Meeting Minutes

Meeting Type: Special Board Meeting

Chairperson: Dr. Gillian Gregory

Date: 09/09/2025

Location: Zoom/Virtual

Attendance

Board Members Present:

- Dr. Kevin Forehand
- Ms. Jessica Carter
- Dr. Gillian Gregory
- Dr. Irvin Clark
- Dr. Robert Schoen

Others Present:

- Dan Nix
- Susan McNiel
- Elizabeth Crowe
- Debbi Whitaker
- Erin Pickard

Agenda Items and Discussions

Teacher Salary Increases

- Proposal by Debbi Whitaker to clarify budget with the additional state allotted 0.54% in the context of the 3% raise approved by the board.

- Discussion on applicability of FSU Staff pay increases to TCS Faculty/Staff.

- Clarification by Dr. Gregory on the approved 3% raise and the state's additional 0.54% raise.

- Dr. Forehand inquired about budget distribution between TCS and state allocation.

- Dan Nix stated an additional $4,334 would be needed for the 0.54% increase. Impact to current and future budget was discussed.

- Comparison with local area pay discussed.

- Motion by Dr. Forehand to approve total raise of 3.54% from unallocated funds, seconded by Dr. Clark.

- Dissent by Robert Schoen and Tyler Towne; motion defeated.

- Suggestion by Dr. Towne to distribute funds as one-time pay.

- Discussion on funds from being an A school and potential salary package.

- Dr. Schoen emphasized that teaching staff should get increases but that the currently approved 3% is competitive in the market.

- Motion by Dr. Forehand to approve 3% raise including 0.54% state allocation; motion retracted.

- Discussion to maintain a 3% ceiling on raises; no motion required as the 3% increase was approved in the previous board meeting. The .54% allocation from the state will be added to a 2.46% increase from earmarked funds in the budget to accommodate the 3% faculty raise.

- Dr. Forehand proposed revisiting bonuses during recognition bonuses period. Board agrees.

- Inquiry about merit processes; Director Whitaker confirmed no merit process exists.

- Salary analysis and merit pay calculation discussed.

Board Member Disclosure

- Director Whitaker informed that financial disclosure will be required for board members as per TCS attorney.

Adjournment

Motion to adjourn made by Dr. Gregory.