



NCVA is a community of students, families, and educators dedicated to expanding educational choice through innovative and technology-rich instructional practices, and accountable for developing each student's full potential for academic and post-secondary success.

**April 18, 2022, Board Meeting
Minutes**

Regular Meeting – via Zoom
 Conference North Carolina Learns,
 Inc.
 Governance
<https://zoom.us/j/95027303364>

Board Members Present		Board Members Absent	Others in Attendance Non-Voting
Mark Fleming			Chris Withrow, ED
Brenda Robertson			

I. CALL TO ORDER

Mrs. Brenda Robertson called the meeting to order at 5:01 PM.

II. DISCUSSION ITEMS:

- Veteran Compensation Leveling

Background

The NCVA board recognized the disparity in the salaries between veteran teachers and new hires just over a year ago. Therefore, at the previous finance work session, the board raised the wages to \$42K to "Level" the

playing field.

Current Practice

Recently it was uncovered that Stride/K12 was hiring new teachers at a rate higher than \$42k. You can imagine this does not necessarily promote happiness among our veterans. According to Mr. Chad Long, Controller, the average starting salary for new teachers this year, those beginning on or after July 01, 2021, is \$47k. When asked why Stride/K12 induced a wage gap, he stated they viewed the \$42k as a "Base Line." Additionally, it was harder to hire this year; therefore, we needed to be competitive.

The ED informed him that discussions about this should have taken place, so the board was not caught unaware.

Moving Forward

The Governance Committee discussed the situation and directed the ED to research a proposal to align our veteran staff with our new employees. The two options explored are:

1. Give a \$3k raise retroactive to the beginning of the year to all staff hired prior to July 01, 2021.
2. Give a \$4k raise retroactive to the beginning of the year to all staff hired prior to July 01, 2021.

The chart below details:

1. The number of staff that existed prior to July 01, 2021 – 100 Individuals
2. The cost and the subsequent effect on our school surplus if we provided an immediate raise, retroactive to the beginning of the school year.

# of Staff Hired Before July 01, 2021		100.00	
	Total Cost w/ Benefits		New Net Surplus
Total Cost of \$3k Raise	\$390,000.0		\$1,012,054.0
Total Cost of \$4k Raise	\$520,000.0		\$ 882,054.0

Recommendation

The Governance Committee reviewed both options and will make a motion at the next board meeting to provide an immediate raise of \$4k to all staff hired prior to July 01, 2021.

Additionally, a procedure is now in place to review all salaries prior to hiring.

III. ADJOURNMENT

With the completion of all agenda items, the meeting was adjourned.

The meeting ended at 5:14 PM.

The next scheduled board meeting will be on TBD