

**GUILFORD COUNTY BOARD OF EDUCATION
SPECIAL CALLED MEETING
GREENSBORO, NORTH CAROLINA**

Tuesday, May 19, 2009

The Guilford County Board of Education met in a special called meeting to discuss the .5% salary adjustment /furlough for employees on Tuesday, May 19, 2009 at 712 North Eugene Street, Greensboro, North Carolina. The following board members were present: Jeff Belton, Kris Cooke, Paul Daniels, Alan Duncan, Carlvena Foster, Darlene Garrett, Amos Quick (arrived 7:41 a.m.), Nancy Routh (via telephone). Board members Deena Hayes, Sandra Alexander and Garth Hebert were absent. Also present was Superintendent Maurice Green and Attorney Jill Wilson.

Call to Order

Chairman Alan Duncan called the meeting to order at 7:37 a.m.

Pledge of Allegiance and Moment of Silence

Board member Kris Cooke led the Pledge of Allegiance and a moment of silence.

Approval of Agenda

Chairman Duncan asked board members to review the meeting agenda and called for a motion to approve or amend it. *Motion was made by Kris Cooke, seconded by Darlene Garrett, to approve the agenda as presented. The motion passed upon unanimous voice vote.*

Discussion of .5% Salary Adjustment/Furlough for Employees

Superintendent Green and Sharon Ozment, chief financial officer, led discussion in the implementation of the flexible furlough program for all state employees from the Office of State Budget and Management. Governor Beverly Perdue issued Executive Order No. 11 mandating a 0.5 percent reduction in pay for all state employees before June 30, 2009. The order also stated that all full-time state employees will receive 10 hours of additional flexible time off that must be taken between June 1 and December 31, 2009.

Guilford County Schools has decided to manage the Executive Order by doing the following:

- reducing all employees' paychecks by 0.5 percent, regardless of the funding source. The pay checks impacted by the 0.5 percent reductions are as follows:
 - Teachers - May 29;
 - Other 10-month salaried positions (teacher assistants and 10-month office support) - June 15;
 - 10-month semi-monthly positions (school nutrition and custodians) - May 29 and June 15;
 - Bus drivers - May 29 and June 29;
 - ACES - June 15;
 - 12-month semi-monthly positions (12-month custodians) - May 29, June 15 and June 29
 - 12-month salaried positions (principals, 12-month office support, central office) – May 29 and June 29

- GCS will hold the funds from the reduction in pay for local employees in escrow. These escrowed funds will be used to address budget shortfalls in either 2008-09 or 2009-10.
- All full-time GCS employees will receive a 10-hour credit for flexible time off. Flexible time off will be prorated for part-time employees. School-based employees will be asked to take the flexible time off when school is not in session for students.

Discussion followed regarding the various furlough questions presented.

Motion was made by Paul Daniels, seconded by Darlene Garrett, that board members also receive the .5% reduction in pay. The motion passes by unanimous electronic vote.

Motion was made by Amos Quick, seconded by Carlvena Foster, for the superintendent and chief finance officer to reduce the compensation of all employees by an annualized amount equivalent to 0.5% over the remainder of the 2008-09 fiscal year and place in escrow for each employee paid from local funds and annualized amount equivalent to .5% of each employee's salary for 2008-09, such amount to be taken from remaining pay periods for 2008-09. That amount will remain in escrow until such time as a process can be established to comply with the requirements of H917 Ratified, any action of the Board of Education and/or other laws pertaining to personnel of the board of education, at which time the superintendent and chief finance officer will update the board on the disposition of the funds. The motion passed by unanimous electronic vote.

Adjournment

With no further business, at 8:16 a.m., *motion was made by Paul Daniels, seconded by Amos Quick, to adjourn the meeting. The motion passed upon unanimous voice vote.*