

MINUTES

Fairfax County School Board Burkholder Administrative Center

Work Session No. 36/**Resource Management and Evaluation**

February 14, 2005

MEETING OPENING

36.01 Call to Order and Announcements

Resource Management and Evaluation Committee Chairman Jane K. Strauss convened the meeting in public session at 4:40 p.m. with the following Board members present:

Catherine Belter (Springfield)	Phillip Niedzielski-Eichner (Providence)
Brad Center (Lee; dep: 6:25 p.m.)	Janet S. Oleszek (At Large)
Stuart Gibson (Hunter Mill; Absent)	Kathy Smith (Sully)
Stephen M. Hunt (At Large)	Daniel G. Storck (Mount Vernon)
Kaye Kory (Mason; Absent)	Jane Strauss (Dranesville)
Ilryong Moon (At Large)	Tessie Wilson (Braddock)

Also present were Division Superintendent Jack Dale; Deputy Superintendent Brad Draeger; Deputy Clerk Norma Bailey Administrative Assistant Madge Artley; Assistant Superintendent of Human Resources Kevin North; Director Office of Employment Services Debra Reeder; Coordinator Administrative Staff Jeff Arwood; Executive Director Educational Employees' Supplementary Retirement System (ERFC) of Fairfax County Alan Belstock; ERFC Leonard Bumbaca; and certain other individuals. Student Representative to the School Board Ian Hurdle was absent.

DISCUSSION

36.02 Educational Employees' Supplementary Retirement System of Fairfax County (ERFC) Update (Exhibit A)

- Presentation of the current membership in both *ERFC* and *ERFC 2001* and membership trends;
- financial objective of *ERFC* was to fund program to continue to pay benefits when due, providing enough to cover adverse market conditions;
- major initiatives for FY 2004 that were accomplished were to add six pre-retirement workshops, improve web-based calculator and web site, improve profile statements, reduce wait time for processing estimates, improve internal controls, realign portfolio, and complete staff reorganization analysis;
- WAR program had been eliminated for new retirees, matching provision and defined contribution components of *ERFC 2001* was eliminated; addition of new Level Lifetime Benefit;
- staff to propose change to clarify benefit changes related to the changes in the age for an unreduced Social Security retirement benefit;
- majority of individuals will be enrolled the *ERFC 2001* plan by about 2009;
- *ERFC* legacy plan (those who were hired prior to July 1, 2001) members had been encouraged to retire at age 55; *ERFC 2001* plan encouraged continued working since benefits continued to accrue;

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- plans were in good financial shape; funding ratio was the amount of assets in the plan to the amount of liabilities; for FY 2003 it was 90%; report will be dated January 1, 2005 due to change in reporting period; and
- proposed change in credit toward requirement to grant three years of free credit for military service unless individual was receiving a pension; also proposed change was to clarify the automatic adjustment under legacy plan with changes in Social Security system.

36.03 Principal Selection Process (Exhibit B)

- The purpose of the principal selection process was to select the most talented and knowledgeable leader who was the best match for the school;
- several selection methods were used—transfer of veteran principal, advertisement and panel process, and acting appointment;
- initial screening was done by two staff members from Human Resources and one from the cluster office;
- panel composition was comprised of parents, staff members, one principal, one student (for high school position), and cluster coordinator; Human Resources staff facilitated interviews as a non-voting member;
- panel received detailed orientation and ranked and recommended candidates based on resume, writing exercise, and 30-minute structured interview; recommendations were confidential thereby eliminating influence by other members; important that panel reflected the diversity of the school;
- both the Cluster Assistant Superintendent and the Superintendent held personal interviews; cluster office performed in-depth reference checks;
- after selection was final, Cluster Assistant Superintendent introduced the new principal to the school community;
- 117 principals were hired during the years 2000-2005;
- behavioral questions in the interviews were important and mentor programs to help new principals were essential; Leadership Team members now mentored principals; and
- request for School Board to review policy regarding role of School Board in selection process, perception of parent participation impact and clarification of their role, timing of notification to School Board members, appropriateness of the consensus building process by panel, role of at-large members, and legal ramifications of selection process.

ADJOURNMENT

The meeting adjourned at 6:35 p.m.