

ROCKINGHAM COUNTY BOARD OF EDUCATION
Central Administrative Offices
511 Harrington Highway
Eden, NC 27288
December 2, 2019
11:00 a.m.
Special Called Board Meeting

Present: Mr. Brent Huss, Board Chair and Ms. Paula Rakestraw, Vice Chair. Board Members: Ms. Kimberly McMichael, Mr. Bob Wyatt, Mr. Doug Isley, and Ms. Amanda Bell. Administrative Staff present; Dr. Rodney Shotwell, Superintendent; Ms. Annie Ellis, Chief Financial Officer; Dr. Sonja Parks, Assistant Superintendent of Operations and Logistics; Dr. Charles Perkins, Assistant Superintendent of Curriculum and Instruction; Dr. Cindy Corcoran, Assistant Superintendent of Support Services; Mr. Jonathan Craig, Executive Director of Human Resources; and Ms. Renee Everhart, Board Secretary were present. Board Member Mr. Wayne Kirkman was absent.

CALL TO ORDER

Mr. Huss called the meeting to order.

ROLL CALL

The Board members stated their names. Six members were present.
The Board Attorney Mr. Nick Herman was not present.

ACTION ITEMS

Approval – Implementation of the Classified Salary Schedule and Step Increase for Classified Employees:

Mr. Huss recognized Ms. Annie Ellis for comments regarding the Classified Salary Schedule and Step Increase for Classified Employees. Ms. Ellis presented the following memorandum to the Board (Attachment 1-A) stating the committee met to review the current classified salary schedule on November 25, 2019. Ms. Ellis stated the recommendation of the committee to the Board of Education is for the following:

1. Consolidate the current classified salary schedules into one salary schedule and reinstate the original years of experience levels on each step
2. Place all classified employees on the correct step based on verified years of experience
3. Reinstatement of the annual step increase

Ms. Ellis stated due to the timing of this request, it is recommended the funding source for the implementation of funds come from the Local Fund Balance. Ms. Ellis stated the Local Fund Balance as of June 30, 2019 has \$14,459,639 minus \$3,133,647 fund balance appropriated to the 2019-2020 proposed budget for a final balance of \$11,325,992. Ms. Ellis stated the request of funds to cover the implementation of the salary steps increase in classified salaries and cover the possible 1% increase in classified salaries if approved from the State. Ms. Ellis stated the requested amount for \$2.5 million dollars does include retirement, etc.

Ms. Ellis stated the request is to make the step increase effective for the current fiscal year 2019-2020, with classified employees receiving the salary change in the December 19, 2019 pay check. Ms. Ellis stated retroactive pay for July 1, 2019 through November 30, 2019 will be paid to the classified employees in their January 31, 2020 pay check.

Ms. Ellis stated Directors will need to monitor their budgets going forward to prepare and plan for the classified employees anticipated step increases and funding sources from which the classified employees are paid in the 2020-2021 budget as well as future annual step increases going forward.

Ms. Ellis stated this recommendation does not include the pay grade adjustments to the 12-month classified staff as presented in the Eury Consulting Efficiency Study. This recommendation focuses solely on bringing the classified staff to the correct salary step based on verified years of experience on the new classified salary schedule, as well as reinstating the annual step increases for classified staff. Ms. Ellis stated the pay grade levels are not being adjusted in this recommendation.

Ms. Ellis presented the 2019-2020 Classified Salary Schedule – SALARIED (proposed 12/2/2019) for 11 and 12 month classified employees (Attachment 2-A).

Ms. Ellis presented the 2019-2020 Classified Salary Schedule – HOURLY (proposed 12/2/2019) for classified employees (Attachment 3-A).

Ms. Ellis presented the 2019-2020 BUS DRIVER SCHEDULE (proposed 12/2/2019) (Attachment 4-A).

Action: Mr. Doug Isley moved that the Board approve the requests presented by Ms. Ellis for \$2.5 million dollars to consolidate the current classified salary schedules and reinstate the original years of experience levels on each step, placing all classified employees on the correct step based on verified years of service and reinstate the annual step increase for classified employees as presented, seconded by Ms. Kimberly McMichael. The vote was 6/0.

Action: Mr. Wyatt moved to adjourn, seconded by Mr. Isley. The vote was 6/0.

Minutes read and approved:

Mr. Brent Huss, Board Chair
Rockingham County Board of Education

Dr. Rodney Shotwell
Superintendent of Schools

December 9, 2019