

MINUTES

Fairfax County School Board
Luther Jackson Intermediate School

Regular Meeting No. 13

February 13, 1992

I. EXECUTIVE SESSION

TAPE REFERENCE: 1-0001

The Chairman convened the School Board in public session at 7 p.m., with a quorum of members present. Mrs. McDowall moved, and Mrs. Strauss seconded, that the Board go into executive session for the purpose of discussion of disciplinary matters concerning students pursuant to Virginia Code Section 2.1-344(A)(2); protecting the privacy of individuals in personal matters not related to public business pursuant to Virginia Code 2.1-344(A)(4); and consultation with legal counsel and staff members pertaining to specific legal matters involving permissible student fees and charges and contracting for managed health care pursuant to Virginia Code 2.1-344(A)(7). The motion passed 7-0, with Dr. Cardinale and Mr. Lane present but not voting and with Mrs. Field and Mrs. Fleetwood not present for the vote.

II. MEETING OPENINGS

A. Call to Order/Pledge of Allegiance

TAPE REFERENCE: 1-0025

The Board reconvened in public session at 8:15 p.m., with the following members present:

Kristen Amundson	Laura McDowall
Anthony Cardinale	Gary Reese
Joanne Field (Arr. 7:10)	Jane Strauss
Letty Fleetwood (Arr. 7:25)	Kohann Whitney
Robert Frye	Carla Yock
Anthony Lane	

Also present were Walter Falcon, Jr., the student representative to the Board; Division Superintendent Robert R. Spillane; and certain members of the Leadership Team.

B. Certification of Executive Session Compliance

TAPE REFERENCE: 1-0038

Ms. Whitney moved, and Mrs. McDowall seconded, that since the Fairfax County School Board convened an executive meeting on February 13, pursuant to an affirmative recorded vote and in accordance with the provisions of the Virginia Freedom of Information Act, and since Section 2.1-344.1(D) of the Code of Virginia required a certification by the School Board that such executive meeting was conducted in conformity with Virginia law, the Fairfax County School Board hereby certified that, to the best of each member's knowledge, (1) only

public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the executive session, and (2) only such public business matters as were identified in the motion convening the executive meeting were heard, discussed, or considered. The motion passed 11-0, with all members present and voting. (Exhibit A)

G. Confirmation of Action Taken in Executive Session

TAPE REFERENCE: 1-0065

Five actions taken in executive session were confirmed in public.

Ms. Amundson moved, and Mr. Lane seconded, to grant religious exemption from public school attendance for 11 children identified in executive session. The motion passed 8-0, with Mrs. Field, Mrs. Fleetwood, and Mr. Reese abstaining from the vote.

Dr. Yock moved, and Mrs. Strauss seconded, to uphold a School Board hearing committee decision to expel a student from Fairfax County Public Schools for assaulting another student. The motion passed 11-0, with all members present and voting.

Mrs. McDowall moved, and Mrs. Field seconded, to expel a student from Fairfax County Public Schools for distribution of an illegal substance on school grounds. The motion passed 11-0, with all members present and voting.

Ms. Amundson moved, and Dr. Yock seconded, to expel a student from Fairfax County Public Schools for possession of a weapon on school grounds. The motion passed 11-0, with all members present and voting.

Dr. Yock reported on chairing a hearing committee to consider a student discipline matter. Mr. Lane moved, and Ms. Whitney seconded, to expel a student from Fairfax County Public Schools for possession of a weapon on school grounds. The motion passed 3-0, with all members of the committee voting "aye."

D. Announcement of Changes in the Agenda

TAPE REFERENCE: 1-0130

No changes were needed or requested.

E. Other Announcements

TAPE REFERENCE: 1-0135

Members of Boy Scout Troop 995 from St. Bernadette were recognized.

The chairman announced the cancellation of the regular School Board meeting on February 27.

III. PRESENTATIONS TO SCHOOL BOARD

Citizen Participation

TAPE REFERENCE: 1-0160

The Board heard testimony from 10 speakers during the period reserved for public comment. Maureen Daniels, FEA (Exhibit B), and members of the Employee Health Care Advisory Committee John Butterfield (no statement), John Shughrue (Exhibit C), Judy Baird (Exhibit D), Rick Baumgartner (Exhibit F), and Rita Duvall (Exhibit G) supported Board approval of the new Managed Health Care Program; Rick Nelson, FCFT (Exhibit E), and Polly Hardbower, Facilities Services Advisory Council (Exhibit I), opposed changing to the new plan; Grace McAdams (Exhibit H) detailed the hardship of losing Blue Cross/Blue Shield indemnity coverage; and Jim Wilson, representing Blue Cross/Blue Shield (Exhibit J), opposed the award of contract to Prudential.

IV. ACTION ITEMS

A. Adoption of Consent Agenda

TAPE REFERENCE: 1-1237

Dr. Cardinale moved, and Mrs. McDowall seconded, approval of the eight items on the consent agenda.

1. **Minutes** - Approve minutes of January 23, 1992, regular Board meeting (SB; Exhibit K)
2. **Revised Policy 4030.1** - Adopt a revision to Policy 4030, Opportunities for Individual Assistance (IS; Exhibit L)
3. **Revised Policy 4101.1** - Adopt a revision to Policy 4101, Responsibilities of the Department of Personnel Services (PS; Exhibit M)
4. **Revised Policy 4290.1** - Adopt a revision to Policy 4290, Discontinuance of Employment (PS; Exhibit N)
5. **Policy 5105, Authority to Enter Into Contractual Obligations** Adopt Policy 5105 to set out a legal restriction on school system contracting (S; Exhibit O)
6. **Award of Contracts for Reroofing at Cunningham Park, Navy, and Franconia Elementary Schools and Quander Road Center** - Award the contracts for reroofing at Cunningham Park, Navy, and Franconia Elementary Schools to J & R Roofing Co., Inc., in the amount of \$136,420, and at Quander Road Center to Orndorff and Spaid, Inc., in the amount of \$94,812 (FcS; Exhibit P)
7. **Award of Contract for Reroofing at White Oaks Elementary School and Burke Center** - Award the contract for reroofing at White Oaks Elementary School and Burke Center to J. E. Wood & Sons, Inc., in the amount of \$389,256 (FcS; Exhibit Q)
8. **Deed of Perpetual Right and Easement for Public Street Purposes and Deeds of Easement for Overhead Utilities at Cunningham Park Elementary School** - Authorize the School Board Chairman to execute, with the Virginia Department of Transportation, a deed of perpetual right and easement for public street purposes and, with Virginia Power and the Chesapeake and Potomac Telephone Company, overhead utility easement documents involving the Cunningham Park Elementary School (FcS; Exhibit R)

The motion passed 11-0, with all members present and voting. The student representative asked that his support for the motion be entered in the record.

B. Approval of Other Action Items

TAPE REFERENCE: 1-1300

1. **New Managed Health Care Program** - Approve Prudential Insurance Company as the provider of the new managed health care program to become effective July 1, 1992, as recommended by the Employee Health Care Advisory Committee (PS; Exhibit S)

Ms. Whitney read a statement recusing herself from the Board's consideration of the agenda item (Exhibit T). Mrs. McDowall also recused herself, citing the possible financial effect on her husband's private medical practice. Both left the meeting room. At the Chairman's request, Mr. Lane presided over the discussion. Mrs. Strauss moved, and Dr. Cardinale seconded, the staff recommendation to approve Prudential Insurance Company as the provider of the new managed health care program to become effective July 1, 1992, as recommended by the Employee Health Care Advisory Committee (PS; Exhibit U)

Mr. Frye disclosed that although his wife worked for Fairfax Hospital in a nonpolicy-making capacity the contract would not have a personal effect on his family income and that he had been advised by counsel there would be no legal conflict in his participation in the Board decision.

Discussion focused on the length of time required to develop and bid a different RFP (Reese, Fleetwood, Lane); time deadlines to prepare for the employee open enrollment period (Lane); impossibility of retaining an indemnity plan (Reese, Strauss, Amundson, Cardinale, Fleetwood, Lane); strengths of the overall plan and centers of excellence concept (Strauss); need for an affordable choice in a bad budget year (Strauss, Field); respect for the study/effort/findings of the advisory committee (Amundson, Fleetwood, Yock, Cardinale, Frye); concern about the perceived monopoly of INOVA in the County (Frye); other hospitals included in-network (Reese); employee concerns and seeming lack of information (Frye, Falcon, Fleetwood); the RFP process under procurement law (Yock, Lane); continuity for chronic illness, catastrophic illness (Fleetwood, Frye); trends in other places and in businesses toward managed care (Field, Lane); and use of a survey as part of the contract (Strauss).

The chairman pro tem summarized the major issues: the need to move to managed health care to contain costs; the legality of the procurement process followed; the work of the employee committee in studying various proposals and making a recommendation; and the time problems in beginning the process again.

The vote was called on the motion to approve Prudential Insurance Company as the provider of the new managed health care program to become effective July 1, 1992. The motion passed 9-0, with Mrs. McDowall and Ms. Whitney not present in the room for the vote. The student representative asked that his support for the motion be entered in the record.

The Board took a brief recess at 9:45 p.m. At 9:55, the Board reconvened, with Chairman Whitney presiding.

V. INFORMATION ITEMS

Award of Contract for Chiller Replacement at South Lakes High School
Recommendation to award the contract for chiller replacement at South Lakes High School to the lowest responsive and responsible bidder (FcS; Exhibit V)

TAPE REFERENCE: 2-0001

There were no questions about the item.

VI. NEW BUSINESS

A. Items Introduced by the Superintendent

TAPE REFERENCE: 2-0006

1. 1990 Bond-Funded Projects

The Superintendent called attention to information about bond-funded projects provided to the Board in a February 6 memorandum (Exhibit W) identifying \$4.9 million in the School Construction Fund available to fund nine of the elementary air conditioning projects approved in the 1990 bond referendum and said contracts for those projects would be coming to the Board for approval.

Comment focused on the money for projects generated from a favorable bid climate with savings on authorized projects, and the benefit to the economy and the school system in moving ahead expeditiously with voter-authorized projects (McDowall).

2. Request from the Board of Supervisors Regarding Costs of the Managed Health Care Program

The Superintendent reported that a request had been transmitted late in the afternoon when offices had been closed because of inclement weather, from the County Executive conveying the request from the Board of Supervisors that the School Board consider the costs of the health care plan recommended by the advisory committee. He noted that the School Board had previously received information about that request. (Exhibit X)

3. School Board Appreciation Week

The Superintendent cited the Governor's designation of February 10-16 as School Board Member Appreciation Week and thanked the Board, on behalf of Fairfax County citizens, students, and school employees for the hard work and long hours each of them put in to serve the community.

B. Items Introduced by Board Members

TAPE REFERENCE: 2-0125

Board matters were deferred to allow time for the budget round table. The Chairman cautioned that budget decisions made by the Board on Tuesday would be an interim step, with revenues still uncertain, and that final budget actions could not be made until May, after elected officials had determined state and County funding levels.

Mrs. Field reviewed the background of public education funding in Virginia and for Fairfax County Public Schools, the great outpouring of community support for quality education, the growth of unfunded mandates in areas like special education, the low per-pupil cost compared to neighboring areas, and difficulties in dealing with more students with limited money. She expressed concern about cuts being borne principally by employees, the ability to attract and retain good teachers, costs of administering any fee system, and how the 16 percent cut in administrative positions would be absorbed. She supported restoration of school-based and special education employee positions, not holding merit pay harmless, funding student activities, assigning some administrative functions to lower position levels, and consolidation of some Leadership Team positions.

Mr. Lane described the school budget situation as the most disturbing and frustrating in his 20-year experience. He expressed concern about meeting increasing student needs, sustaining valued initiatives for employees and in programs, hiring and retaining young teachers, and continuing to absorb cuts primarily in employee compensation, training, and benefits. He supported restoring as many school-based cuts as possible.

Mr. Frye expressed major concern about protecting the core of the instructional program. He supported elimination of merit pay and the 7-period day, as not directly of benefit to students, in order to provide enough funds to restore all school-based positions including instructional assistants; to maintain late bus runs, to avoid changes in summer school, and to restore student activities.

Walter Falcon supported restoring special education positions, student activities and late buses, field trips, high school reading teachers, and funding for the 15:1 elementary ratio reduction and the Bailey's magnet program. He proposed a lower level of funding for technology plans, deferral of merit pay, and elimination of employee COLA.

Mrs. McDowall emphasized the extraordinary support of schools from the community, the high accomplishments of the system's students, the comparative cost-effectiveness of per-pupil costs, the commitment of employees, and the negative impact of cuts on programs built over the years. She supported restoring academic positions and services in schools, athletic programs, and late buses. She expressed concern about the restructuring of area offices and proposed looking for further cuts in top administration, merit pay, new programs, and the reduction of technology plans. She suggested consideration of forwarding an unbalanced budget to better represent the school system's needs.

Ms. Whitney emphasized the increasingly dismal local financial picture, the exceptional work of the School Revenue Team in building awareness of school needs, the still low expectations and support from some parts of the community, and concern about possible reactions to an unfunded budget. She supported restoration of pupil:teacher ratios in special education, assistant principals, PLP and reading teachers, guidance counselors, student activities, more efficient operation of late buses, a small COLA for all employees in place of steps for some, and a temporary reduction in the size of the merit pay bonuses. She expressed concerns about reduced specialist positions to support math and science, beginning any new instructional initiatives, losing good teachers to other jurisdictions, and laying employees off during difficult times.

Mrs. Strauss cited the Board's obligation to citizens and taxpayers, support for programs from parents, and issues in preparing students for a changing world. She emphasized the need for more revenue and suggested potential adjustments to phase out merit pay, to cut administration further, to consider fees for activities and buses, to reduce the technology plans, and to adjust the 7-period day for 11th and 12th grades in order to restore funds for guidance counselors, PLP reading teachers, special education positions, all elementary program positions, assistant principals, student activities, and late buses.

Dr. Yock echoed other comments about the dire prospect of dismantling fine programs built over years, and emphasized concern over the effects of administrative cuts on the level of support for schools and about the issue of equity in position cuts not impacting some schools more drastically than others. While citing the restoration of all position cuts as unrealistic, she supported maintenance of assistant principal and counselor positions and some other school-based positions, including optional positions at special need schools to allow principals to address individual needs of their students. She also supported seed money for the Bailey's magnet to attract grant funding.

Ms. Amundson agreed with others about alleviating the impact of cuts on students and supported restoration of school-based positions, student activities, and late buses while refocusing some school programs with reduced levels of support. She proposed additional administrative cuts, reduction in the technology plan, and reduction, not elimination, of merit pay bonuses. She strongly advocated funding the 15:1 ratio in designated elementary schools as addressing needs of the most vulnerable children.

Mrs. Fleetwood, also citing the Board's responsibility not to damage the school system and students, expressed concern about disparate reductions to the elementary school program; the negative impact of cuts on special education, including lack of support from specialists; beginning new programs instead of saving present ones; classifying EA positions at the restructured area offices; quasi-administrative positions in high schools; and addressing the social worker ratio in schools. She supported phasing out or suspending

merit pay, adjusting the 7-period day at the 11th and 12th grades, and adding administrative cuts in higher positions in order to restore school-based position cuts: general music and PE teachers' time with students; the 4th grade strings program; itinerant GT teachers; assistant principals, counselors, PLP teachers and reading teachers, special education ratios and center administrators, and high school activities.

Dr. Cardinale expressed agreement with several other Board members interested in restoring school-based positions, indicating his priorities for funding reading teachers, elementary and secondary counselors, APs, special education positions, the Bryant Center, and student activities. He supported providing some differentiated positions to be used to meet specific school needs and agreed with the restructuring of area offices, but with some concerns about the reduced level of support to schools and parents.

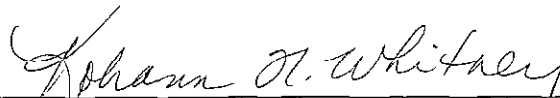
Mr. Reese proposed adjustments to eliminate the 15:1 ratio in elementary schools, delete merit pay funding, lower position classifications in area offices, reduce the instructional technology plan, eliminate purchase of 10 buses, charge TJHSST students the full cost of application, and institute fees for field trips and student activities in order to restore positions and programs at the school level: assistant principals, guidance counselors, reading teachers, all special education positions, PE and general music teachers, 4th grade strings program, itinerant GT teachers, late buses, student activities, 2 of the 4 preventive maintenance teams, and new longevity steps rather than COLA.

The Chairman explained the process to be followed in making budget decisions on Tuesday.

VII. ADJOURNMENT

TAPE REFERENCE: 3-0227

The meeting was adjourned at 11:35 p.m.



Chairman of the Board



Clerk of the Board