

Board Approves New Salary Schedule For Clerical Employees

After nearly two years of off-and-on-again study, clerical employees of the Brunswick County Schools have a new salary schedule.

The office support personnel salary plan was approved unanimously by the Brunswick County Board of Education Monday night with no comment from members.

Employees will receive back pay under the new schedule retroactive to Jan. 1. Finance Officer Rudi Fallon said it would cost approximately \$50,000 in additional money to fund the schedule for the period of Jan. 1 through the remainder of the fiscal year that ends June 30.

"We tried to remove some of the inequities of the old system and to recognize years of experience," Ralph Ward, personnel director, said after the meeting.

No one's salary will be reduced with implementation of the new plan; if a current salary is higher than an employee's salary would be on the new schedule, the salary will be frozen until it catches up.

Pay increases about one-quarter step with each year of experience. Employees will be credited with years of experience with the Brunswick County Schools or for related experience elsewhere. Also, an employee with credits equal to two years of college studies is eligible for an additional step in pay. Both work experience and education must be documented.

The schedule classifies all office support personnel positions in five levels. The lowest step for a first-level employee with one year or less of experience would be a monthly salary of \$1,175.50, while at the highest step of the fifth level, an employee with 43 years of experience could earn \$2,531.50 a month. First level jobs include positions such as assistant school secretary and central office receptionist, while top-level jobs are those such as executive as-

sistant, assistant finance officer and personnel coordinator.

All salaries are based on a 40-hour work week; when the study began, the committee learned that some central office employees had not been working a full 40 hours each week.

All new employees and employees who receive a promotion will remain at their current salary during a 90-day probationary period.

If an employee voluntarily applies for a transfer to a job with a higher or lower salary, after the 90-day probationary period they will receive the pay for that position.

New Look At Assistants?

The board's policy committee will take a fresh look at teacher assistant qualifications, including a policy that requires all teacher assistants to qualify as bus drivers.

The review will come at the request of Board Member Polly Russ. "I would like to see the board increase the qualifications for teacher assistants," she said, while "grandfathering" current assistants. "They should be a very vital part of our classroom."

Likely candidates might include individuals with two-year certification in early childhood education and recently certified teachers who haven't found full-time positions,

she suggested.

The current policy is "confusing," may discourage some potential teacher assistants from applying because they are not qualified to drive a bus or keep individuals who only want to drive a bus from doing so. Assistants may not be in class during the busy start of the day or at the end of the day when planning is done, she said.

The dual qualification was enacted to assure a source of adult bus drivers when the state mandated that all bus drivers be age 18 or older.

Personnel Actions

The board filled several teaching positions on an interim basis and took other routine personnel actions.

Hired were Joyce Burroughs, Supply, elementary teacher, Supply Elementary; Yvonne Keith, Castle Hayne, Chapter I pre-kindergarten teacher, Lincoln Primary; Kitty Skipper, Leland, assistant clerical, Leland Middle; Belinda Cobbs, Wilmington, Chapter I clerical assistant, Southport Elementary; Pamela Dean, Southport, and Terry Armstrong, Little River, S.C., exceptional children's teacher assistants, all schools.

The board approved leaves of absence for Nancy Jemigan, elementary teacher, Southport Elementary; Susan Jordan, custodian, South

Brunswick High; accepted the resignation of Margia Leach, elementary teacher, Leland Middle; and approved 10 new substitute teachers.

Other Business

In other business, the board:
 ■ Moved its 6:30 p.m. April 7 meeting to Union Primary School from the central office, and set a special meeting March 16, at 5:30 p.m. at the central office to handle a personnel issue and consider a literacy project grant proposal. A hearing in executive session on a student matter is set for 6:30 p.m.

■ Approved, on second reading, a revised board agenda policy; and gave first reading to a revised student smoking policy proposed in conjunction with a "Smoke Free Teen Program" developed by Rita Hatcher, drug abuse prevention and wellness coordinator.

■ Adopted a Tech Prep agreement between the schools and Brunswick Community College.

■ Recognized Lt. Ronald Hewett for his selection as North Carolina's DARE (Drug Abuse Resistance Education) Officer of the Year.

■ Reviewed a resolution of support from the Resources Development Commission, which also would like to meet jointly with the school board. No date was proposed Monday.

■ Awarded a \$196,016 bid to install wooden floors in the county's three high school gymnasiums to R.L. Dresser of Raleigh.

■ Assistant Superintendent Bill Turner that all central office employees and school board members now have identification badges, which will be provided to all high school students starting next year.

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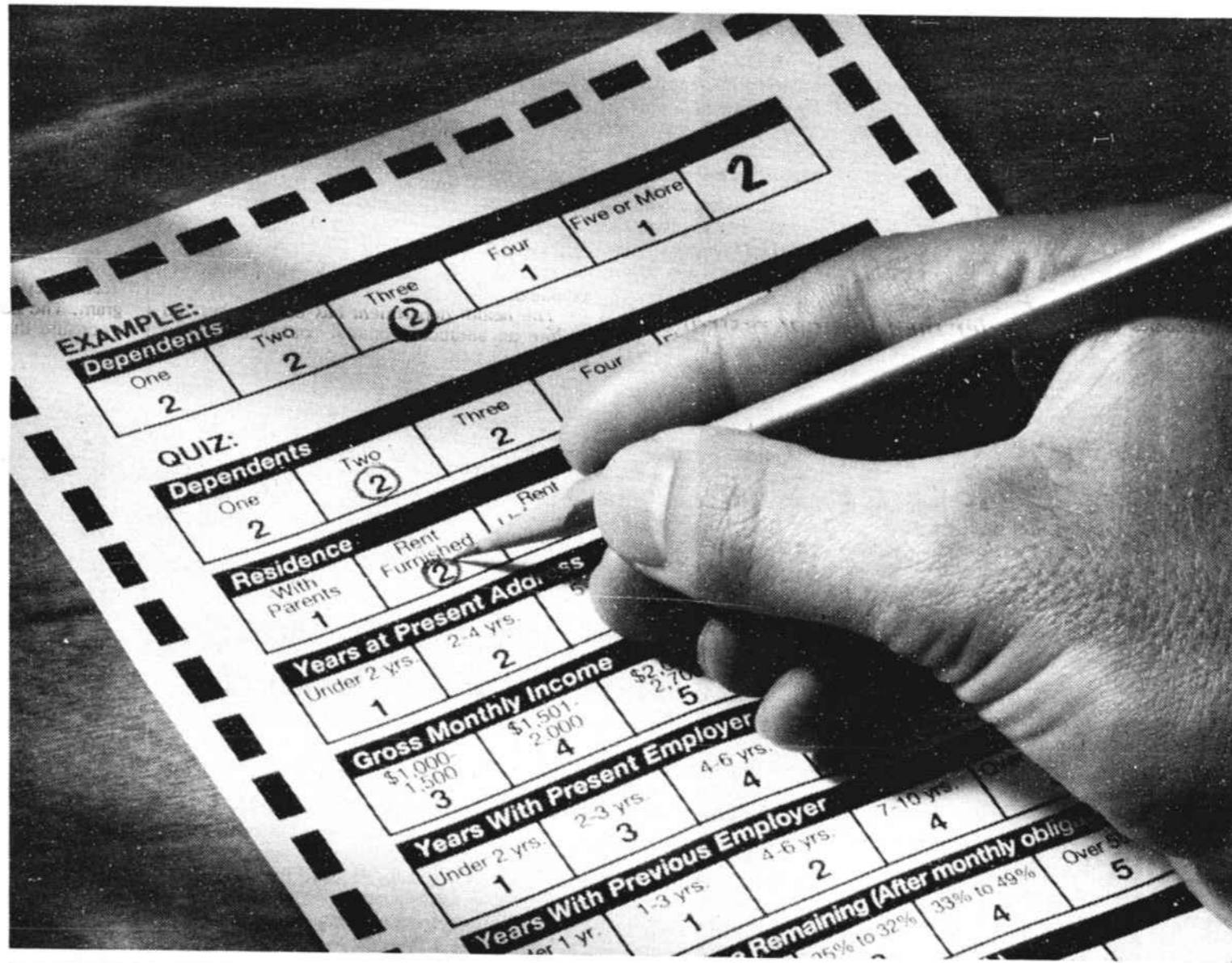


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	2	2	2	1	2

QUIZ:

Dependents	One	Two	Three	Four	Five or More
	2	2	2	1	1

Residence	With Parents	Rent Furnished	Rent Unfurnished	Own Mortgage	Own Clear
	1	2	3	4	5

Years at Present Address	Under 2 yrs.	2-4 yrs.	5-8 yrs.	9-14 yrs.	15 yrs. or more
	1	2	3	4	5

Gross Monthly Income	\$1,000-1,500	\$1,501-2,000	\$2,001-2,500	\$2,501-3,000	Over \$3,500
	3	4	5	6	7

Years With Present Employer	Under 2 yrs.	2-3 yrs.	4-6 yrs.	7-10 yrs.	Over 10 yrs.
	1	3	4	5	6

Years With Previous Employer	Under 1 yr.	1-3 yrs.	4-6 yrs.	7-10 yrs.	Over 10 yrs.
	0	1	2	4	5

% Monthly Income Remaining (After monthly obligations)	Less than 10%	10% to 24%	25% to 32%	33% to 49%	Over 50%
	1	2	3	4	5

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Lions Provide Eyeglasses

The Shallotte Lions Club approved 11 requests for eyeglasses for needy people at its meeting last Thursday.

As one of its main service projects, the club pays for exams and buy glasses for low income or otherwise needy individuals, said President Don Eggert.

Proceeds from the club's July 17 golf tournament at Sea Trail Plantation will be used to provide eye care for the needy. Richard Westbrook is chairman of the project.

Mark Lewis will chair the committee that screens applicants for the annual club scholarship to a West Brunswick High School graduate who continues their education through college or vocational training.

Bill Dearman, executive vice president of the South Brunswick Islands Chamber of Commerce gave a brief program on chamber activities and plans for the coming year.

The club's next Adopt-A-Highway cleanup of Shallotte's Main Street is set for April 24, Eggert said.

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