

THE BOARD OF COMMISSIONERS OF THE COUNTY OF CRAVEN RECONVENED ITS REGULAR SESSION OF OCTOBER 6, 2014 ON OCTOBER 7, 2014 IN THE COMMISSIONERS' ROOM OF THE CRAVEN COUNTY ADMINISTRATION BUILDING, 406 CRAVEN STREET, NEW BERN, NORTH CAROLINA. THE MEETING CONVENED AT 8:30 A.M.

MEMBERS PRESENT

Chairman Thomas F. Mark
 Vice Chairman Jefferey S. Taylor
 Commissioner Scott C. Dacey
 Commissioner Theron McCabe
 Commissioner Johnnie Sampson, Jr.
 Commissioner Steve Tyson

BOARD OF EDUCATION

Mr. Carr Ipock, Chairman
 Ms. Linda Thomas, Vice Chairman
 Mr. David Hale
 Ms. Beatrice Smith
 Ms. Kim Smith

MEMBERS ABSENT

Commissioner Lee Kyle Allen

Ms. Frances Boomer
 Rev. Joseph Walton

STAFF PRESENT

Jack B. Veit III, County Manager
 Gene Hodges, Assistant County Manager
 Rick Hemphill, Assistant County Manager
 Amber Parker, Human Resources Director
 Gwendolyn M. Bryan, Clerk to the Board

Dr. Lane Mills, Superintendent
 Ms. Denise Altman, Finance Officer

The Boards met jointly to consider the Board of Education request for budget adjustments needed to allow for state mandated salary and benefits. Craven County Schools Finance Officer, Denise Altman, explained that the lowest paid teachers' salary increases are paid locally. They will receive an annual increase of \$2,200, taking the salary of year 0-4 teachers from \$30,800 to \$33,000. The total needed for local teacher raises is \$107,967. She stated that out of 32 assistant principals and 25 principals, 22 will receive partial local allocation for raises averaging \$726 each plus FICA and retirement, totaling \$19,623. Including clerical, maintenance and facilities personnel, who will receive a \$500 increase across the board, a total salary adjustment of \$215,417 is needed. Once the needed increases for health insurance are added, a total budget adjustment of \$234,482 is needed.

Commissioner Dacey commented that numbers don August 6, 2014 seem to indicate that 19 positions were added since the 2013-2014 school year numbers that were published in July 2013. He inquired about the number of teachers' assistant positions that have been lost in the last year. Ms. Altman indicated that there have been 65 assistant positions lost in the last two years. There was discussion concerning factors that cause fluctuation in the numbers, such as substitute and part-time teachers, and areas where there is sometimes an overlap.

Commissioner Mark requested a list of total positions showing a breakdown and including administrative positions. Mr. Hale recommended doing a snapshot as of the current month, identifying those positions that may be dually occupied due to medical leave, etc. Mr. Ipock stated that positions lost due to funding cuts could also be identified. Ms. Beatrice Smith suggested that the numbers could also be tracked in relation to increases in class sizes.

Mr. Ipock suggested that the published numbers that were questioned by Commissioner Dacey were put out before the budget was finalized, and reflected a best guess.

Commissioner Tyson moved to appropriate an additional \$234,482 to the funding allocation for schools from fund balance, seconded by Commissioner Taylor and unanimously carried in a roll call vote.

Schools

REVENUES	AMOUNT	EXPENDITURES	AMOUNT
101-0000-399-01-00 Fund Balance	\$234,482.00	101-8500-480-37-01 Schools Current Expense	\$234,482.00
TOTAL	\$234,482.00	TOTAL	\$234,482.00

Justification: To appropriate funds for public schools for additional salaries resulting from state budget.

Commissioner Dacey thanked Mr. Ipock, Dr. Mills and Ms. Kim Smith for their time in meeting with him for discussion several weeks back.

Commissioner Taylor inquired about the status of the County's fund balance at the end of the last fiscal year. Mr. Hemphill stated that the amount added to fund balance at year's end was greater than the \$234,482 required for the additional schools' funding. Commissioner Taylor asked if the Board would entertain discussion about increasing the teacher supplement, and all members were agreeable to doing so. During discussion it was noted that supplements were provided at \$100 for each of the last two fiscal years. Thirty percent of the teachers are in the 0-4 years of service range, while only about 10% are in the top two brackets. Commissioner Tyson commented that the high percentage of teachers in the 0-4 year range seems to indicate a high turnover rate, which Mr. Ipock confirmed. Ms. Kim Smith stated that recruitment is being relied upon more heavily, and the supplement is an important recruitment tool. Nevertheless, the Board's consensus was to forego an additional supplement for this budget year inasmuch as a cost of living increase was not given to County employees.

There was discussion concerning the need for regularly scheduled quarterly joint meetings between the two boards, but a schedule was not determined.

Commissioner Taylor inquired about the status of standards review and potential changes, particularly concerning Common Core. Dr. Mills responded that the issues are being studied through December 2015 by a state review commission. He projected that it would be several years before any changes could be implemented. The system is proceeding with the standards currently in place.

Commissioner Dacey expressed a desire to collaborate with the Board of Education in its legislative initiatives, especially those that would allow teachers to get back to teaching versus testing. Mr. Ipock stated that the assistance of the boards' respective administrative teams will be solicited to help shape the message.

At 9:40 a.m. Commissioner Taylor moved to adjourn seconded by Commissioner Sampson and unanimously carried.

Chairman Thomas F. Mark
Craven County Board of Commissioners

Gwendolyn M. Bryan
Clerk to the Board