

Date: March 17, 2016

To: Mr. John Murray, Regional Director Auditor General of Pennsylvania

Fr: John Nodecker, Retired Superintendent for MTSD *JN*

Re: Concerns MTSD

I was encouraged by the recent news that the PA Auditor General has decided to complete a top-to-bottom audit of MTSD. I am especially encouraged that issues related to budgeting, transparency, the public trust and my "abrupt resignation" will be reviewed.

Given the pending AG investigation, I feel it is my duty and responsibility to offer my cooperation. I am reaching out to you to begin the process of sharing what I believe to be significant and substantial questionable behaviors, procedures and practices by a group of board members and key administrative employees from the start of my hire on April 17, 2014 until I was coerced to retire at the end of January 2016. While I have been forced to leave MTSD, my heart remains there and I feel they deserve better than what they have been burdened with. It is my hope that I can help in some small way.

It is my confident belief that the behavior of the board officers and solicitor leading to my retirement was retaliatory in response to my attempts to address and correct the numerous questionable behaviors and practices by board members and high-ranking administrators. I do not make these statements lightly and have some of the necessary documentation to verify both the behaviors and practices in question and my attempts to correct them.

The issues listed below do not represent the entirety of my concerns but are rather meant to describe some of the challenges I found in my work at MTSD. I have retained volumes of personal notes and verifying documentation (as allowed) that I am willing and eager to share. Additionally, there are e-mails, presentations and other artifacts retained by the district that would provide further documentation of what I believe to be at best questionable practices and at worse illegal practices. In addition to existing documentation, there are numerous others who I am confident can verify many of my concerns, now that retaliation by board members is less of a threat.

My concerns include but are not limited to:

1. Breach of the public trust in matters of Sunshine Laws, specifically as related to facilities planning, educational programming, budgeting and personnel issues.
2. Breach of the public trust in what I believe were efforts to over-tax the community without transparent cause or explanation and without good faith.
3. Failure to conscientiously and with due diligence consider both the long and short term goals/good of the district, especially as related to educational programming, long-range facilities planning and the failure to adequately address the need to manage long-term debt.
4. Repeated violation of policy related to code of conduct by board members including inappropriate, sexist and culturally insensitive language, creating a demeaning, hostile and retaliatory climate and repeated attempts to secure personal gain in relationship to positions as board members.
5. My sincere belief that the investigation into my conduct initiated by Mr. Murry was orchestrated by a small group of board members and key administrators, retaliatory in nature, biased, insincere and needlessly wasted approximately \$500,000 of taxpayer money.