxpayer-funded group \$59,000 for extra pay she had collected from the organization.

The privately run association is funded almost entirely by taxpayers and is in the middle of a self-described financial crisis. There are allegations of nepotism, conflicts of interest and misuse of school district funds.

In addition, the organization's former chief financial officer is alleged to have used his association credit card to purchase airline tickets for a vacation to Bora Bora, and there are concerns that some of the association's affiliates have lost millions of dollars in recent years.

The association's board of directors met Thursday, then issued a written statement saying Kilcrease was being placed on leave "until an investigation into all allegations is complete."

Because of a recent death in her family, Kilcrease was not at the meeting and could not be reached for comment.

Board members were scheduled to receive a detailed financial report from the association's auditors, and were expected to consider The Des Moines Register's recent request for a list of all salaries at the association. The written statement made no mention of any findings by auditors or any decision on the request for salaries.

Harry Heiligenthal, the association's leadership development director, will serve as the interim director of the organization.

"The IASB board and staff are working long hours and are committed to dealing with this financial situation so we can get back to focusing on our top priority, which is our members and quality education for all kids," Russ Wiesley, IASB board president and a Waukee school board member, said in a statement.

None of the 16 board members was available for comment Thursday evening.

The Iowa Legislature's Government Oversight Committee is expected to hold hearings on the association's finances beginning Monday. State auditors have said they are considering a request to conduct a re-audit of the organization's 2009 finances.

Some of the association's problems predate Kilcrease's arrival at the association last July, but her compensation was a focal point of a Des Moines Register investigation into the IASB's financial problems.

Kilcrease was hired at a salary of \$210,000. A few months later, she told then-board President Jack Hill that her pay was less than what had been discussed, so the two agreed to increase her compensation.

Kilcrease told the Register that as soon as the pay increase took effect in early October, she realized she was being paid too much. She said she tried to persuade staffers to reduce her pay, but was unsuccessful. Board records show that it was at least six weeks later, in mid-November, that Hill signed a revised contract that obligated the association to compensate Kilcrease for payroll taxes and other deductions from her paycheck. The new contract never was approved by the full board.

On March 1, the Register requested a list of association salaries. The next day, Kilcrease reimbursed the association \$59,000, which represented the amount she felt she was overpaid during the past six months. Kilcrease told the Register the extra pay may have been part of a "setup" engineered by Kevin Schick, the group's former chief financial officer. Schick has denied that allegation.

Kilcrease previously worked as the chief administrator of the Heartland Area Education Agency. Prior to her three years of service there, she worked as the assistant superintendent of the Portland Public Schools in Oregon.

When she was hired at IASB, the board announced she would be "a strong fit because she understands and believes in IASB's mission" and had a "deep appreciation for the role of effective governance in public education."

Hill, who was then the president of the group's board of directors, said Kilcrease's hiring was the result of a national search.

"Dr. Kilcrease is extremely qualified to provide leadership that will help IASB continue to build upon the current focus on board leadership for improving public education," Hill said when Kilcrease was hired.

It's not clear how much the IASB would have to pay Kilcrease, if anything, for terminating her three-year contract. The agreement stipulates that if she is fired for virtually any reason other than moral turpitude, illegal drug use or chronic drunkenness, she is entitled to collect the balance of her contract's compensation.

At this point, that balance could be calculated as including \$481,250 in pay, plus 27 months of benefits.

Linda Embrey  
Communications Office  
National School Boards Association  
703-838-6737; [lembrey@nsba.org](mailto:lembrey@nsba.org); [www.nsba.org](http://www.nsba.org);  
also visit <http://boardbuzz.nsba.org/>

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## KCCI.com

### Schools Group Puts Director On Leave

POSTED: 5:01 pm CST March 11, 2010

UPDATED: 7:24 am CST March 12, 2010

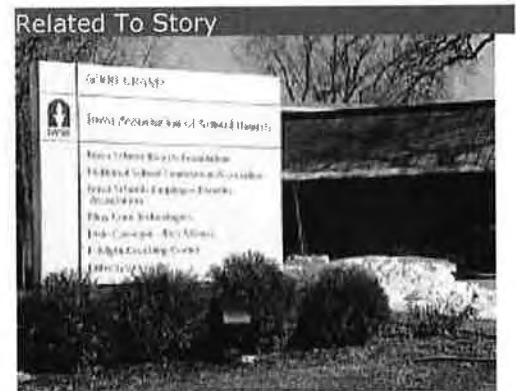
**DES MOINES, Iowa** -- New allegations have emerged that the executive director of the Iowa Association of School Boards gave herself a \$157,000 raise.

Maxine Kilcrease was suspended from the private, nonprofit group, which is funded with taxpayer money. Recent reports said the group was running low on funds.

The IASB accepts dues from all 361 public school districts in Iowa and uses those funds for a variety of tasks, including teaching local school boards how to work together and lobbying at the statehouse on education issues.

The Des Moines Sunday Register reported that Kilcrease had her employment contract changed without board approval and that she returned \$59,000 in pay last week one day after a Register reporter asked questions about it.

The group's board of directors has been meeting behind closed doors for two days. The board hired outside auditors who revealed Thursday that a lot has been happening without members' knowledge.



**Video: Schools Group Puts Director On Leave**

"(They're) finding things out that were embarrassing to them because it made them look like they were asleep at the switch when it wasn't. Information was just withheld from them," said Nolden Gentry, the association's legal counsel.

He said the audit uncovered details that said Kilcrease, who was hired last summer, raised her salary from \$210,000 to \$367,000 in September without the board's knowledge or consent.

"The board did not approve it, and therein is a big problem," Gentry said.

+Enlarge



Gentry said Kilcrease also raised the salaries of other employees without the board's approval and that there are other allegations of mismanagement. He said the information from the audit came from four IASB employees.

"There are a number of whistleblower complaints. Those are being investigated," he said.

Kilcrease wasn't home when NewsChannel 8 stopped by her house on Thursday.

Gentry said there's an explanation how something like this could happen, especially with a board in place to oversee the association.

"A board wanting to not micromanage, I think, is how its inception got started," Gentry said. "Then the board was not given information."

Gentry said Kilcrease withheld information from auditors.

School districts and boards pay member dues to the IASB. Some said they are shocked by Kilcrease's salary.

"It's amazing because it's a lot more money than our superintendent of the largest school district in Iowa makes," said Des Moines School Board member Patty Link. "It is a surprising number."

Gentry said no one is more surprised than the board of directors and that they are taking the matter very seriously.

"We will resolve this matter. We will move ahead, just bear with us," he said.

An outside firm is conducting a forensic audit, a report designed to be used in court. Gentry said that audit should be completed in May.

Gentry's Des Moines law firm, Brick Gentry, has been retained as outside legal counsel to investigate the allegations. Gentry served many years as a Des Moines school board member in the 1970s.

There also are allegations that an IASB staff member used an association credit card to book a vacation.

In a statement Thursday afternoon, IASB board president Russ Wiesley said, "The IASB board and staff are working long hours and are committed to dealing with this financial situation so we can get back to focusing on our top priority, which is our members and quality education for all kids."  
Wiesley is also a Waukee school board member.

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<http://www.desmoinesregister.com/article/20100312/NEWS/3120350/-1/GETPUBLISHED03wp-rss2.php/School-board-association-puts-leader-on-paid-leave>

Full text is below

## School board association puts leader on paid leave

BY CLARK KAUFFMAN • [CKAUFFMAN@DMREG.COM](mailto:CKAUFFMAN@DMREG.COM) • MARCH 12, 2010

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The privately run association is funded almost entirely by taxpayers and is in the middle of a self-described financial crisis. There are allegations of nepotism, conflicts of interest and misuse of school district funds.

In addition, the organization's former chief financial officer is alleged to have used his association credit card to purchase airline tickets for a vacation to Bora Bora, and there are concerns that some of the association's affiliates have lost millions of dollars in recent years.

The association's board of directors met Thursday, then issued a written statement saying Kilcrease was being placed on leave "until an investigation into all allegations is complete."

Because of a recent death in her family, Kilcrease was not at the meeting and could not be reached for comment.

Board members were scheduled to receive a detailed financial report from the association's auditors, and were expected to consider The Des Moines Register's recent request for a list of all salaries at the association. The written statement made no mention of any findings by auditors or any decision on the request for salaries.

Harry Heiligenthal, the association's leadership development director, will serve as the interim director of the organization.

"The IASB board and staff are working long hours and are committed to dealing with this financial situation so we can get back to focusing on our top priority, which is our members and quality education for all kids," Russ Wiesley, IASB board president and a Waukee school board member, said in a statement.

None of the 16 board members was available for comment Thursday evening.

The Iowa Legislature's Government Oversight Committee is expected to hold hearings on the association's finances beginning Monday. State auditors have said they are considering a request to conduct a re-audit of the organization's 2009 finances.

Some of the association's problems predate Kilcrease's arrival at the association last July, but her compensation was a focal point of a Des Moines Register investigation into the IASB's financial problems.

Kilcrease was hired at a salary of \$210,000. A few months later, she told then-board President Jack Hill that her pay was less than what had been discussed, so the two agreed to increase her compensation.

Kilcrease told the Register that as soon as the pay increase took effect in early October, she realized she was being paid too much. She said she tried to persuade staffers to reduce her pay, but was unsuccessful. Board records show that it was at least six weeks later, in mid-November, that Hill signed a revised contract that obligated the association to compensate Kilcrease for payroll taxes and other deductions from her paycheck. The new contract never was approved by the full board.

On March 1, the Register requested a list of association salaries. The next day, Kilcrease reimbursed the association \$59,000, which represented the amount she felt she was overpaid during the past six months. Kilcrease told the Register the extra pay may have been part of a "setup" engineered by Kevin Schick, the group's former chief financial officer. Schick has denied that allegation.

Kilcrease previously worked as the chief administrator of the Heartland Area Education Agency. Prior to her three years of service there, she worked as the assistant superintendent of the Portland Public Schools in Oregon.

When she was hired at IASB, the board announced she would be "a strong fit because she understands and believes in IASB's mission" and had a "deep appreciation for the role of effective governance in public education."

Hill, who was then the president of the group's board of directors, said Kilcrease's hiring was the result of a national search.

"Dr. Kilcrease is extremely qualified to provide leadership that will help IASB continue to build upon the current focus on board leadership for improving public education," Hill said when Kilcrease was hired.

It's not clear how much the IASB would have to pay Kilcrease, if anything, for terminating her three-year contract. The agreement stipulates that if she is fired for virtually any reason other than moral turpitude, illegal drug use or chronic drunkenness, she is entitled to collect the balance of her contract's compensation.

At this point, that balance could be calculated as including \$481,250 in pay, plus 27 months of benefits.

Linda Embrey  
Communications Office  
National School Boards Association  
703-838-6737; [lembrey@nsba.org](mailto:lembrey@nsba.org); [www.nsba.org](http://www.nsba.org);  
also visit <http://boardbuzz.nsba.org/>

## Search

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**From:** Villani, Joe <JVillani@nsba.org>  
**Sent:** Friday, March 12, 2010 10:31 AM  
**To:** Board of Directors 2009-2010; execdir  
**Cc:** SENIOR STAFF; PR4  
**Subject:** Iowa Association - two news stories - different details  
**Attachments:** image001.jpg; image002.gif; image003.jpg; image001.jpg; image002.gif; image003.jpg

Dear Board members and executive directors,

The two news stories below provide an update on what the Des Moines register is reporting about what is happening at the Iowa Association of School Boards. While we have no way of knowing the complete accuracy of these stories, I am forwarding them so you can have the same information that we have received at NSBA. We are awaiting a call from Russ Wiesley, president of the Association, for an update on the Board's actions.

Our thoughts are with our colleagues, both Board members and staff, in Iowa during this undoubtedly very difficult time.

Joe

TV coverage <http://www.kcci.com/news/22814294/detail.html> ( use this link to see video, etc.)

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## Search

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**From:** Kauffman, Clark <ckauffma@desmoine.gannett.com>  
**Sent:** Friday, March 12, 2010 10:26 AM  
**To:** Forgrave, Megan  
**Subject:** Re: QUESTIONS

Great.

Just so you know, if I was to write a story right now, it would have to say that:

1. On March 1, the Register asked for all IASB salaries. The newspaper still doesn't have them.
2. Yesterday, Nolden Gentry disclosed Maxine's total pay to a television reporter as \$367,000.
3. Today, Nolden Gentry, at IASB expense, is "looking into the legality" of publicly disclosing IASB workers' pay to the newspaper.
4. IASB says it is committed to openness and, of course, "transparency."

Can you see why I am starting to wonder whether IASB is dealing with us, and the public, in good faith?

I don't mean to be rude here, but I do mean to be emphatic: I want Maxine's actual, post-pay-raise compensation, and I want a detailed breakdown of what that compensation included, and I want it today.

Clark

On 3/12/10 9:58 AM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:

Hi there, Clark-

Fyi, we always mute those conference calls so that people aren't talking over one another - we use email as the way to submit questions, as it works very well for us. As soon as Nolden is out of a meeting here, I will ask him the rest of these questions, and find out what we can say about ISFIS, and we will email or call you.

Please know that KCCI simply showed up yesterday and Nolden fielded their questions - that \$367,000 number is if you took Maxine's raise and calculated it for a whole year, is my understanding. I thought you already had her original salary - \$210,000 - I think we brought that up during the interview when you were here. Also, I don't believe we assured you that you could talk to all of our board members - but in any case, most were driving home to wherever they live across the state late yesterday so probably didn't get your calls until very late. But we will continue to answer your questions.

My understanding of your request on salary information is that Nolden Gentry is looking into the legality of the board deciding to release all of that information publicly and that he will let the board know soon about that. We will keep you posted.

One other tidbit of information that I was unaware of yesterday (I was not in the board meeting): Jack Hill, the past president of the board, has asked to take a leave of absence until all investigations are complete and we fully understand all details of this situation. The board honored that request. Other board members will fill in for him on the ISJIT, ISEBA and LGS boards that he sits on, for the time being.

We'll be in touch today. Thanks.

Megan

-----Original Message-----

From: Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]

Sent: Friday, March 12, 2010 9:45 AM

To: Forgrave, Megan

Subject: QUESTIONS

Megan,

I was on the conference call this morning (I was going to announce myself, but your system automatically muted my call as soon as I was connected), and I have a few questions based on what was discussed:

1. What "questions" exist with regard to the signatures on the revised contract?
2. Despite the promises of "transparency" and assurances that after the board meeting I'd have access to board members and information on the report from auditors, no board members have returned my calls, nothing has been said about the auditors' report to the board, and I still haven't even been given Maxine's total, pre-raise salary. However, it appears that IASB gave it to KCCI as \$367,000. Is that salary figure correct and, if so, what does it include (base pay, payroll tax compensation, Social Security tax compensation, etc.)?
3. What are the terms of Nolden Genry's agreement with the board (hourly pay and/or other compensation)?
4. What is the status of our request for IASB salaries?
5. Did LeGrand Smith review the REVISED contract with Maxine?

Also, do you have any answers to those questions regarding Larry Sigel?

Clark

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**From:** Forgrave, Megan  
**Sent:** Friday, March 12, 2010 9:58 AM  
**To:** 'Kauffman, Clark'  
**Cc:** Heiligenthal, Harry; Wiesley, Russ; 'nolden.gentry@brickgentrylaw.com'  
**Subject:** Megan G-to Clark K re QUESTIONS

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**From:** Google Alerts <googlealerts-noreply@google.com>  
**Sent:** Friday, March 12, 2010 4:16 AM  
**To:** Forgrave, Megan  
**Subject:** Google Alert - "Maxine Kilcrease"

### Google News Alert for: "**Maxine Kilcrease**"

#### School board association puts leader on paid leave

DesMoinesRegister.com

By CLARK KAUFFMAN • ckauffman@dmreg.com • March 12, 2010 The Iowa Association of School Boards placed its executive director, **Maxine Kilcrease**, ...

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Tip: Use a plus sign (+) to match a term in your query exactly as is. [Learn more](#).

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## Search

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**From:** Wiesley, Russ  
**Sent:** Thursday, March 11, 2010 9:09 PM  
**To:** Forgrave, Megan  
**Subject:** RE: Quick question

Yes, Jack in on leave from the IASB Board and related entities. Please ask Nolden what the best way to announce this is. Thanks again for being here to help us.

Russ Wiesley  
805 Walnut Ridge Drive  
Waukee, Iowa 50263-9619  
515-238-3937  
rwiesley@mchsi.com

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**Sent:** Thursday, March 11, 2010 7:28 PM  
**To:** Wiesley, Russ; nolden.gentry@brickgentrylaw.com  
**Subject:** Quick question

Hi there-

Another quick question... is Jack indeed on a leave from the board? Clark Kauffman asked if there were changes to the board, and at the time, I didn't think so... but wanted to know for sure if that happened, and if we're sharing that publicly. I will talk to him if needed. Thanks for any information....

M

Megan (Hawkins) Forgrave  
Communications Director  
***Iowa Association of School Boards***  
6000 Grand Avenue  
Des Moines, Iowa 50312-1417  
(515) 288-1991, ext. 236  
1-800-795-4272  
Direct Line: (515) 247-7036  
Cell: (515) 229-1705  
Fax: (515) 247-4680  
[www.ia-sb.org](http://www.ia-sb.org)

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Information from ESET NOD32 Antivirus, version of virus signature database 4907 (20100302)

---

The message was checked by ESET NOD32 Antivirus.

<http://www.eset.com>

## Search

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**From:** Jerry & Amy Jurrens <jurrens@siebring.com>  
**Sent:** Thursday, March 11, 2010 8:48 PM  
**To:** sshaw@forestcity.k12.ia.us; jgreen@aea10.k12.ia.us; Forgrave, Megan; Morain, Williams; georgeandlinda@mchsi.com; Grimley, Lee Ann; geezhill@aol.com; Temple, Katie; mdezonia@mchsi.com; mike@twinlakesenviro.com; Clewell, Richard; Wiesley, Russ; Hansen, Scott; roger@shaffercpa.com; Wieseler, Thomas; nolden.gentry@brickgentrylaw.com; Heiligenthal, Harry  
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I received a message from Mr. Kauffman as well, but did not call back as I just returned home.

Amy

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**Sent:** Thursday, March 11, 2010 8:38 PM  
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Jim

From: Forgrave, Megan [mailto:mforgrave@ia-sb.org]

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To: anplsurg@grm.net; George Wheeler; grimleys@netins.net; Jack Hill; Jim Green; jurrens@siebring.com; templereeve@msn.com; mdezonias@mchsi.com; Mike; rclewell@mchsi.com; rwiesley@mchsi.com; scotth@netins.net; ShafferCompany PC; sshaw@forestcity.k12.ia.us; Twiesele@coe.edu

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**Sent:** Thursday, March 11, 2010 7:28 PM  
**To:** Wiesley, Russ; 'nolden.gentry@brickgentrylaw.com'  
**Subject:** Quick question

Hi there-

Another quick question... is Jack indeed on a leave from the board? Clark Kauffman asked if there were changes to the board, and at the time, I didn't think so... but wanted to know for sure if that happened, and if we're sharing that publicly. I will talk to him if needed. Thanks for any information....

M

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**From:** Kauffman, Clark <ckauffma@desmoine.gannett.com>  
**Sent:** Thursday, March 11, 2010 6:52 PM  
**To:** Forgrave, Megan  
**Subject:** Re: A few more questions

OK, thanks.

On 3/11/10 6:25 PM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:

Clark, I've left a message but Russ is at work - for now, I can't say what they decided on releasing salaries.

-----Original Message-----

From: Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
Sent: Thursday, March 11, 2010 5:51 PM  
To: Forgrave, Megan  
Subject: Re: A few more questions

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So our wires got crossed somehow. Sorry about that.

Did the board make a decision on our request for salaries?

Clark

On 3/11/10 5:47 PM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:

Did you not send this?

In any case, she will be on paid administrative leave.

What do you mean by the second question below? If you actually meant our IASB Board, it's the same people listed on the web site.

Maxine did not have an attorney at the meeting.

It is our understanding that she is still in Oregon, tending to the family business of her mother's funeral.

Holler if there's more,  
Megan

-----Original Message-----

From: Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]

Sent: Thursday, March 11, 2010 5:10 PM

To: Forgrave, Megan

Subject: A few more questions

Can you say whether the administrative leave is related to the irregularities in Maxine's pay?

Are there any changes in board membership?

Did Maxine have her own attorney at the meeting yesterday or today?

Has Maxine cleaned out her office?

## Search

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**From:** Forgrave, Megan  
**Sent:** Thursday, March 11, 2010 6:26 PM  
**To:** 'Kauffman, Clark'  
**Subject:** RE: A few more questions

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**From:** Forgrave, Megan  
**Sent:** Thursday, March 11, 2010 5:54 PM  
**To:** 'Kauffman, Clark'  
**Subject:** RE: A few more questions

Sorry! I've been running around like crazy trying to get this out to all our members and you guys.

I haven't heard anything on the salaries and I'm sorry I didn't see that part until now - I just left Russ a message... Will try him again in a few minutes and will get back to you.

Megan

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**From:** Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
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Sent: Thursday, March 11, 2010 5:10 PM

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**From:** Kauffman, Clark <ckauffma@desmoine.gannett.com>  
**Sent:** Thursday, March 11, 2010 5:20 PM  
**To:** Forgrave, Megan  
**Subject:** Re: A few more questions

Megan,

I'm not sure what the question is with regard to dues. I had asked, "Is Maxine continuing to be paid while on leave ... and what did the board decide on our request for salaries?"

Then I followed up with those additional four questions.

My deadline is about 35 minutes away...

Clark

## Search

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**From:** Forgrave, Megan  
**Sent:** Thursday, March 11, 2010 5:17 PM  
**To:** 'Kauffman, Clark'  
**Subject:** RE: A few more questions

I will need to ask our attorney a couple of these questions... Let me see if I can catch him yet today.

As for your question about membership, districts are members for this entire fiscal year - they don't need to decide on next year until July, when the dues are due.

I haven't asked, but as far as I know, Maxine is still in Oregon for her mother's funeral. Let me see what other details I can get on her, though. What's your drop dead deadline?

Megan

-----Original Message-----

**From:** Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
**Sent:** Thursday, March 11, 2010 5:10 PM  
**To:** Forgrave, Megan  
**Subject:** A few more questions

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**From:** Kauffman, Clark <ckauffma@desmoine.gannett.com>  
**Sent:** Thursday, March 11, 2010 5:02 PM  
**To:** Forgrave, Megan  
**Subject:** Re: Press Release

Megan,

Is Maxine continuing to be paid while on leave ... and what did the board decide on our request for salaries?

Clark

On 3/11/10 4:51 PM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:

Please see attached - thanks for your patience today. The board just finally adjourned.

Megan

## Search

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**From:** james peterman <maquoketaite@yahoo.com>  
**Sent:** Thursday, March 11, 2010 4:32 PM  
**To:** Forgrave, Megan  
**Subject:** Re: salaries

Thank you and please let me know what happens.

---

**From:** "Forgrave, Megan" <mforgrave@ia-sb.org>  
**To:** maquoketaite@yahoo.com  
**Cc:** "Black, Jackie" <JBlack@IA-SB.org>; "Kauffman, Clark" <ckauffma@desmoine.gannett.com>  
**Sent:** Thu, March 11, 2010 9:57:54 AM  
**Subject:** FW: salaries

Hi there-

Your e-mail was forwarded to me. The IASB Board of Directors is meeting today and will decide whether to release salary information.

Thank you,  
Megan

Megan (Hawkins) Forgrave  
Communications Director  
***Iowa Association of School Boards***  
6000 Grand Avenue  
Des Moines, Iowa 50312-1417  
(515) 288-1991, ext. 236  
1-800-795-4272  
Direct Line: (515) 247-7036  
Cell: (515) 229-1705  
Fax: (515) 247-4680  
[www.ia-sb.org](http://www.ia-sb.org)

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**From:** james peterman [mailto:maquoketaite@yahoo.com]  
**Sent:** Wednesday, March 10, 2010 6:35 PM  
**To:** Black, Jackie  
**Cc:** CLARK KAUFFMAN  
**Subject:** salaries

I would respectfully request a list of all your employees and their salaries. I believe the public, who pays you has the right to know.

Thank you,

James Peterman



## Search

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**From:** Giles, Traci  
**Sent:** Thursday, March 11, 2010 4:22 PM  
**To:** 'lmelton@mtsba.org'; 'dsilk@mtsba.org'  
**Cc:** Ricci, Patrick  
**Subject:** FW: Problems at Iowa Association of School Boards  
**Attachments:** MTFeb10.xls

Lance and Debra,

Below is the email string that Pat has tried to send without success. Can you please let me know if you do receive this?

Thanks!  
**Traci Giles**  
PaySchools  
info@payschools.com  
866-729-5353 ext 2

Confidentiality Notice: This e-mail message, including any attachments, is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure or distribution is prohibited. If you are not the intended recipient, please contact the sender by reply e-mail and destroy all copies of the original message.

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**From:** Ricci, Patrick  
**Sent:** Thursday, March 11, 2010 3:17 PM  
**To:** Giles, Traci  
**Subject:** FW: Problems at Iowa Association of School Boards

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**From:** Ricci, Patrick  
**Sent:** Wednesday, March 10, 2010 6:17 PM  
**To:** 'Lance Melton'  
**Cc:** Wiesley, Russ; Kilcrease, Maxine; Debra Silk  
**Subject:** RE: Problems at Iowa Association of School Boards

Lance, Thanks for bringing your concerns to our attention. I will address each of your points.

1. PaySchools is a viable company and we fully expect the program to continue to serve our members and the many other schools outside of Iowa which use the program.
2. PaySchools system for forwarding collected funds to our member schools is automated and within the PaySchools reporting tool our members are able to reconcile processed transactions against PaySchools deposits on a daily basis to confirm they are receiving all funds on processed transactions.
3. Royalty payments to our partner associations are made quarterly and are due 45 days from the end of the quarter. Royalty payments have been made through Q4 2009. Q1 2010 royalty payments will be payable by April 15th. All royalty payments have been made to date.
4. I have attached the Feb. 2010 PaySchools transaction report for your review. These are preliminary numbers for Feb. 2010 and do not include any charge backs or reversals. This list demonstrates all PaySchools sites operating in Montana and the dollar amount processed through those sites in Feb. 2010. Although it is accurate that we have existing sites with a couple of large Montana schools, the transaction totals are very small which is impacting MTSBA return.

Few additional points:

1. The IASB Board will be meeting with our regular auditors, Brooks-Lodden, this week to review the financial condition of the organization. Brooks-Lodden has been our auditing firm for many years and is working to complete the regular 2009 audit.
2. IASB, on its own accord, hired a financial firm to review the association's financial condition and create a work-out plan to move toward financial health. The board expects an initial report from LWBj Financial this week.
3. As soon as appropriate, we plan to schedule a conference call with NSBA and all participating state SBA's to speak about the PaySchools program and answer any questions.

Please feel free to contact me if you need further information or have additional questions. Thanks Pat

Patrick Ricci  
National Marketing Director  
Iowa Association of School Boards

Office (281) 545-1957  
Cell (281) 705-1038

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**From:** Lance Melton [mailto:lmelton@mtsba.org]  
**Sent:** Monday, March 08, 2010 8:00 AM  
**To:** Ricci, Patrick  
**Cc:** Wiesley, Russ; Kilcrease, Maxine; Debra Silk; MTSBA Directors  
**Subject:** Problems at Iowa Association of School Boards

Dear Mr. Ricci (copied to Maxine Kilcrease, IASB Executive Director and Russ Wiesley, IASB President):

First, let me express my condolences for the financial problems facing the Iowa Association of School Boards. We have long admired your work on the role of the school board in student achievement and in other areas and it is hard to see a fellow state school boards association going through problems and related media scrutiny, some of which is likely inaccurate and/or otherwise unfair as most media coverage is at one time or another.

I read a fairly troubling story in the Des Moines Register about financial and other problems facing IASB and that story also indicates the possibly of related problems at Pay Schools. I have pasted that article below in case you have not seen it (which is doubtful, I realize). In any case, as you know from our general counsel, Debra Silk's previous inquiries, we have made a previous inquiry regarding the accuracy of the royalty payments to MTSBA by Pay Schools. Specifically, we have a couple of relatively large school districts who have advised our marketing partner, the Montana Association of School Business Officials, that they are using Pay Schools for transactions but there have been virtually no royalty payments to MTSBA. To date we have chalked that up to the program taking some time to gather steam, and we accepted your previous assurance that the royalty payments were accurate, but in light of the article below we would like to have your personal assurance of the following:

1. That Pay Schools remains a viable company, and that none of what is discussed in the article below affects the financial solvency or other ability of Pay Schools to deliver on its contractual promises to MTSBA and its members;
2. That Pay Schools has paid MTSBA members all payments due from transactions in those school districts using Pay Schools in Montana;
3. That Pay Schools has paid MTSBA all royalties to which it is due under our contract based on transactions referenced in 3 above; and
4. A complete list of the school districts in Montana using Pay Schools

We would also like to have the auditors who have been retained by IASB to include in their audit an analysis of the Montana school district transactions using PaySchools to ensure that our members have received all payments due and

to ensure that MTSBA has received the royalty income to which it is entitled under the agreement we have with PaySchools.

Please confirm receipt of this email and please respond to my requests above.

Sincerely,

Lance L. Melton  
Executive Director  
Montana School Boards Association  
(406) 442-2180  
(406) 442-2194 (Fax)  
(406) 439-2180 (Cell)

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## School board group faces fraud probe, money crisis

By CLARK KAUFFMAN • [ckuffman@dmreg.com](mailto:ckuffman@dmreg.com) • © 2010, Des Moines Register and Tribune Co. • March 7, 2010  
A group funded with taxpayer money is in the midst of a financial crisis and has asked forensic auditors to look for evidence of fraud and criminal activity at the organization.

Two teams of auditors are going through records of the Iowa Association of School Boards. One of them is looking into allegations that:

- Public money was used for a former executive's vacation to Bora Bora.
- Staffers not only kept board members in the dark about financial problems but actively misled them about a multimillion-dollar business deal.
- A for-profit company run by an association executive received \$5 million from the organization.

In addition, the group's executive director has acknowledged collecting \$59,000 in extra pay over the past eight months, but says she might have been "set up" by the association's chief financial officer. There are also allegations of conflicts of interest, nepotism, lax financial controls and inadequate board oversight.

Auditors and association officials say they don't yet know the full scope of the agency's problems or whether it will be able to make payroll in the weeks and months ahead. They said they hope to know more when the association's governing board meets this week.

"It makes me feel totally nauseated," said association board president Russ Wiesley, a Waukee school board member. "It's gut-wrenching."

Board member Jack Hill, who represents the North Scott Community School District, said it's not clear what went wrong.

"Apparently we're out of money and we've got to figure out how we got there," said Hill, who still serves on the board's executive committee.

The association collects annual dues, ranging from \$726 to \$10,366, from all of Iowa's 361 public school districts. It spends at least \$2.4 million worth of government grants each year, and it collects millions more from conferences, consulting and cash-management programs funded by schools. Its mission is to improve public education through training and research that help Iowa's locally elected school boards.

In recent years, though, the association has expanded to include a number of business ventures that serve schools in as many as 40 states. Some of those business ventures don't relate directly to the work of school boards, and some are tied to the association's current financial crisis.

### Controversies swirl around past CFO

Some of the allegations of wrongdoing center on Kevin Schick, who served as the association's chief financial officer from last summer through early January.

Schick allegedly told board members last year that eBay officials had committed to buying one of the association's business ventures, PaySchools, a national business that manages financial accounts. When the deal failed to materialize, Schick told the board that eBay executives had flown in to close the deal, but changed their minds in the plane after hearing that former association officials were involved in some type of litigation.

In reality, the deal was never seriously considered and there were no such lawsuits, association officials say. "It was all fabricated," said Mary Delagardelle, the association's deputy executive director.

Schick was fired in January after officials concluded he had lied to the staff and the board about the eBay deal. Association officials say they then found evidence that he had used an Iowa School Board Association credit card to buy airline tickets for a vacation trip to Bora Bora, a tropical island in the South Pacific.

At least some of that \$1,100 expense appears to have been repaid, association officials said.

Board members say Schick once told them he owned an island off the coast of Florida and showed them a photo of it during a board meeting. There are conflicting accounts as to where the idea originated, but late last year someone at the association suggested the organization's top executives hold a retreat on the island, with Schick personally flying them there.

The island retreat was placed on staff members' electronic calendars, but association officials say that was done in jest and no one seriously considered traveling there.

Board records indicate that before he was fired, Schick offered to personally loan the association \$2 million so it could pay for the remodeling of, and the mortgage on, the association's Grand Avenue headquarters in Des Moines. The land and building is assessed at \$2.3 million.

"I was flabbergasted," Wiesley said. The board didn't accept the offer.

Association officials said Schick underwent two background checks before he was hired, but those checks did not uncover a well-publicized lawsuit Schick initiated in 1997.

Schick had sued Drake University, alleging that while he was a student there his mental-health counselor convinced him that he had been raised by a satanic cult. The counselor allegedly prescribed a series of treatment regimens that included sex, a visit to a psychic and a series of ritual chants. The lawsuit was settled out of court.

Schick said Saturday he has committed no wrongdoing but the association cut off his access to records that would prove his innocence.

### **Board didn't approve major salary increase**

Maxine Kilcrease worked for the Heartland Area Education Agency before she became the Iowa School Board Association's executive director last July.

The association agreed to pay her \$210,000. But in September, Kilcrease told Hill, then the board president, that her written contract and her pay didn't reflect an oral agreement that the association would compensate her for payroll taxes and other deductions.

To address that problem, she and Hill revised her written contract so it obligated the association to pay for all payroll taxes, 401(k), flex and other administrative fees. The new contract was signed without the knowledge or consent of the full board, Hill and Kilcrease said Saturday.

Last week, one day after The Des Moines Register asked for a list of association officials and their salaries, Kilcrease reimbursed the association for \$59,000 in pay.

Kilcrease said Saturday that when her salary increase took effect in early October, she immediately realized her pay had been increased too much to offset the payroll deductions.

"It was way too much," she said Saturday. "I just about had a stroke."

Kilcrease told the Register that over the next five months, she tried in vain to get Schick to reduce her pay - a charge that Schick denies.

"If that was true, she had the authority to go above or around me and get her pay corrected," he said. "She was the executive director."

Hill said Friday that he knew nothing of any issues involving Kilcrease's pay or contract.

"I don't know anything about that," he said. "There was never any discussion between Maxine and I about a pay increase, because I never knew it was increased."

But on Saturday, after association officials sent him records documenting his involvement in the matter, Hill said he recalled that Kilcrease had complained about her pay and the two of them signed a new contract to address the problem. He said Kilcrease told him he had the authority to revise the contract without the involvement of the full board. Kilcrease said it was the other way around - that it was Hill who said the matter didn't need to go before the full board.

Kilcrease said she now feels that Schick's refusal to change her pay might have been part of a "setup." She said she never told Hill or the full board that she was collecting too much pay because she didn't want to bother them. Because the association is a nonprofit corporation, not a unit of government, its records are unavailable under the Iowa Open Records Law. However, the organization has given the Register access to some financial reports. The newspaper's request for a list of employee salaries will be considered by the association's board of directors next week.

### **Financial deals for spinoff groups**

Association records point to a variety of reasons the organization is in financial trouble.

For years, the nonprofit association has been adding to the services it provides to Iowa schools, and many of those efforts have been spun off into separate business ventures with their own staff and governing boards. The association spent millions of dollars launching and, in some cases, propping up those endeavors.

For example:

- The association created the National School Foundation Association to help schools across the country create their own revenue-generating foundations. The NSFA was a small operation, but it struggled financially. In 2008, the Iowa association forgave a \$491,109 loan to the NSFA.
- The association also created IJUMP, a program that helps Iowa schools get a better price on fuel. At some point, IJUMP mistakenly underbilled the schools almost \$800,000 for the fuel it was providing. Rather than bill the schools the correct amount, IJUMP and the association absorbed the hit.
- The association also funneled millions of dollars into a wholly owned subsidiary called Local Government Services, a company that ran some of the association's business ventures. That for-profit corporation not only received direct cash infusions from the Iowa Association of School Boards, it also paid the salary of Jon Muller, the association's then-chief financial officer. Muller was the president of Local Government Services. His association salary was \$184,582 in 2008, according to IRS records.

Muller says there was nothing improper about any of the transactions, but his successor, Schick, told board members the association had given \$5 million to Local Government Services that wasn't repaid or properly documented as a loan.

The association's auditors say they are still looking into those cash transfers and haven't determined whether they were improperly handled.

Association officials say they're not sure whether Muller's dual roles - or the dual roles played by board members who serve both the association and its affiliates - have created conflicts of interest, but that is also being investigated. Delagardelle, the deputy director, says the association may have strayed too far from its core mission of helping Iowa school boards conduct their business. By creating business enterprises with their own sources of revenue, the organization grew in size to the point where, financially, it is now one of the largest school board associations in America.

Some of the business ventures the association created to help schools better manage their own finances now appear to have been mismanaged themselves. Compounding the problem is the fact that in recent years the association's auditors allegedly failed to put in writing all of their concerns with the organization's finances.

Delagardelle said the auditors recently explained that they had identified about a dozen concerns and relayed them verbally to top staffers who, apparently, didn't share the information with the board or others.

"That was a surprise to all of us," she said.

She said the association is now implementing a series of policy changes designed to improve oversight and accountability. There are new policies on credit card use, travel expenses and the approval of business plans. There's now a certified public accountant on the board, and the entire board is receiving training on how to read complex financial reports.

Internal whistle-blower complaints - there have been at least four in recent months - are going to be investigated by an independent firm.

There is also a new policy on nepotism, which is a direct response to concerns that many former IASB officials are related. At least six current or former employees are closely related to others within the association, although the organization now has only 38 employees.

For now, though, the association's first order of business is determining the full scope of the financial crisis. On Saturday, Kilcrease said she had no idea the association had such serious problems when she took over as executive director last summer.

"It feels like I've walked into a tsunami," she said.

Wiesley says that while the association's ability to continue serving Iowa school boards is in jeopardy, he's optimistic.

"It's going to be touch and go for a few months," he said. "But we'll survive and keep going."

### **What the executive director's contract says**

Maxine Kilcrease's original three-year contract to serve as the executive director of the Iowa Association of School Boards includes these provisions:

- An annual salary of \$210,000.
- A 5 percent retirement-plan contribution to a 401(k) plan.
- "Premium payments" for family medical and hospital insurance.
- Four weeks of paid vacation each year, plus 10 paid holidays, two personal-leave days and 15 days of sick leave.
- Unlimited reimbursement for travel and entertainment expenses related to IASB business.
- Private club dues and expenses at the Des Moines Club.
- Rotary Club dues and expenses.
- If Kilcrease is terminated for virtually any reason other than moral turpitude, illegal drug use or chronic drunkenness, she is entitled to collect the balance of the three-year contract's compensation.

Sometime after November 2009, the contract was changed to stipulate that the association would pay "all payroll taxes, 401(k), flex and other administrative fees."

Although that change resulted in a significant increase in pay for Kilcrease, the new contract was not approved by the full board. The document itself was left undated, with no mention of it being a revised version of a previous agreement.

## Search

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**From:** Giles, Traci  
**Sent:** Thursday, March 11, 2010 4:22 PM  
**To:** 'Imelton@mtsba.org'; 'dsilk@mtsba.org'  
**Cc:** Ricci, Patrick  
**Subject:** FW: Problems at Iowa Association of School Boards  
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PaySchools  
info@payschools.com  
866-729-5353 ext 2

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**From:** Ricci, Patrick  
**Sent:** Thursday, March 11, 2010 3:17 PM  
**To:** Giles, Traci  
**Subject:** FW: Problems at Iowa Association of School Boards

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**From:** Ricci, Patrick  
**Sent:** Wednesday, March 10, 2010 6:17 PM  
**To:** 'Lance Melton'  
**Cc:** Wiesley, Russ; Kilcrease, Maxine; Debra Silk  
**Subject:** RE: Problems at Iowa Association of School Boards

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Patrick Ricci  
National Marketing Director  
Iowa Association of School Boards

Office (281) 545-1957  
Cell (281) 705-1038

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**From:** Lance Melton [mailto:lmelton@mtsba.org]  
**Sent:** Monday, March 08, 2010 8:00 AM  
**To:** Ricci, Patrick  
**Cc:** Wiesley, Russ; Kilcrease, Maxine; Debra Silk; MTSBA Directors  
**Subject:** Problems at Iowa Association of School Boards

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Please confirm receipt of this email and please respond to my requests above.

Sincerely,

Lance L. Melton  
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(406) 442-2180  
(406) 442-2194 (Fax)  
(406) 439-2180 (Cell)

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## School board group faces fraud probe, money crisis

By CLARK KAUFFMAN • [ckauffman@dmreg.com](mailto:ckauffman@dmreg.com) • © 2010, Des Moines Register and Tribune Co. • March 7, 2010  
A group funded with taxpayer money is in the midst of a financial crisis and has asked forensic auditors to look for evidence of fraud and criminal activity at the organization.

Two teams of auditors are going through records of the Iowa Association of School Boards. One of them is looking into allegations that:

- Public money was used for a former executive's vacation to Bora Bora.
- Staffers not only kept board members in the dark about financial problems but actively misled them about a multimillion-dollar business deal.
- A for-profit company run by an association executive received \$5 million from the organization.

In addition, the group's executive director has acknowledged collecting \$59,000 in extra pay over the past eight months, but says she might have been "set up" by the association's chief financial officer. There are also allegations of conflicts of interest, nepotism, lax financial controls and inadequate board oversight.

Auditors and association officials say they don't yet know the full scope of the agency's problems or whether it will be able to make payroll in the weeks and months ahead. They said they hope to know more when the association's governing board meets this week.

"It makes me feel totally nauseated," said association board president Russ Wiesley, a Waukee school board member. "It's gut-wrenching."

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"Apparently we're out of money and we've got to figure out how we got there," said Hill, who still serves on the board's executive committee.

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Some of the allegations of wrongdoing center on Kevin Schick, who served as the association's chief financial officer from last summer through early January.

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Wiesley says that while the association's ability to continue serving Iowa school boards is in jeopardy, he's optimistic.

"It's going to be touch and go for a few months," he said. "But we'll survive and keep going."

### **What the executive director's contract says**

Maxine Kilcrease's original three-year contract to serve as the executive director of the Iowa Association of School Boards includes these provisions:

- An annual salary of \$210,000.
- A 5 percent retirement-plan contribution to a 401(k) plan.
- "Premium payments" for family medical and hospital insurance.
- Four weeks of paid vacation each year, plus 10 paid holidays, two personal-leave days and 15 days of sick leave.
- Unlimited reimbursement for travel and entertainment expenses related to IASB business.
- Private club dues and expenses at the Des Moines Club.
- Rotary Club dues and expenses.
- If Kilcrease is terminated for virtually any reason other than moral turpitude, illegal drug use or chronic drunkenness, she is entitled to collect the balance of the three-year contract's compensation.

Sometime after November 2009, the contract was changed to stipulate that the association would pay "all payroll taxes, 401(k), flex and other administrative fees."

Although that change resulted in a significant increase in pay for Kilcrease, the new contract was not approved by the full board. The document itself was left undated, with no mention of it being a revised version of a previous agreement.

## Search

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**Subject:** FW: Problems at Iowa Association of School Boards  
**Attachments:** MTFeb10.xls

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**From:** Ricci, Patrick  
**Sent:** Wednesday, March 10, 2010 6:17 PM  
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Maxine Kilcrease's original three-year contract to serve as the executive director of the Iowa Association of School Boards includes these provisions:

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• If Kilcrease is terminated for virtually any reason other than moral turpitude, illegal drug use or chronic drunkenness, she is entitled to collect the balance of the three-year contract's compensation.

Sometime after November 2009, the contract was changed to stipulate that the association would pay "all payroll taxes, 401(k), flex and other administrative fees."

Although that change resulted in a significant increase in pay for Kilcrease, the new contract was not approved by the full board. The document itself was left undated, with no mention of it being a revised version of a previous agreement.

## Search

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**From:** Kauffman, Clark <ckauffma@desmoine.gannett.com>  
**Sent:** Thursday, March 11, 2010 3:59 PM  
**To:** Forgrave, Megan  
**Subject:** ISFIS questions

Megan,

Sometime tomorrow (Friday) can you tell me....

1. How much the association has actually paid Larry Sigel/Iowa School Finance Information Service pursuant to the contract that was signed in May?
2. Larry's last date of employment at the association as school finance director.
3. Why the association elected to pay Larry \$300,000 to, in part, advocate for IASB and ISJIT - and why it asked Larry to report back on real and potential competitors to ISJIT?

And, of course, if Maxine or IASB has anything else to say about the contract and ISFIS, I am interested.

Thanks.

Clark

## Search

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**From:** Ricci, Patrick  
**Sent:** Thursday, March 11, 2010 3:43 PM  
**To:** 'Lance Melton'  
**Subject:** FW: Problems at Iowa Association of School Boards  
**Attachments:** MTFeb10.xls

Lance, Please let me know when you receive this. Thanks Pat

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**From:** Ricci, Patrick  
**Sent:** Wednesday, March 10, 2010 6:17 PM  
**To:** 'Lance Melton'  
**Cc:** Wiesley, Russ; Kilcrease, Maxine; Debra Silk  
**Subject:** RE: Problems at Iowa Association of School Boards

Lance, Thanks for bringing your concerns to our attention. I will address each of your points.

1. PaySchools is a viable company and we fully expect the program to continue to serve our members and the many other schools outside of Iowa which use the program.
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Few additional points:

1. The IASB Board will be meeting with our regular auditors, Brooks-Lodden, this week to review the financial condition of the organization. Brooks-Lodden has been our auditing firm for many years and is working to complete the regular 2009 audit.
2. IASB, on its own accord, hired a financial firm to review the association's financial condition and create a work-out plan to move toward financial health. The board expects an initial report from LWBJ Financial this week.
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Please feel free to contact me if you need further information or have additional questions. Thanks Pat

Patrick Ricci  
National Marketing Director  
Iowa Association of School Boards

Office (281) 545-1957  
Cell (281) 705-1038

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**From:** Lance Melton [mailto:lmelton@mtsba.org]  
**Sent:** Monday, March 08, 2010 8:00 AM  
**To:** Ricci, Patrick  
**Cc:** Wiesley, Russ; Kilcrease, Maxine; Debra Silk; MTSBA Directors  
**Subject:** Problems at Iowa Association of School Boards

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Please confirm receipt of this email and please respond to my requests above.

Sincerely,

Lance L. Melton  
Executive Director  
Montana School Boards Association  
(406) 442-2180  
(406) 442-2194 (Fax)  
(406) 439-2180 (Cell)

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## School board group faces fraud probe, money crisis

By CLARK KAUFFMAN • [ckuffman@dmreg.com](mailto:ckuffman@dmreg.com) • © 2010, Des Moines Register and Tribune Co. • March 7, 2010  
A group funded with taxpayer money is in the midst of a financial crisis and has asked forensic auditors to look for evidence of fraud and criminal activity at the organization.

Two teams of auditors are going through records of the Iowa Association of School Boards. One of them is looking into allegations that:

- Public money was used for a former executive's vacation to Bora Bora.
- Staffers not only kept board members in the dark about financial problems but actively misled them about a multimillion-dollar business deal.
- A for-profit company run by an association executive received \$5 million from the organization.

In addition, the group's executive director has acknowledged collecting \$59,000 in extra pay over the past eight months, but says she might have been "set up" by the association's chief financial officer. There are also allegations of conflicts of interest, nepotism, lax financial controls and inadequate board oversight.

Auditors and association officials say they don't yet know the full scope of the agency's problems or whether it will be able to make payroll in the weeks and months ahead. They said they hope to know more when the association's governing board meets this week.

"It makes me feel totally nauseated," said association board president Russ Wiesley, a Waukee school board member. "It's gut-wrenching."

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"Apparently we're out of money and we've got to figure out how we got there," said Hill, who still serves on the board's executive committee.

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Some of the allegations of wrongdoing center on Kevin Schick, who served as the association's chief financial officer from last summer through early January.

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In reality, the deal was never seriously considered and there were no such lawsuits, association officials say. "It was all fabricated," said Mary Delagardelle, the association's deputy executive director.

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To address that problem, she and Hill revised her written contract so it obligated the association to pay for all payroll taxes, 401(k), flex and other administrative fees. The new contract was signed without the knowledge or consent of the full board, Hill and Kilcrease said Saturday.

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- The association also funneled millions of dollars into a wholly owned subsidiary called Local Government Services, a company that ran some of the association's business ventures. That for-profit corporation not only received direct cash infusions from the Iowa Association of School Boards, it also paid the salary of Jon Muller, the association's then-chief financial officer. Muller was the president of Local Government Services. His association salary was \$184,582 in 2008, according to IRS records.

Muller says there was nothing improper about any of the transactions, but his successor, Schick, told board members the association had given \$5 million to Local Government Services that wasn't repaid or properly documented as a loan.

The association's auditors say they are still looking into those cash transfers and haven't determined whether they were improperly handled.

Association officials say they're not sure whether Muller's dual roles - or the dual roles played by board members who serve both the association and its affiliates - have created conflicts of interest, but that is also being investigated. Delagardelle, the deputy director, says the association may have strayed too far from its core mission of helping Iowa school boards conduct their business. By creating business enterprises with their own sources of revenue, the organization grew in size to the point where, financially, it is now one of the largest school board associations in America.

Some of the business ventures the association created to help schools better manage their own finances now appear to have been mismanaged themselves. Compounding the problem is the fact that in recent years the association's auditors allegedly failed to put in writing all of their concerns with the organization's finances.

Delagardelle said the auditors recently explained that they had identified about a dozen concerns and relayed them verbally to top staffers who, apparently, didn't share the information with the board or others.

"That was a surprise to all of us," she said.

She said the association is now implementing a series of policy changes designed to improve oversight and accountability. There are new policies on credit card use, travel expenses and the approval of business plans. There's now a certified public accountant on the board, and the entire board is receiving training on how to read complex financial reports.

Internal whistle-blower complaints - there have been at least four in recent months - are going to be investigated by an independent firm.

There is also a new policy on nepotism, which is a direct response to concerns that many former IASB officials are related. At least six current or former employees are closely related to others within the association, although the organization now has only 38 employees.

For now, though, the association's first order of business is determining the full scope of the financial crisis.

On Saturday, Kilcrease said she had no idea the association had such serious problems when she took over as executive director last summer.

"It feels like I've walked into a tsunami," she said.

Wiesley says that while the association's ability to continue serving Iowa school boards is in jeopardy, he's optimistic.

"It's going to be touch and go for a few months," he said. "But we'll survive and keep going."

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**From:** Ricci, Patrick  
**Sent:** Thursday, March 11, 2010 3:17 PM  
**To:** Giles, Traci  
**Subject:** FW: Problems at Iowa Association of School Boards  
**Attachments:** MTFeb10.xls

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**From:** Ricci, Patrick  
**Sent:** Wednesday, March 10, 2010 6:17 PM  
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**Cc:** Wiesley, Russ; Kilcrease, Maxine; Debra Silk  
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Muller says there was nothing improper about any of the transactions, but his successor, Schick, told board members the association had given \$5 million to Local Government Services that wasn't repaid or properly documented as a loan.

The association's auditors say they are still looking into those cash transfers and haven't determined whether they were improperly handled.

Association officials say they're not sure whether Muller's dual roles - or the dual roles played by board members who serve both the association and its affiliates - have created conflicts of interest, but that is also being investigated. Delagardelle, the deputy director, says the association may have strayed too far from its core mission of helping Iowa school boards conduct their business. By creating business enterprises with their own sources of revenue, the organization grew in size to the point where, financially, it is now one of the largest school board associations in America.

Some of the business ventures the association created to help schools better manage their own finances now appear to have been mismanaged themselves. Compounding the problem is the fact that in recent years the association's auditors allegedly failed to put in writing all of their concerns with the organization's finances.

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She said the association is now implementing a series of policy changes designed to improve oversight and accountability. There are new policies on credit card use, travel expenses and the approval of business plans. There's now a certified public accountant on the board, and the entire board is receiving training on how to read complex financial reports.

Internal whistle-blower complaints - there have been at least four in recent months - are going to be investigated by an independent firm.

There is also a new policy on nepotism, which is a direct response to concerns that many former IASB officials are related. At least six current or former employees are closely related to others within the association, although the organization now has only 38 employees.

For now, though, the association's first order of business is determining the full scope of the financial crisis. On Saturday, Kilcrease said she had no idea the association had such serious problems when she took over as executive director last summer.

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Wiesley says that while the association's ability to continue serving Iowa school boards is in jeopardy, he's optimistic.

"It's going to be touch and go for a few months," he said. "But we'll survive and keep going."

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Maxine Kilcrease's original three-year contract to serve as the executive director of the Iowa Association of School Boards includes these provisions:

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- Private club dues and expenses at the Des Moines Club.
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- If Kilcrease is terminated for virtually any reason other than moral turpitude, illegal drug use or chronic drunkenness, she is entitled to collect the balance of the three-year contract's compensation.

Sometime after November 2009, the contract was changed to stipulate that the association would pay "all payroll taxes, 401(k), flex and other administrative fees."

Although that change resulted in a significant increase in pay for Kilcrease, the new contract was not approved by the full board. The document itself was left undated, with no mention of it being a revised version of a previous agreement.

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**From:** Ricci, Patrick  
**Sent:** Thursday, March 11, 2010 3:17 PM  
**To:** Giles, Traci  
**Subject:** FW: Problems at Iowa Association of School Boards  
**Attachments:** MTFeb10.xls

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**From:** Ricci, Patrick  
**Sent:** Wednesday, March 10, 2010 6:17 PM  
**To:** 'Lance Melton'  
**Cc:** Wiesley, Russ; Kilcrease, Maxine; Debra Silk  
**Subject:** RE: Problems at Iowa Association of School Boards

Lance, Thanks for bringing your concerns to our attention. I will address each of your points.

1. PaySchools is a viable company and we fully expect the program to continue to serve our members and the many other schools outside of Iowa which use the program.
2. PaySchools system for forwarding collected funds to our member schools is automated and within the PaySchools reporting tool our members are able to reconcile processed transactions against PaySchools deposits on a daily basis to confirm they are receiving all funds on processed transactions.
3. Royalty payments to our partner associations are made quarterly and are due 45 days from the end of the quarter. Royalty payments have been made through Q4 2009. Q1 2010 royalty payments will be payable by April 15th. All royalty payments have been made to date.
4. I have attached the Feb. 2010 PaySchools transaction report for your review. These are preliminary numbers for Feb. 2010 and do not include any charge backs or reversals. This list demonstrates all PaySchools sites operating in Montana and the dollar amount processed through those sites in Feb. 2010. Although it is accurate that we have existing sites with a couple of large Montana schools, the transaction totals are very small which is impacting MTSBA return.

Few additional points:

1. The IASB Board will be meeting with our regular auditors, Brooks-Lodden, this week to review the financial condition of the organization. Brooks-Lodden has been our auditing firm for many years and is working to complete the regular 2009 audit.
2. IASB, on its own accord, hired a financial firm to review the association's financial condition and create a work-out plan to move toward financial health. The board expects an initial report from LWB Financial this week.
3. As soon as appropriate, we plan to schedule a conference call with NSBA and all participating state SBA's to speak about the PaySchools program and answer any questions.

Please feel free to contact me if you need further information or have additional questions. Thanks Pat

Patrick Ricci  
National Marketing Director  
Iowa Association of School Boards

Office (281) 545-1957  
Cell (281) 705-1038



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**From:** Lance Melton [mailto:lmelton@mtsba.org]  
**Sent:** Monday, March 08, 2010 8:00 AM  
**To:** Ricci, Patrick  
**Cc:** Wiesley, Russ; Kilcrease, Maxine; Debra Silk; MTSBA Directors  
**Subject:** Problems at Iowa Association of School Boards

Dear Mr. Ricci (copied to Maxine Kilcrease, IASB Executive Director and Russ Wiesley, IASB President):

First, let me express my condolences for the financial problems facing the Iowa Association of School Boards. We have long admired your work on the role of the school board in student achievement and in other areas and it is hard to see a fellow state school boards association going through problems and related media scrutiny, some of which is likely inaccurate and/or otherwise unfair as most media coverage is at one time or another.

I read a fairly troubling story in the Des Moines Register about financial and other problems facing IASB and that story also indicates the possibly of related problems at Pay Schools. I have pasted that article below in case you have not seen it (which is doubtful, I realize). In any case, as you know from our general counsel, Debra Silk's previous inquiries, we have made a previous inquiry regarding the accuracy of the royalty payments to MTSBA by Pay Schools. Specifically, we have a couple of relatively large school districts who have advised our marketing partner, the Montana Association of School Business Officials, that they are using Pay Schools for transactions but there have been virtually no royalty payments to MTSBA. To date we have chalked that up to the program taking some time to gather steam, and we accepted your previous assurance that the royalty payments were accurate, but in light of the article below we would like to have your personal assurance of the following:

1. That Pay Schools remains a viable company, and that none of what is discussed in the article below affects the financial solvency or other ability of Pay Schools to deliver on its contractual promises to MTSBA and its members;
2. That Pay Schools has paid MTSBA members all payments due from transactions in those school districts using Pay Schools in Montana;
3. That Pay Schools has paid MTSBA all royalties to which it is due under our contract based on transactions referenced in 3 above; and
4. A complete list of the school districts in Montana using Pay Schools

We would also like to have the auditors who have been retained by IASB to include in their audit an analysis of the Montana school district transactions using PaySchools to ensure that our members have received all payments due and to ensure that MTSBA has received the royalty income to which it is entitled under the agreement we have with PaySchools.

Please confirm receipt of this email and please respond to my requests above.

Sincerely,

Lance L. Melton  
Executive Director  
Montana School Boards Association  
(406) 442-2180  
(406) 442-2194 (Fax)  
(406) 439-2180 (Cell)

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## School board group faces fraud probe, money crisis

By CLARK KAUFFMAN • [ckuffman@dmreg.com](mailto:ckuffman@dmreg.com) • © 2010, Des Moines Register and Tribune Co. • March 7, 2010  
A group funded with taxpayer money is in the midst of a financial crisis and has asked forensic auditors to look for evidence of fraud and criminal activity at the organization.

Two teams of auditors are going through records of the Iowa Association of School Boards. One of them is looking into allegations that:

- Public money was used for a former executive's vacation to Bora Bora.
- Staffers not only kept board members in the dark about financial problems but actively misled them about a multimillion-dollar business deal.
- A for-profit company run by an association executive received \$5 million from the organization.

In addition, the group's executive director has acknowledged collecting \$59,000 in extra pay over the past eight months, but says she might have been "set up" by the association's chief financial officer. There are also allegations of conflicts of interest, nepotism, lax financial controls and inadequate board oversight.

Auditors and association officials say they don't yet know the full scope of the agency's problems or whether it will be able to make payroll in the weeks and months ahead. They said they hope to know more when the association's governing board meets this week.

"It makes me feel totally nauseated," said association board president Russ Wiesley, a Waukee school board member. "It's gut-wrenching."

Board member Jack Hill, who represents the North Scott Community School District, said it's not clear what went wrong.

"Apparently we're out of money and we've got to figure out how we got there," said Hill, who still serves on the board's executive committee.

The association collects annual dues, ranging from \$726 to \$10,366, from all of Iowa's 361 public school districts. It spends at least \$2.4 million worth of government grants each year, and it collects millions more from conferences, consulting and cash-management programs funded by schools. Its mission is to improve public education through training and research that help Iowa's locally elected school boards.

In recent years, though, the association has expanded to include a number of business ventures that serve schools in as many as 40 states. Some of those business ventures don't relate directly to the work of school boards, and some are tied to the association's current financial crisis.

### **Controversies swirl around past CFO**

Some of the allegations of wrongdoing center on Kevin Schick, who served as the association's chief financial officer from last summer through early January.

Schick allegedly told board members last year that eBay officials had committed to buying one of the association's business ventures, PaySchools, a national business that manages financial accounts. When the deal failed to materialize, Schick told the board that eBay executives had flown in to close the deal, but changed their minds in the plane after hearing that former association officials were involved in some type of litigation.

In reality, the deal was never seriously considered and there were no such lawsuits, association officials say. "It was all fabricated," said Mary Delagardelle, the association's deputy executive director.

Schick was fired in January after officials concluded he had lied to the staff and the board about the eBay deal. Association officials say they then found evidence that he had used an Iowa School Board Association credit card to buy airline tickets for a vacation trip to Bora Bora, a tropical island in the South Pacific.

At least some of that \$1,100 expense appears to have been repaid, association officials said.

Board members say Schick once told them he owned an island off the coast of Florida and showed them a photo of it during a board meeting. There are conflicting accounts as to where the idea originated, but late last year someone at the association suggested the organization's top executives hold a retreat on the island, with Schick personally flying them there.

The island retreat was placed on staff members' electronic calendars, but association officials say that was done in jest and no one seriously considered traveling there.

Board records indicate that before he was fired, Schick offered to personally loan the association \$2 million so it could pay for the remodeling of, and the mortgage on, the association's Grand Avenue headquarters in Des Moines. The land and building is assessed at \$2.3 million.

"I was flabbergasted," Wiesley said. The board didn't accept the offer.

Association officials said Schick underwent two background checks before he was hired, but those checks did not uncover a well-publicized lawsuit Schick initiated in 1997.

Schick had sued Drake University, alleging that while he was a student there his mental-health counselor convinced him that he had been raised by a satanic cult. The counselor allegedly prescribed a series of treatment regimens that included sex, a visit to a psychic and a series of ritual chants. The lawsuit was settled out of court.

Schick said Saturday he has committed no wrongdoing but the association cut off his access to records that would prove his innocence.

### **Board didn't approve major salary increase**

Maxine Kilcrease worked for the Heartland Area Education Agency before she became the Iowa School Board Association's executive director last July.

The association agreed to pay her \$210,000. But in September, Kilcrease told Hill, then the board president, that her written contract and her pay didn't reflect an oral agreement that the association would compensate her for payroll taxes and other deductions.

To address that problem, she and Hill revised her written contract so it obligated the association to pay for all payroll taxes, 401(k), flex and other administrative fees. The new contract was signed without the knowledge or consent of the full board, Hill and Kilcrease said Saturday.

Last week, one day after The Des Moines Register asked for a list of association officials and their salaries, Kilcrease reimbursed the association for \$59,000 in pay.

Kilcrease said Saturday that when her salary increase took effect in early October, she immediately realized her pay had been increased too much to offset the payroll deductions.

"It was way too much," she said Saturday. "I just about had a stroke."

Kilcrease told the Register that over the next five months, she tried in vain to get Schick to reduce her pay - a charge that Schick denies.

"If that was true, she had the authority to go above or around me and get her pay corrected," he said. "She was the executive director."

Hill said Friday that he knew nothing of any issues involving Kilcrease's pay or contract.

"I don't know anything about that," he said. "There was never any discussion between Maxine and I about a pay increase, because I never knew it was increased."

But on Saturday, after association officials sent him records documenting his involvement in the matter, Hill said he recalled that Kilcrease had complained about her pay and the two of them signed a new contract to address the problem. He said Kilcrease told him he had the authority to revise the contract without the involvement of the full board. Kilcrease said it was the other way around - that it was Hill who said the matter didn't need to go before the full board.

Kilcrease said she now feels that Schick's refusal to change her pay might have been part of a "setup." She said she never told Hill or the full board that she was collecting too much pay because she didn't want to bother them. Because the association is a nonprofit corporation, not a unit of government, its records are unavailable under the Iowa Open Records Law. However, the organization has given the Register access to some financial reports. The newspaper's request for a list of employee salaries will be considered by the association's board of directors next week.

### **Financial deals for spinoff groups**

Association records point to a variety of reasons the organization is in financial trouble.

For years, the nonprofit association has been adding to the services it provides to Iowa schools, and many of those efforts have been spun off into separate business ventures with their own staff and governing boards. The association spent millions of dollars launching and, in some cases, propping up those endeavors.

For example:

- The association created the National School Foundation Association to help schools across the country create their own

revenue-generating foundations. The NSFA was a small operation, but it struggled financially. In 2008, the Iowa association forgave a \$491,109 loan to the NSFA.

- The association also created IJUMP, a program that helps Iowa schools get a better price on fuel. At some point, IJUMP mistakenly underbilled the schools almost \$800,000 for the fuel it was providing. Rather than bill the schools the correct amount, IJUMP and the association absorbed the hit.

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**Sent:** Thursday, March 11, 2010 11:06 AM  
**To:** Forgrave, Megan  
**Subject:** Re: Dues

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Thanks.

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- The transfer of \$5 million from the organization to a private business operated by an school board association executive (This refers to our own business - not some thing owned privately and secretly... LGS is the for-profit subsidiary of IASB... in other words, it is our for-profit business.)

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Also, as you may know, our blogs typically are not edited by anyone before they are published. Even though they're written on the run, there's no backstopping at all. That's a horrible process that lends itself to errors, no matter who is doing the blogging. So don't hesitate to let me know if you see other stuff on line that's wrong or even just a little questionable. I'll make a point of watching for that stuff, too...

Thanks again.

Clark

On 3/11/10 10:14 AM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:

Many thanks. If there's any way it could come off the web site, that would be appreciated, too.... Thanks!

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**From:** Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
**Sent:** Thursday, March 11, 2010 9:58 AM  
**To:** Forgrave, Megan  
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1-800-795-4272  
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**To:** Black, Jackie  
**Cc:** CLARK KAUFFMAN  
**Subject:** salaries

I would respectfully request a list of all your employees and their salaries. I believe the public, who pays you has the right to know.

Thank you,

James Peterman

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**Sent:** Thursday, March 11, 2010 9:25 AM  
**To:** Gannon, Mary; Maxson, Connie; Delagardelle, Mary; Forgrave, Megan  
**Subject:** FW: salaries

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Thank you,  
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**From:** Forgrave, Megan  
**Sent:** Thursday, March 11, 2010 8:07 AM  
**To:** 'Kauffman, Clark'  
**Subject:** RE: Dues

Hi Clark-

Quick clarification - and this is my fault because it's still on our web site. But Steve Hoch is no longer on our board. That is a vacant seat that needs to be replaced. Thanks.

Megan

-----Original Message-----

From: Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
Sent: Wednesday, March 10, 2010 3:58 PM  
To: Forgrave, Megan  
Subject: Re: Dues

Good Lord! I didn't even realize someone had posted all this on line.  
We'll get it corrected.

Clark

On 3/10/10 3:33 PM, "Forgrave, Megan" <mforgrave@ia-sb.org> wrote:

Hi there, Clark and Jen-

I just want to clear up a couple of things below, assuming some version of this will end up in tomorrow's paper. First, we've been told the Oversight Committee will meet with us Tuesday and/or Thursday, not Monday... unless you've heard something we don't know.

Also, I've clarified a few things from the blog in parentheses below. Thanks!

Johnson said the news reports in the Register "suggest many troublesome practices." He wants further study of allegations such as:

-Taxpayer money was possibly used to fund a former executive director's vacation to Bora Bora. (This was not the executive director's... this was Kevin Schick, the former consultant who was serving as CFO. He resigned in the midst of an internal whistleblower investigation regarding improper credit card use that included this travel charge.) -Staffers intentionally misled board members about a potential multi-million dollar business deal (Again, I believe this was not staffers plural, but the former CFO, Kevin Schick.)

- The transfer of \$5 million from the organization to a private business operated by an school board association executive (This refers to our own business - not some thing owned privately and secretly... LGS is the for-profit subsidiary of IASB... in other words, it is our for-profit business.)

I hope that clears a few things up... also, Clark, the board tabled what I thought we could report on... we likely won't have anything out of the board meeting until tomorrow afternoon.

Many thanks - again, we appreciate the opportunity to comment on any issues that come up.

Megan

p.s. Clark, just saw this message come in. We are on a fiscal year. Dues notices go out in May and are paid by July 1. Thanks.

---

From: Kauffman, Clark [mailto:ckauffma@desmoine.gannett.com]  
Sent: Wed 3/10/2010 3:27 PM  
To: Forgrave, Megan  
Cc: Dooley, Sheena  
Subject: Dues

Megan,

Can you tell me when the districts pay their dues to IASB?  
(We're getting conflicting reports. Some say the fall, some say the spring... Maybe it's both.)

Clark