

MINUTES

Fairfax County School Board Burkholder Administrative Center

Work Session No. 50/**Resource Management & Evaluation**

May 2, 2005

MEETING OPENING

50.01 Call to Order and Announcements

Resource Management & Evaluation Committee Chairman Jane Strauss convened the meeting in public session at 1:20 p.m. with the following Board members present:

Catherine Belter (Springfield)

Brad Center (Lee)

Stuart Gibson (Hunter Mill)

Stephen Hunt (At Large)

Kaye Kory (Mason; arr: 3:27 pm)

Ilryong Moon (At Large)

Phillip Niedzielski-Eichner (Providence)

Janet Oleszek (At Large)

Kathy Smith (Sully)

Daniel Storck (Mount Vernon)

Jane Strauss (Dranesville)

Tessie Wilson (Braddock)

Also present were Student Representative to the School Board Ian Hurdle; Division Superintendent Jack Dale; Deputy Superintendent Brad Draeger; Clerk of the Board Pam Goddard; Administrative Assistant Madge Artley; Assistant Superintendent of Educational Accountability Michael Glascoe; Assistant Superintendent/Chief Financial Officer Deirdra McLaughlin; Assistant Superintendent of Instructional Services Ann Monday; Assistant Superintendent of Human Resources Kevin North; Assistant Superintendent Cluster II Ellen Schoetzau; Assistant Superintendent Cluster VIII Betsy Goodman; Office of Budget Services Director Mario Schiavo; Office of Benefit Services Director De Hawley Brown; National Staff Development Council Lead Consultant Ann Delehant; National Staff Development Council Director of Special Projects Joellen Killion; and certain other individuals.

DISCUSSION

50.02 Update on FY 2006 Instructional Coaches and Assessment Coaches (Exhibit A)

- Instructional coaches supported a collaborative culture where staff development was embedded; better strategies learned could lead to better teaching to reach all students;
- moving school cultures from isolation to collaboration would take time and commitment; creating culture of collaboration included use of EDSL program to share data, programs that encouraged teacher leadership, and promotion of professional learning communities;
- variety of instructional coaches would be in several schools in each cluster; one assessment coach would be assigned to each high school;
- request for information on how many of the initial 24 instructional coaches were National Board Certified Teachers;
- staff to provide data on Chicago School District example regarding pre and post coaching results;
- staff to provide information on how instructional coaches would affect regular staff development;

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- data on the results of coaches would not be available for about three years; and
- staff to provide instructional outline for training coaches.

50.03 Health Benefits (Exhibit B)

- The generics drug program was not used effectively with the FCPS population; recommendation to increase the use of this program in the form of a generics preferred program where all prescriptions would be filled with generic drugs unless prior authorization (from a of doctor) was in place;
- express home delivery program was a mail order program that was under utilized by FCPS employees; a reasonably modeled maintenance drug mail order program would significantly reduce drug spending for both FCPS and members;
- retiree health benefits eligibility was now not cost effective; proposal to create an insurance program for current retirees, future retirees who had left employment with FCPS and were in a deferred vested status for retirement benefits, and those employees who were currently employed;
- eligible individuals would be required to a make a one-time irrevocable decision to maintain their ability to re-enter the FCPS health insurance program; employees hired after July 1, 2005, would not be eligible for continued access to insurance benefit if they did not carry it when they retired; and
- staff to provide data on number of retirees on deferred status.

50.04 Deferred Retirement Option Plan (DROP) (Exhibit C)

- In a DROP program, employees who were eligible for retirement could retire and continue to work;
- Fairfax County was proposing to implement a DROP program for employees in the Fairfax County Employee Retirement System (FCERS) effective July 1, 2005; this would affect approximately 450 employees in FCPS who were in FCERS; and
- this would be an unfunded mandate with a budgetary impact on FCPS, with costs estimated to be \$200,000 for the first year.

50.05 FY 2006 Approved Budget (Exhibit D)

- Staff to provide additional justification for .5 assessment specialists in three alternative centers and Woodson Adult Center;
- staff to provide five-year history of funding and major projects/initiatives planned for replacement equipment and major maintenance;
- staff to provide prioritized list of schools for full-day kindergarten;
- staff to provide detailed middle school staffing formula by clusters and schools for FY 2005; and
- staff to provide an estimate of FY 2005 year-end balances.

ADJOURNMENT

The meeting adjourned at 5:00 p.m.