ASHEVILLE CITY BOARD OF EDUCATION WORK SESSION

Administrative Offices - Board Room
Monday, August 5, 2024 at 5:00 PM

BE IT REMEMBERED: The Asheville City Board of Education met in a regularly called session on Monday, August 5, 2024, at 5:00 PM at the Administrative Offices - Board Room at 85 Mountain Street, Asheville, North Carolina, where and when the following business was transacted.

Page

1. MEETING OPENING

1.1 CALL TO ORDER - Board Chair, George Sieburg

Equity Statement:*In Asheville City Schools we are committed to equity and anti-racist policies for all students and staff to learn and thrive. We recognize that our positions come with power, responsibility, and public service for the entire ACS community. We will model our commitment to equity through our practices and decisions. During this meeting, we invite a pause if harm has taken place, a moment to name the harm, and space to practice repair.*

1.2 QUORUM DETERMINATION - Board Chair, George Sieburg

George Sieburg, Chair

Amy Ray, Vice Chair

James C. Carter, Member

Liza Kelly, Member - Virtual

Rebecca Strimer, Member

Sarah Thornburg, Member

Jesse Warren, Member

1.3 APPROVAL OF AGENDA - Board Chair, George Sieburg

Motion to Approve the Agenda

Moved by: James Carter

Seconded by: Amy Ray

Aye James Carter, George Sieburg, Rebecca Strimer, Liza Kelly, Amy Ray, Sarah Thornburg, and Jesse Warren

The motion passed 7-0

2. POSSIBLE ACTION/CONSENT ITEMS FOR NEXT REGULAR BOARD MEETING

2.1 Student Releases to Buncombe County 2024-2025 - Tanya Presha, Academic and Program Support Coordinator

Consent

2.2 Asheville Primary School Site Feasibility Study for Asheville City Schools and Buncombe County - Robert Brown, Architect, General Services Department and Facilities/Project Manager 8 - 17

Discussion / Request for Future Action

APS Study for ACS - Final 8-5-24.pptx

The Board has decided for Dr. Fehrman to meet with Avril Pinder, County Manager, and her team to discuss what the future plans would look like and what the cost would be for Asheville City Schools.

The goal is to see what the cost analysis options are for the district before moving forward. Buncombe County's top priority for the property at 441 Haywood Road is to have an Emergency Management System (EMS) site.

2.3 Updated Fees 2024-2025

Consent

1. Activity Buses - **April Dockery, Chief of Operations, is**

asking for approval to enact fees for the use of the white activity buses for field trips and athletics. The amount would be included in the cost of a field trip and a part of the proposed athletic fee.

2. Athletic Fees - **April Dockery, Chief of Operations, this fee is to cover the cost of equipment**
3. School Fees - **Dr. Fehrman, will get a full comprehensive list of fees and present those yearly to the Board.**

2.4 FY 25 Budget Update - Dr. Fehrman and Heidi Kerns, CFO 18 - 26

August 2024 Budget Update.pdf.pdf

Dr. Fehrman's update included the following:

Initial FY 25 Projections (April 2024)

Updated FY 25 Local Revenue

Updated FY 25 State Allotments

Updated FY 25 Budget

Summary Budget Adjustments

Reduction in Force Recommendations

2.5 Proposed Hourly Pay Table Revisions - Heidi Kerns, Chief Financial Officer 27 - 29

Consent

2024-2025 Proposed Hourly Pay Tables.pdf

There will be a town hall meeting for Bus Drivers and one for all other staff.

2.6 **Contracts/MOUs** - Dr. Dechant, Chief of Staff

Consent

Asheville Police Department

Buncombe Co Health & Human Services and MAHEC

TP Howard's Plumbing

Vocational Rehabilitation - there was leadership change at VR,

and we are waiting on the final MOU from them. We expect to have it by Friday.

1. *Executive Summary:* Vocational Rehabilitation works with students who are typically 16 or older to support and help facilitate transition from high school to what fits them best after high school. For students who are currently in school they provide support for internships, job shadowing, supported employment and a job coach depending on the level of the disability. The ultimate goal for VR is that a student obtains employment in the field that they fit. When a student is capable of attending college, VR can support tuition, books and in some cases housing depending on the families financial needs.

3. INFORMATION ITEMS

3.1 Policies First Read - Dr. Dechant, Chief of Staff

1310/4002 Parental Involvement

4130 Discretionary Admission of Out-of-District Students

4130-P Discretionary Admission of Out-of-District Students (Revised 7.31.24)

FERPA Release for Enrollment

4240/7312 Child Abuse and Related Threats to Child Safety

8510 School Finance Officer

Cell Phone Policy - Talks began in June about implementing a district-wide cell phone policy. Amy Ray, Vice Chair drafted the policy presented. The draft policy has not been reviewed by the board attorney. This is not a first read for this draft policy. Dr. Fehrman will review the policy with the Principal's and get communication from the school's

Title IX for Review:

Substantive Changes

1510/4200/7270 School Safety

1710/4020/7230 Discrimination and Harassment Prohibited

by Law

1720/4030/7235 Title IX Nondiscrimination on the Basis of Sex

1725/4035/7236 (NEW) Title IX Sexual Harassment-Prohibited Conduct and Grievance Procedures

4023/7233 Pregnant and Parenting Students and Employees

4329/7311 Bullying and Harassing Behavior Prohibited

Minor Changes

1300 Governing Principle- Parental Involvement

1500 Governing Principal-Safe, Orderly, and Inviting Environment

1600 Governing Principal-Professional Development

1700 Governing Principal-Removal of Barriers

1742/5060 Responding to Complaints

1760/7280 Prohibition Against Retaliation

2500 (Option A) Hearings Before the Board

2500 (Option B) Hearings Before the Board

4040/7310 Staff-Student Relations

7335 Employee Use of Social Media

7820 Personnel Files

Rescinded Policies

1725/4035/7236 Title IX Sexual Harassment-Prohibited Conduct and Reporting Procedures

1725/4035/7236 R Title IX Sexual Harassment Definitions

1726/4036/7237 Title IX Sexual Harassment and Grievance Process

7232 Discrimination and Harassment in the Workplace

At this time, Asheville City Schools is not on the list for Moms of Liberty.

4. CLOSED SESSION - Board Chair, George Sieburg

The Chair will entertain a motion for the Board of Education to enter into a closed session pursuant to G.S. 143-318.11 for the following

purposes:

- **Under subsection (a)(1) to prevent the disclosure of privileged and confidential personnel information pursuant to G.S. 115C-319-321;**
- **Under subsection (a) (3) to discuss matters protected by the attorney-client privilege.**

Motion to adjourn the meeting and go into a closed session.

4.1 August Personnel Report including potential RIF discussion

4.2 Superintendent Evaluation

4.3 Attorney Client Matters

5. FUTURE MEETINGS/ANNOUNCEMENTS - Board Chair, George Sieburg

Regular Meeting

Monday, August 12, 2024

Administrative Offices - Board Room

Work Session Meeting

Monday, September 9, 2024

Administrative Offices - Board Room

Regular Meeting

Monday, September 16, 2024

Administrative Offices - Board Room

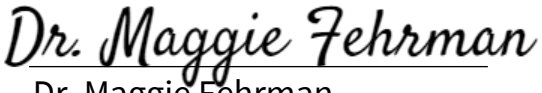
Asheville City Board of Education 2024-2025 Meeting Schedule

6. ADJOURNMENT - Board Chair, George Sieburg

6.1 Adjourn Meeting

Motion to adjourn the meeting.

Carried



Dr. Maggie Fehrman,
Superintendent



Board Chair, or Designee



Asheville Primary School Site Feasibility Study for Asheville City Schools and Buncombe County

with associated studies on the Hall Fletcher Elementary and William Randolph Schools

ADVANCED PLANNING | AUGUST 5, 2024
ASHEVILLE, NC

adwarchitects
environmentsforlife

Design Team for the Feasibility Study

adwarchitects
environmentsforlife

Lead by firm Principles:
Rob Woodruff, AIA, CDT
&
Keith Carl, AIA, CDT

STUDY SUMMARY

To assess the needs of Asheville City Schools and Buncombe County , ADW engaged with leaders and staff from both entities to review their current needs and goals. Tours of existing buildings/sites were conducted, followed by the completion of provided questionnaires.

Simultaneously, ADW conducted a preliminary review of zoning and code requirements and limitations for each site. Once the questionnaires and initial meetings were concluded, ADW developed space needs and initial site concepts for each group and site.

Following several rounds of meetings and revisions, the primary concepts emerged and are included in this presentation.



Zoning and Dimensional Requirements for HR-1

The site is zoned as both HR-1 and INST. There are two sets of dimensional requirements (set backs, building heights, etc.) for this site.

Setbacks for HR-1: CORE:	Primary Street:	0' min./5' max.
	Side Street:	0' min./5' max.
	Rear abutting alley:	5'
Building height for HR-1: CORE:	Maximum:	4 stories / 55'
	Minimum:	2 stories / 30'
	Stepback:	10' above 2nd story min.

Zoning and Dimensional Requirements for INST

Setbacks for INST:	Front:	15' – exceptions apply
	Side:	10'
	Rear:	10'
Building height for INST:	Height subject to limitation in adjacent residential zone.	
Buffers:	30' Abutting Residential	

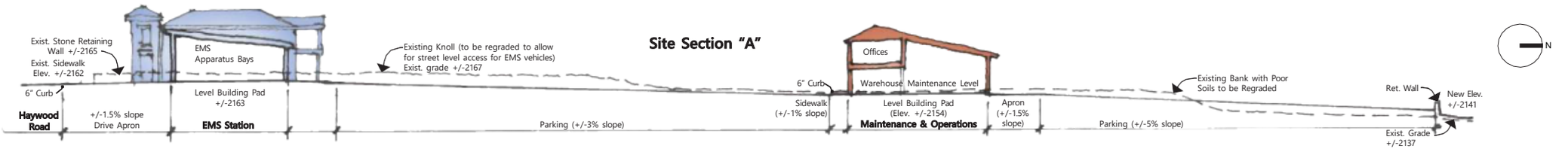
Programmatic Parking Requirements

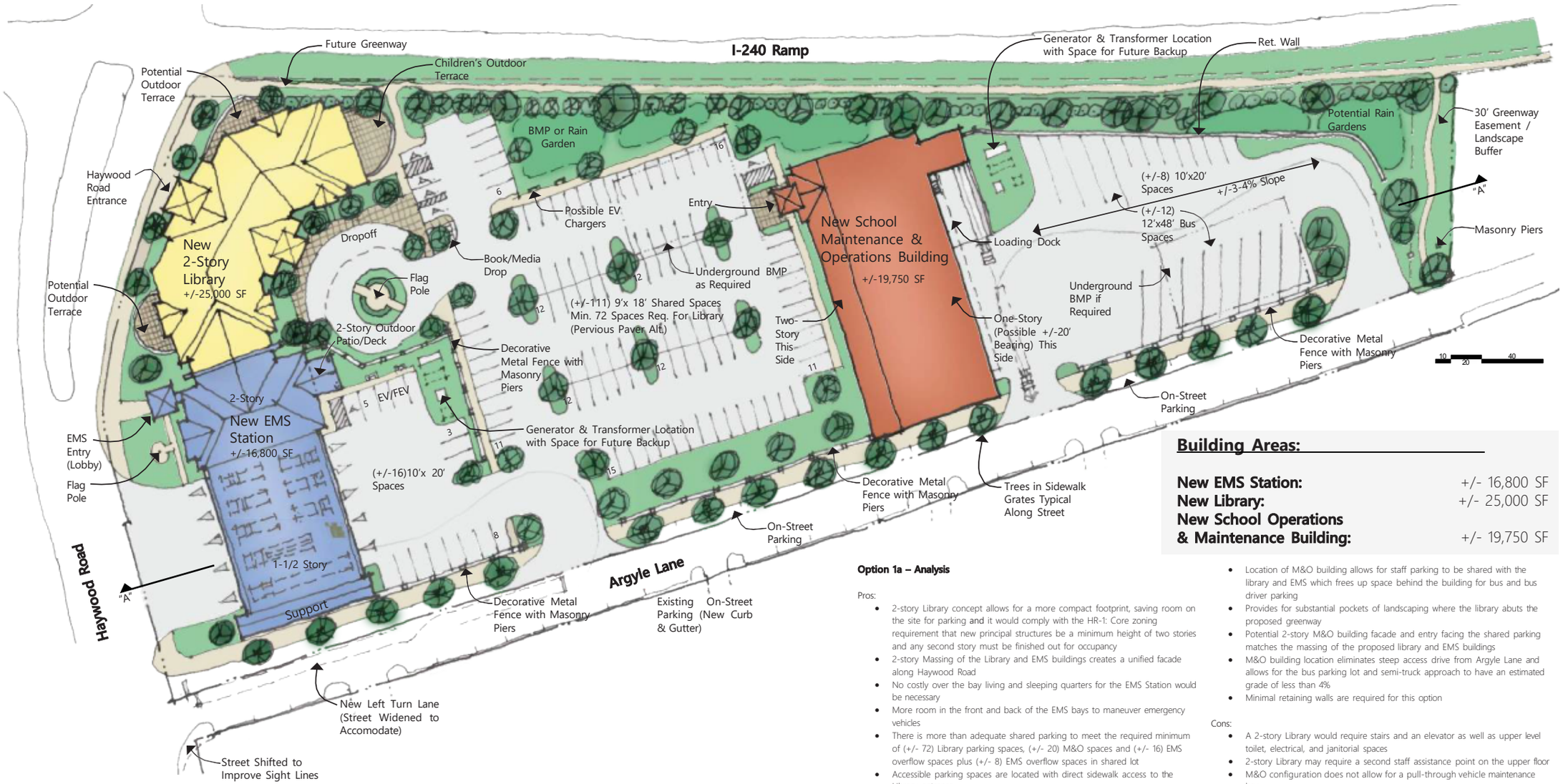
For the library, code requires a minimum of 1 space for every 350 square feet of gross floor area and a maximum of 1 space for every 250 square feet. This totals a minimum of 72 spaces and a maximum of 100 spaces.

For the school operations building, the office portion requires 1 space for every 350 square feet, and the warehouse portion requires 1 space for every 2 employees at the largest shift plus 1 space for every 350 square feet of public space. This totals 20 spaces, in addition to the parking for the library and EMS building.

HR-1 zoning does not allow on-site parking between the primary street and the building. Some parallel parking can be added along the side street.

ASHEVILLE PRIMARY SCHOOL SITE





Building Areas:

New EMS Station:	+/- 16,800 SF
New Library:	+/- 25,000 SF
New School Operations & Maintenance Building:	+/- 19,750 SF

Option 1a – Analysis

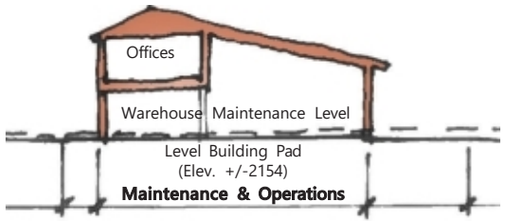
Pros:

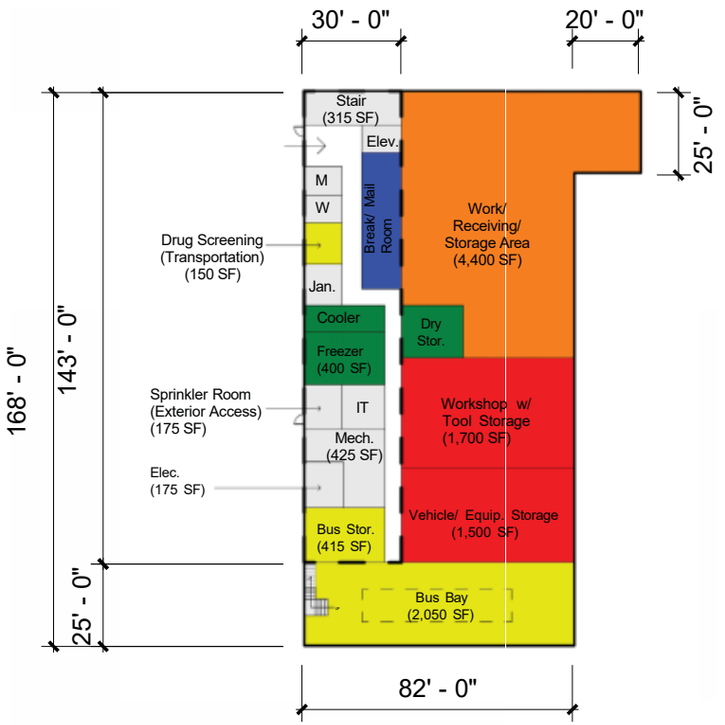
- 2-story Library concept allows for a more compact footprint, saving room on the site for parking and it would comply with the HR-1: Core zoning requirement that new principal structures be a minimum height of two stories and any second story must be finished out for occupancy
- 2-story Massing of the Library and EMS buildings creates a unified facade along Haywood Road
- No costly over the bay living and sleeping quarters for the EMS Station would be necessary
- More room in the front and back of the EMS bays to maneuver emergency vehicles
- There is more than adequate shared parking to meet the required minimum of (+/- 72) Library parking spaces, (+/- 20) M&O spaces and (+/- 16) EMS overflow spaces plus (+/- 8) EMS overflow spaces in shared lot
- Accessible parking spaces are located with direct sidewalk access to the Library entrance
- Location of M&O building allows for staff parking to be shared with the library and EMS which frees up space behind the building for bus and bus driver parking
- Provides for substantial pockets of landscaping where the library abuts the proposed greenway
- Potential 2-story M&O building facade and entry facing the shared parking matches the massing of the proposed library and EMS buildings
- M&O building location eliminates steep access drive from Argyle Lane and allows for the bus parking lot and semi-truck approach to have an estimated grade of less than 4%
- Minimal retaining walls are required for this option

Cons:

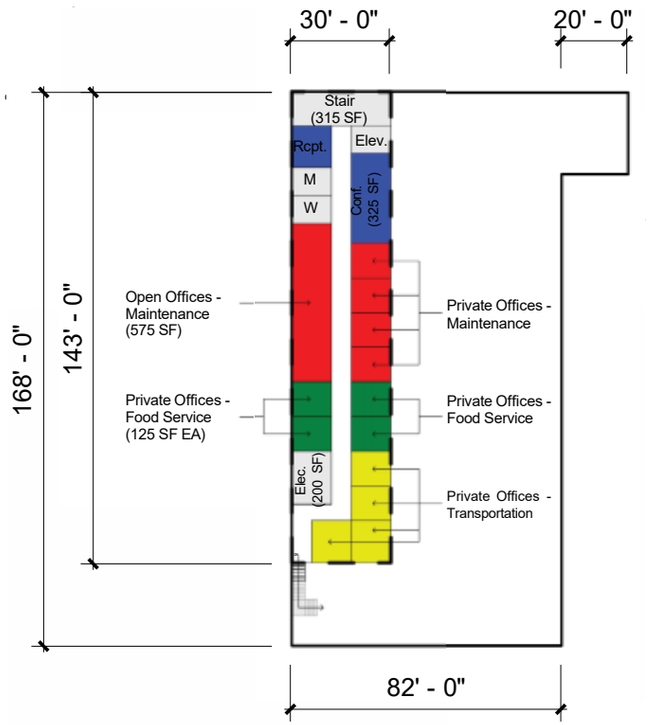
- A 2-story Library would require stairs and an elevator as well as upper level toilet, electrical, and janitorial spaces
- 2-story Library may require a second staff assistance point on the upper floor
- M&O configuration does not allow for a pull-through vehicle maintenance bay

- Work / Receiving / Storage Areas
- Shared Administration
- Maintenance
- Food Service
- Transportation
- Building Support



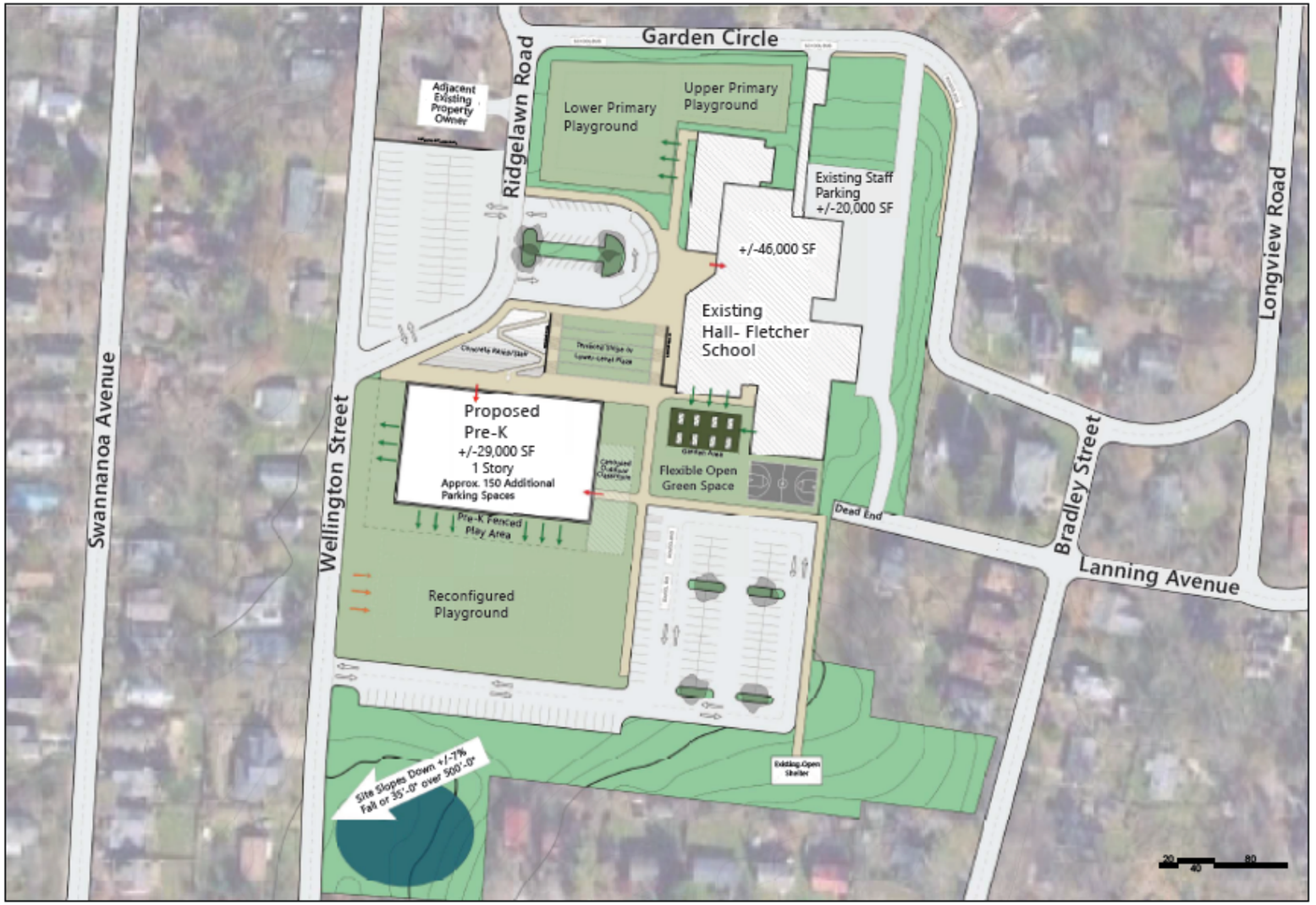


Lower Level Plan 14,276 SF



Upper Level Plan 4,290 SF

HALL FLETCHER ELEMENTARY SCHOOL SITE: PRE-K 1-STORY



Pre-K proposed Classroom type	# of classrooms	ACS requested capacity (teacher: student ratio)	Maximum capacity by regulatory agency	Total anticipated student maximum capacity
Pre-K classroom	10	18 (3:18)	20	180
Infant/Toddler classroom	5	8 (2:8)	12	40
Developmental classroom	1	12 (3:12)	12	12
"Play n Learn" classroom	2	18	*as determined by grant funding	36
TOTALS	**18**			**268**

See Page 42 for 2-Story Option

PLAN REVISIONS to the WILLIAM RANDOLPH SCHOOL for the EDUCATION AND CAREER CENTER

ECA proposed Classroom type	# of classrooms	ACS requested capacity (teacher: student ratio)	Maximum capacity by regulatory agency	Total anticipated student maximum capacity
Typical core classroom	8	30 (1:10)	32	240
CTE Classrooms	6	30 (1:10)	10-30 dependent on course	180
MS Day Treatment Classroom	2	12 (varies)	25 (can vary per LEA)	24
HS Day Treatment Classroom	4	12 (varies)	25 (can vary per LEA)	48
TOTALS	**20**			**492**

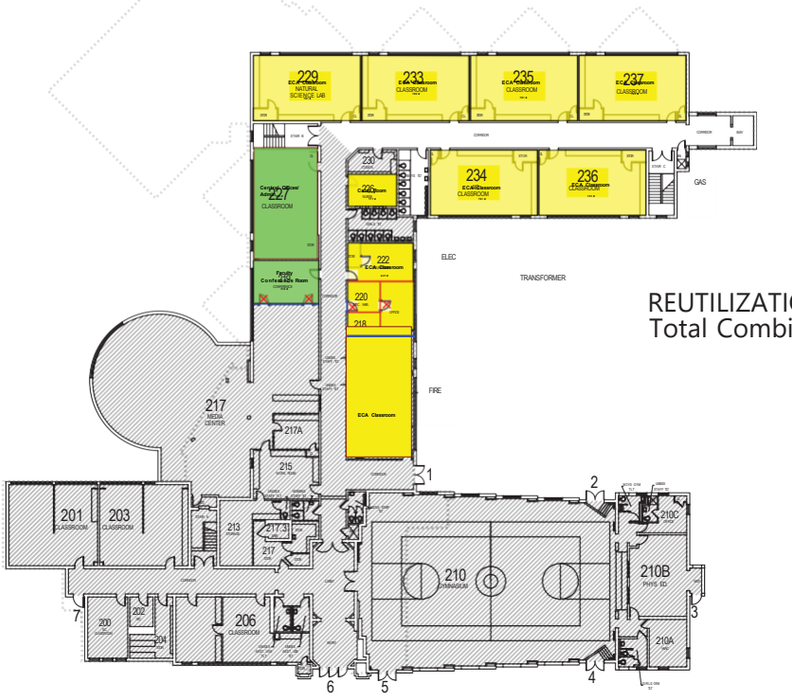
Graphic Legend

- (8) ECA Classrooms (6,340 total sf)
- (6) Day Treatment Classrooms (4,670 total sf)
- (6) CTE Classrooms (6,080 total sf)
- Administration (2,390 total sf)
- Kitchen/ Cafeteria (6,470 total sf)
- New Walls/ Doors
- Demolished Walls/ Doors



LOWER LEVEL

Lower Level Renovation Area: 12,882 sf



UPPER LEVEL

Upper Level Renovation Area: 6,655 sf

REUTILIZATION FLOOR PLAN
Total Combined Renovated Area: 19,537 SF

Cost Estimates

Operations Center	Estimated Cost
Construction Cost (Site & Building)	$10,450,000
Design & Other Soft Cost	$2,615,000
Total	**$13,065,000**

Off Site Road and Utility Improvements	$400,000
Demolition	$500,000

Pre- K	Estimated Cost
Construction Cost (Site & Building)	$17,000,000
Design & Other Soft Cost	$3,400,000
Total	**$20,400,000**

Education & Career Acad.	Est.Cost
Construction Cost (Site & Building)	$10,820,000
Design & Other Soft Cost	$1,300,000
Total	**$12,120,000**

NOTE: These are preliminary cost estimates that may change based on the final design and construction cost at the time of bidding.

Future Action Requested:

Approval of the ADW developed final site concepts presented for the Asheville Primary School and Hall Flecher Elementary School locations.

Also:
Approval of the ADW developed adaptive re-use configuration presented of the William Randolph School for use as an Asheville City Schools Education and Career Academy.

Special thanks to the following for assisting with this study:

ACS Staff:

Dr. Maggie Fehrman
Susanna Smith
Kim Robinson
Melissa Allen
Amanda Rigsby
April Dockery
Carrie Buchanan
Tim Shelton
Tim Holcombe
Matt Whiteside

Buncombe County Staff:

Avril Pinder
Sybil Tate
Robert Brown
Jason Hyatt
Taylor Jones
Ryan Cole
Rachel Sawyer Nygaard
Eric Grau

ashevillecityschools.net

you belong here

#YouBelongInACS

#ChallengingAndRelevantInACS

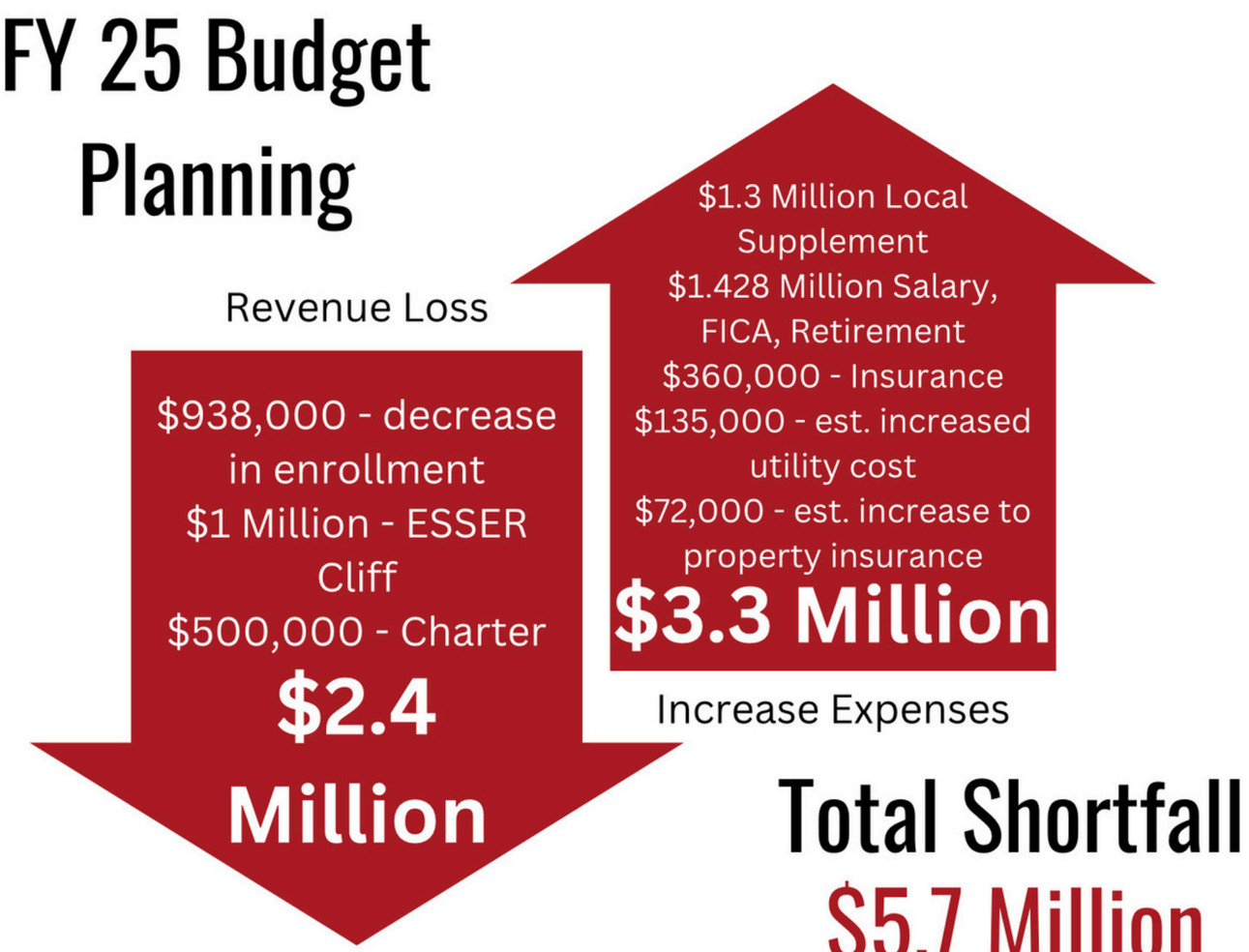
EverySecondCountsInACS

FY 25 Budget Udpate

August 5, 2024

Board Presentation

Initial FY 25 Projections (April 2024)



Initial FY 25 Projections (April 2024)

Initial Projections	Values
Initial Shortfall	$5.7 Million
Requested Enhancements	$2.1 Million
Cuts and Fund Balance Allocation	$4.4 Million
Additional Revenue Request to BC	$3.4 Million

Updated FY 25 Local Revenue

Asheville City Schools						
Budget Request Summary						
June 27, 2024, Revised August 5, 2024						
	2024-2025	**2024-2025**	**2024-2025**	**2023-2024**	**2023-2024**	**2022-2023**
Fund 2	**Percent Increase**	**Increase**	**Budgeted Appropriation**	**Increase**	**Budgeted Appropriation****	**Actual**
Appropriation	1%	189,340	17,894,070	2,449,926	17,704,730	15,254,804
Supplemental (10.62)	3%	387,890	12,027,904	232,910	11,640,014	11,407,104
Total	2%	577,230	29,921,974	2,682,836	29,344,744	26,661,908
Fund 8						
Supplemental Sales Tax*	-11%	-517,724	4,376,146	414,506	4,893,870	4,479,364
Total Increase	0%	59,506	34,298,120	3,097,342	34,238,614	31,141,272
Capital Appropriation*	-7%	-278,476	3,446,077	283,841	3,724,553	3,440,712

*Per Buncombe County projections, growth in sales taxes appear to be leveling off so caution is warranted in making future projections for use of these funds. They have suggested 2% growth which did not happen this year so this projection assumes no growth for now.

** We will still not know the actual sales tax revenue until summer. Projections indicate a shortfall for 2023-2024:

Fund 2 Projected Supplemental Property Tax	141,412	
Fund 4 Projected Sales Tax Shortfall	-278,476	(essentially flat since 22-23)
Fund 8 Projected Supplemental Shortfall	-517,724	(essentially flat since 22-23)
Totals Projected Shortfall	-654,788	

Using actual ADM and estimated charter ADM based on 23-24, our portion of the split is estimated to decrease, this is subject to change (either way) pending verification of charter school enrollment (reduction of $433,867).

DPI Local Funding Dist %			
BCS	0.41%	84.88%	84.47%
ACS	-0.41%	15.12%	15.53%
	0.00%	100.00%	100.00%
Final Local Funding Dist % (includes charter school students for both districts)			
BCS			84.74%
ACS			15.26%
			100.00%

Updated FY 25 State Allotments

		Allotted ADM: 3900			Allotted ADM: 4034			Allotted ADM: 4210								
		2024-2025			2023-2024			2022-2023								
		Total Change 23-24 to 24-25			Initial Allotments			Total Revised Allotment			Total Revised Allotment			Total Change 22-23 to 23-24		
PRC	PRC Description	Position	Month	Y-T-D Allotment	Position	Month	Amount	Position	Month	Y-T-D Allotment	Position	Month	Y-T-D Allotment	Position	Month	Y-T-D Allotment
001	Classroom Teachers Positions	-6.51		-503,091	173.75	0	13,796,901	180.26	0	14,299,992.00	189.68	0	14,734,911.00	-9.42	0	-434,919.00
002	Central Office Administration			-2,363	9	0	569,856	0	0	572,219.00	0	0	539,139.00	0	0	33,080.00
003	Non-Instructional Support Personnel			-59,375	0	0	1,274,611	0	0	1,333,986.00	0	0	1,313,044.00	0	0	20,942.00
004	K-5 Program Enhancement Teacher Positions			8,514	9	0	750,051	9	0	741,537.00	10	0	828,910.00	-1	0	-87,373.00
005	School Building Administration - MOE		-10	-35,868	0	136	1,394,560	0	146	1,430,428.00	0	148	1,341,294.00	0	-2	89,134.00
006	School Health (School Psychologist) Positions	-1		-4,079	10	0	935,420	11	0	939,499.00	2	0	185,566.00	9	0	753,933.00
007	Instructional Support Personnel Positions	0		7,710	10	0	860,620	10	0	852,910.00	19	0	1,592,238.00	-9	0	-739,328.00
013	Career Technical Education - MOE		-3	15,586	0	247	1,886,586	0	250	1,871,000.00	0	253	1,907,873.00	0	-3	-36,873.00
014	Career Technical Education - Program Support			-1,205	0	0	80,549	0	0	81,754.00	0	0	80,220.00	0	0	1,534.00
024	Disadvantage Students Supplemental Funding			-7,629	0	0	225,065	0	0	232,694.00	0	0	235,916.00	0	0	-3,222.00
027	Teacher Assistants			-2,447	0	0	1,248,609	0	0	1,251,056.00	0	0	1,319,899.00	0	0	-68,843.00
032	Children with Disabilities			50,001	0	0	2,970,605	0	0	2,920,604.00	0	0	2,944,046.00	0	0	-23,442.00
034	Academically or Intellectually Gifted			-1,145	0	0	234,028	0	0	235,173.00	0	0	239,088.00	0	0	-3,915.00
054	Limited English Proficiency			9,958	0	0	122,353	0	0	112,395.00	0	0	95,417.00	0	0	16,978.00
056	Transportation of Pupils			56,774	0	0	1,018,383	0	0	961,609.00	0	0	982,097.00	0	0	-20,488.00
061	Classroom Materials/Instructional Supplies/Equipment			-30,695	0	0	124,794	0	0	155,489.00	0	0	129,043.00	0	0	26,446.00
069	At-Risk Student Services/Alternative Schools			-38,333	0	0	834,251	0	0	872,584.00	0	0	868,167.00	0	0	4,417.00
071	Supplemental Funds for Teacher Compensation			45,636	0	0	399,096	0	0	353,460.00	0	0	293,060.00	0	0	60,400.00
131	Textbook & Digital Resources			19,200	0	0	144,752	0	0	125,552.00	0	0	135,815.00	0	0	-10,263.00
	Subtotal	**-7.51**	**-13**	**-472,851**	**211.75**	**383**	**28,871,090**	**210.26**	**396**	**29,343,941**	**220.68**	**401**	**29,765,743**	**-10.42**	**-5**	**-421,802**

					Initial Allotments			Total Revised Allotment			Total Revised Allotment			Total Change		
PRC	PRC Description	Position	Month	Y-T-D Allotment	Position	Month	Amount	Position	Month	Y-T-D Allotment	Position	Month	Y-T-D Allotment	Position	Month	Y-T-D Allotment
012	Driver Training			-7,998	0	0	92,589	0	0	100,587	0	0	101,769	0	0	-1,182
015	School Technology Fund			-1,017	0	0	46,148	0	0	47,165	0	0	49,415	0	0	-2,250
130	Textbooks and Digital Resources				0	0	0	0	0	0	0	0	0	0	0	0
	Subtotal			**-9,015**	**0**	**0**	**138,737**	**0**	**0**	**147,752**	**0**	**0**	**151,184**	**0**	**0**	**-3,432**
	Grand total	**-7.51**	**-13**	**-481,866**	**0**	**0**	**29,009,827**	**210.26**	**396**	**29,491,693**	**220.68**	**401**	**29,916,927**	**-10.42**	**-5**	**-425,234**
		-578,653.01	-133,471	-727,381.01										-802,871.42	-51,335	-882,164.42

FED: FEDERAL PROGRAMS				
PRC	DESCRIPTION	Difference	2024-2025 Amount	2023-2024 Amount
017	Career and Technical Education - Program Improvement	-11,508	59,286	70,794
049	IDEA - Section 619 Preschool Grants	-1,058	68,557	69,615
050	ESEA Title I, Part A - Basic/Concentration/Education Finance/Targeted Grants	-116,746	814,237	930,983
108	ESEA Title IV, Part A - Student Support & Academic Enrichment Grants	-4,917	67,141	72,058
103	ESEA Title II, Part A - Supporting Effective Instruction	-19,498	139,488	158,986
060	IDEA - Section 611 Grants to States	68,274	1,044,274	976,000
		-85,453	2,205,465	2,278,436
	State and Federal Funding Decrease Total	-812,834.01		
	(Does not consider lack of full funding for salary and benefit increases)			

Updated FY 25 Budget

Initial Projections	Values
Initial Shortfall	$5.7 Million
Actual Increase from BC	$140,000
~~Requested Enhancements~~	~~$2.1 Million~~
Fund Balance Allocation	$3 Million
Additional Cuts Needed	**$2.6 Million**

Summary Budget Adjustments

Enhancements	Amount
Student Support Specialists	$497,494
Randolph Campus - ECA	$604,877
Total Enhancements	**$1,102371**

Summary Budget Adjustments

Reductions	Amount
Allotment Formula Savings	$965,757
MS Consolidation Savings	$1,331,618
CO Savings: Personnel, Operational Budget Cuts, and Contracts	$1,249,955
Reduction in Overtime	$250,000
Total Reductions	**$3,797,330**

Net Change - $2.6 Million

Reduction in Force Recommendations

- Review recommended reductions in Closed Session
  - There is an open position available for the any full-time staff impacted by recommended position eliminations
  - Recommendation for five positions to be reduced from 12 months to 11 months
  - Downgrade of one position
- Conversations will be held this week with staff impacted.
- Board action on recommendations on August 12th

Asheville City Schools
Proposed Hourly Salary Schedules
2024-2025

State Salary Grade	Tier I** (State Min)	Tier II 0-4 Yrs Exp	Tier III 5-9 Yrs Exp	Tier IV 10-14 Yrs Exp	Tier V 15-19 Yrs Exp	Tier VI 20-25 Yrs Exp	Tier VII 25+ Yrs Exp	Hold Harmless***
Temporary school support, tutors	$ 15.00	$ 15.00	$ 15.00	$ 15.00	$ 15.00	$ 15.00	$ 15.00	
Non-Certified EDA	$ 15.00	$ 20.00	$ 20.00	$ 20.00	$ 20.00	$ 20.00	$ 20.00	
Certified EDA****	$ 15.00	$ 30.00	$ 30.00	$ 30.00	$ 30.00	$ 30.00	$ 30.00	
NC01								
Custodians, Courier	$ 15.00	$ 16.25	$ 17.00	$ 17.75	$ 18.50	$ 19.25	$ 20.00	
Local Supplement		$ 1.79	$ 1.96	$ 2.13	$ 2.22	$ 3.56	$ 3.70	
State Longevity				$ 0.27	$ 0.42	$ 0.63	$ 0.90	
Total Hourly Rate of Pay		$ 18.04	$ 18.96	$ 20.15	$ 21.14	$ 23.44	$ 24.60	
NC01-TSA								
Transportation Safety Assistants after 7/1/24	$ 15.00	$ 16.25	$ 17.00	$ 17.75	$ 18.50	$ 19.25	$ 20.00	
Local Supplement		$ 1.79	$ 1.96	$ 2.13	$ 2.22	$ 3.56	$ 3.70	
State Longevity				$ 0.27	$ 0.42	$ 0.63	$ 0.90	
Total Hourly Rate of Pay		$ 18.04	$ 18.96	$ 20.15	$ 21.14	$ 23.44	$ 24.60	
Transportation Safety Assistants hired as of 6/30/24	$ 15.00	$ 18.90	$ 18.90	$ 18.90	$ 18.90	$ 19.25	$ 20.00	
Veteran Bus Retention Reward		**$ 6.50**	**$ 6.50**	**$ 6.50**	**$ 6.50**	**$ 6.50**	**$ 6.50**	
Total Hourly Rate of Pay for TSAs Employed 6/30/24		$ 25.40	$ 25.40	$ 25.40	$ 25.40	$ 25.75	$ 26.50	
Local Supplement		$ 2.79	$ 2.92	$ 3.05	$ 3.05	$ 4.76	$ 4.90	
State Longevity				$ 0.38	$ 0.57	$ 0.84	$ 1.19	
Total Hourly Rate of Pay		$ 28.19	$ 28.32	$ 28.83	$ 29.02	$ 31.35	$ 32.60	
NC04-SN								
School Nutrition Workers	$ 15.00	$ 16.50	$ 16.50	$ 17.00	$ 17.50	$ 18.00	$ 18.50	
Local Supplement (ACS employees only)		$ 1.82	$ 1.90	$ 2.04	$ 2.10	$ 3.33	$ 3.42	
State Longevity (ACS employees only)				$ 0.26	$ 0.39	$ 0.59	$ 0.83	
Total Hourly Rate of Pay		$ 18.32	$ 18.40	$ 19.30	$ 19.99	$ 21.92	$ 22.76	
(New hires are through Chartwells)								
NC05-INST								
Instructional Assistants	$ 15.23	$ 16.75	$ 17.50	$ 18.25	$ 19.25	$ 20.25	$ 21.25	
Local Supplement		$ 1.84	$ 2.01	$ 2.19	$ 2.31	$ 3.75	$ 3.93	
State Longevity				$ 0.27	$ 0.43	$ 0.66	$ 0.96	
Total Hourly Rate of Pay		$ 18.59	$ 19.51	$ 20.71	$ 21.99	$ 24.65	$ 26.14	
EC Instructional Assistants	$ 15.23	$ 16.75	$ 17.50	$ 18.25	$ 19.25	$ 20.25	$ 21.25	
Local Supplement		$ 1.84	$ 2.01	$ 2.19	$ 2.31	$ 3.75	$ 3.93	
State Longevity				$ 0.27	$ 0.43	$ 0.66	$ 0.96	
Total Hourly Rate of Pay		$ 18.59	$ 19.51	$ 20.71	$ 21.99	$ 24.65	$ 26.14	
Hard to Fill Stipend (convert stipend to hourly rate)		**$ 3.00**	**$ 3.00**	**$ 3.00**	**$ 3.00**	**$ 3.00**	**$ 3.00**	
Total Hourly Rate of Pay for EC Inst Assts		$ 21.59	$ 22.51	$ 23.71	$ 24.99	$ 27.65	$ 29.14	
NC05								
School Reception, other non-specialized clerks	$ 15.23	$ 16.75	$ 17.50	$ 18.25	$ 19.25	$ 20.25	$ 21.25	
Lead Custodian								
Local Supplement		$ 1.84	$ 2.01	$ 2.19	$ 2.31	$ 3.75	$ 3.93	
State Longevity				$ 0.27	$ 0.43	$ 0.66	$ 0.96	
Total Hourly Rate of Pay		$ 18.59	$ 19.51	$ 20.71	$ 21.99	$ 24.65	$ 26.14	
NC05-MAINT								
Warehouse Mgr (Inventory), Grounds Crew	$ 15.23	$ 17.00	$ 18.25	$ 19.50	$ 20.75	$ 22.00	$ 23.25	
Locksmith, Preventative Maintenance								
Local Supplement		$ 1.87	$ 2.10	$ 2.34	$ 2.49	$ 4.07	$ 4.30	
State Longevity				$ 0.29	$ 0.47	$ 0.72	$ 1.05	
Total Hourly Rate of Pay		$ 18.87	$ 20.35	$ 22.13	$ 23.71	$ 26.79	$ 28.60	

NC05-BUS								
Bus Drivers hired after 7/1/24	$ 15.00	$ 18.90	$ 19.15	$ 19.77	$ 20.02	$ 20.32	$ 20.86	
Local Supplement		$ 2.08	$ 2.20	$ 2.37	$ 2.40	$ 3.76	$ 3.86	
State Longevity				$ 0.30	$ 0.45	$ 0.66	$ 0.94	
Total Hourly Rate of Pay		$ 20.98	$ 21.35	$ 22.43	$ 22.87	$ 24.74	$ 25.65	
Bus Drivers (includes Activity Buses)	$ 15.23	$ 18.90	$ 19.15	$ 19.77	$ 20.02	$ 20.32	$ 20.86	
Veteran Driver Retention Reward		**$ 6.50**	**$ 6.50**	**$ 6.50**	**$ 6.50**	**$ 6.50**	**$ 6.50**	
Total Hourly Rate of Pay for Drivers Employed 6/30/24		$ 25.40	$ 25.65	$ 26.27	$ 26.52	$ 26.82	$ 27.36	
Local Supplement		$ 2.79	$ 2.95	$ 3.15	$ 3.18	$ 4.96	$ 5.06	
State Longevity				$ 0.39	$ 0.60	$ 0.87	$ 1.23	
Total Hourly Rate of Pay		$ 28.19	$ 28.60	$ 29.81	$ 30.29	$ 32.65	$ 33.65	
NC06								
CO Administrative Assistants, School Bookkeepers, School Data Managers, Media Tech Assistants, SLPA	$ 16.00	$ 19.00	$ 20.50	$ 22.00	$ 23.50	$ 25.00	$ 26.50	
Local Supplement		$ 2.09	$ 2.36	$ 2.64	$ 2.82	$ 4.63	$ 4.90	
State Longevity				$ 0.33	$ 0.53	$ 0.81	$ 1.19	
Total Hourly Rate of Pay		$ 21.09	$ 22.86	$ 24.97	$ 26.85	$ 30.44	$ 32.60	
NC06-SN								
School Nutrition Manager	$ 16.00	$ 20.00	$ 21.00	$ 22.00	$ 23.00	$ 24.00	$ 25.00	
Local Supplement (ACS employees only)		$ 2.20	$ 2.42	$ 2.64	$ 2.76	$ 4.44	$ 4.63	
State Longevity (ACS employees only)				$ 0.33	$ 0.52	$ 0.78	$ 1.13	
Total Hourly Rate of Pay		$ 22.20	$ 23.42	$ 24.97	$ 26.28	$ 29.22	$ 30.75	
(New hires are through Chartwells)								
NC07-MAINT								
Carpenter, Painter, Plasterer, Grounds Lead	$ 16.80	$ 21.00	$ 22.50	$ 24.00	$ 25.50	$ 27.00	$ 28.50	
Local Supplement		$ 2.31	$ 2.59	$ 2.88	$ 3.06	$ 5.00	$ 5.27	
State Longevity				$ 0.36	$ 0.57	$ 0.88	$ 1.28	
Total Hourly Rate of Pay		$ 23.31	$ 25.09	$ 27.24	$ 29.13	$ 32.87	$ 35.06	
NC07								
CO Administrative Specialists, HS Bookkeeper and Data Manager	$ 16.80	$ 21.50	$ 23.00	$ 24.50	$ 26.00	$ 27.50	$ 29.00	
Local Supplement		$ 2.37	$ 2.65	$ 2.94	$ 3.12	$ 5.09	$ 5.37	
State Longevity				$ 0.37	$ 0.59	$ 0.89	$ 1.31	
Total Hourly Rate of Pay		$ 23.87	$ 25.65	$ 27.81	$ 29.71	$ 33.48	$ 35.67	
NC09								
HR and Finance Specialists, Educational Interpreter	$ 17.64	$ 26.00	$ 27.25	$ 28.50	$ 29.75	$ 31.00	$ 32.25	
Local Supplement		$ 2.86	$ 3.13	$ 3.42	$ 3.57	$ 5.74	$ 5.97	
State Longevity				$ 0.43	$ 0.67	$ 1.01	$ 1.45	
Total Hourly Rate of Pay		$ 28.86	$ 30.38	$ 32.35	$ 33.99	$ 37.74	$ 39.67	
NC10-MAINT								
Electrician, Plumber, Lead Painter, HVAC	$ 17.64	$ 30.00	$ 31.50	$ 33.00	$ 34.50	$ 36.00	$ 37.50	
Local Supplement		$ 3.30	$ 3.62	$ 3.96	$ 4.14	$ 6.66	$ 6.94	
State Longevity				$ 0.50	$ 0.78	$ 1.17	$ 1.69	
Total Hourly Rate of Pay		$ 33.30	$ 35.12	$ 37.46	$ 39.42	$ 43.83	$ 46.13	
NC12-MAINT								
HVAC Lead/Supervisor, Electrical Lead/Supervisor	$ 21.44	$ 32.00	$ 34.50	$ 37.00	$ 39.50	$ 42.00	$ 44.50	
Local Supplement		$ 3.52	$ 3.97	$ 4.44	$ 4.74	$ 7.77	$ 8.23	
State Longevity				$ 0.56	$ 0.89	$ 1.37	$ 2.00	
Total Hourly Rate of Pay		$ 35.52	$ 38.47	$ 42.00	$ 45.13	$ 51.14	$ 54.74	

DT01							
Technology - User Support Technician I	$ 20.44	$ 20.44	$ 20.94	$ 21.44	$ 21.94	$ 22.44	$ 22.94
Local Supplement		$ 2.25	$ 2.41	$ 2.57	$ 2.63	$ 4.15	$ 4.24
State Longevity				$ 0.32	$ 0.49	$ 0.73	$ 1.03
Total Hourly Rate of Pay		$ 22.69	$ 23.35	$ 24.33	$ 25.07	$ 27.32	$ 28.22
DT02							
Technology - User Support Technician II	$ 21.97	$ 21.97	$ 22.47	$ 22.97	$ 23.47	$ 23.97	$ 24.47
Local Supplement		$ 2.42	$ 2.58	$ 2.76	$ 2.82	$ 4.43	$ 4.53
State Longevity				$ 0.34	$ 0.53	$ 0.78	$ 1.10
Total Hourly Rate of Pay		$ 24.39	$ 25.05	$ 26.07	$ 26.81	$ 29.18	$ 30.10
DT05							
Technology - User Support Mgr I, Systems Admin I	$ 27.29	$ 27.29	$ 27.79	$ 28.29	$ 28.79	$ 29.29	$ 29.79
Local Supplement		$ 3.00	$ 3.20	$ 3.39	$ 3.45	$ 5.42	$ 5.51
State Longevity				$ 0.42	$ 0.65	$ 0.95	$ 1.34
Total Hourly Rate of Pay		$ 30.29	$ 30.99	$ 32.11	$ 32.89	$ 35.66	$ 36.64
DT07							
Technology - Systems Admin II/Network Specialist	$ 31.54	$ 31.54	$ 32.04	$ 32.54	$ 33.04	$ 33.54	$ 34.04
Local Supplement		$ 3.47	$ 3.68	$ 3.90	$ 3.96	$ 6.20	$ 6.30
State Longevity				$ 0.49	$ 0.74	$ 1.09	$ 1.53
Total Hourly Rate of Pay		$ 35.01	$ 35.72	$ 36.93	$ 37.75	$ 40.83	$ 41.87
MH10							
Occupational and Physical Therapy Assistants	$ 21.44	$ 24.00	$ 25.00	$ 26.00	$ 27.00	$ 28.00	$ 29.00
Local Supplement		$ 2.64	$ 2.88	$ 3.12	$ 3.24	$ 5.18	$ 5.37
State Longevity				$ 0.39	$ 0.61	$ 0.91	$ 1.31
Total Hourly Rate of Pay		$ 26.64	$ 27.88	$ 29.51	$ 30.85	$ 34.09	$ 35.67
MH17							
Occupational and Physical Therapists	$ 5,170.00	$ 6,000.00	$ 6,200.00	$ 6,400.00	$ 6,600.00	$ 6,800.00	$ 7,000.00
	$ 29.83						
Local Supplement		$ 660.00	$ 713.00	$ 768.00	$ 792.00	$ 1,258.00	$ 1,295.00
State Longevity				$ 96.00	$ 148.50	$ 221.00	$ 315.00
Total Monthly Rate of Pay		$ 6,660.00	$ 6,913.00	$ 7,264.00	$ 7,540.50	$ 8,279.00	$ 8,610.00

* Classified staff earn the same local supplement as certified staff. Many districts do not provide a local supplement to classified staff at all, or it is a lower amount. (BCS only provides 10.77% regardless of years of experience).

** Tier I is adjusted annually to the state minimum for each pay grade for reference as a compliance standard. Minimum hourly pay in NC is $15.00/hr.

*** Employees currently paid in excess of their new pay tier, are held harmless until they can transition back to the pay table (approved salary increases still apply).

**** Certified staff performing supplemental teaching assignments, like homebound, will continue to be paid based on their certificate.

Not all positions were addressed by the state guidance. Local boards of education may customize schedules as long SBE, law and other requirements are met including minimum wage requirements. Pay rates in excess of the maximum approved by the SBE must be paid from local funds.

No eligible State-funded employee shall be prohibited from receiving the full salary increases provided in this section solely because the employee's salary after applying the legislative increase is above the maximum of the salary range prescribed by the State Human Resources Commission - SL 2023-134 Sec. 39.1 (d)