

TO: MEMBERS OF THE BUNCOMBE COUNTY BOARD OF EDUCATION

FROM: TINA THORPE, CHIEF FINANCIAL OFFICER

DATE: THURSDAY, SEP. 3, 2026

SUBJECT: OPTIONS FOR APPROVAL OF THE EXCEPTIONAL CHILDREN ASSISTANTS
FROM 7-HOURS TO 8-HOURS PER DAY

RECOMMENDATION: The Board of Education is recommending one of the following options to increase EC Assistants from 7 hours to 8 hours per day.

On behalf of the BCS Board of Education, we are presenting the requested plan options to increase the EC Assistants from 7 hours to 8 hours per day.

Option 1: Mid-year Implementation effective on January 15, 2027, paycheck

Additional cost of increasing from 7-hour to 8-hour positions:

Mid-year implementation - \$530,795

If increased hours implemented mid-year rather than waiting until July 2027, fund balance will have to absorb increased cost.

Option 2: Implementation effective July 1, 2027

If implementation is delayed until the 2027-28 school year, then attrition and vacancies can be used to provide savings to offset additional costs which may preserve fund balance.

Employee Choice:

- Survey to be sent to identify which 7-hour EC assistants would like to change to an 8-hour position and when they would choose the change to be made.
- EC assistants with “other” job assignments would need to choose whether to stay at 7 hours for their EC assistant assignment or forego their “other” assignment.

*If an employee opts to stay at 7 hours, when they vacate that position it will automatically become an 8-hour position.

CC: Dr. Jennifer Reed, Interim Superintendent
Dr. Mindy Conner, Exceptional Children Director
Mr. Brian Propst, HR Director