

MINUTES

Fairfax County School Board Burkholder Administrative Center

Work Session No. 7/Resource Management and Evaluation

September 12, 2005

MEETING OPENING

7.01 Call to Order and Announcements

Resource Management and Evaluation Committee Chairman Jane Strauss convened the meeting in public session at 11:02 a.m. with the following Board members present:

Catherine Belter (Springfield)	Phil Niedzielski-Eichner (Providence)
Brad Center (Lee)	Janet Oleszek (At Large)
Stuart Gibson (Hunter Mill; ABSENT)	Kathy Smith (Sully)
Stephen Hunt (At Large; ABSENT)	Dan Storck (Mount Vernon arr 11:14)
Kaye Kory (Mason arr 11:10)	Jane Strauss (Dranesville)
Ilryong Moon (At Large)	Tessie Wilson (Braddock)

Also present were Division Superintendent Jack Dale; Deputy Clerk Linda Sabo; Administrative Assistant Kathy Partlow; Assistant Superintendent of Human Resources Kevin North; Director Office of Employee Performance and Development Andy Cole; Director Office of Benefit Services De Hawley Brown; and certain other individuals. Student Representative to the Board Samantha Kunkle was absent.

DISCUSSION

The following points were made:

7.02 LEAD Fairfax – Year III Report (Exhibit A)

- Overview of **L**earning, **E**mpowering, **A**ssessing, and **D**eveloping leaders (LEAD); FCPS had completed three years of a five-year grant (\$1 million per year) to address the development of potential leaders/principals to replace the increasing numbers of employees retiring from these positions; while focusing on the relationship between leadership and student achievement;
- “Growing our own” was an FCPS commitment ; there was a high retention rate within the program, with an average length of time from internship to principal of 3 ½ years;
- program goals were to: deepen the pool of potential leaders; lengthen the bench; and move lower competency employees out of the system; currently 42% minority representation in the program;
- concern expressed about principals who retired at age 55; FCPS retirement program was excellent, with ERFC supplement, and provided incentive to retire;
- recommendation for Legislation Committee to consider policy changes regarding the retirement eligibility age of 55;
- question what was average length of stay for a principal; staff to provide response.

7.03 Medicare Rx Plan (Exhibit B)

- Federal government was requiring employers to provide Medicare Rx coverage, and was offering subsidies to employers who were able to pass the Government’s testing

component to administer the program; FCPS to receive \$1.9 million which would be funneled back into the current health care accounts to decrease employee costs;

- key issue would be communication to all eligible employees; as group would be inundated with multiple mailings and notices from many sources, was critical to convey that it would be in their best interest to stay with FCPS program.
- employees electing to go to Medicare Rx would no longer have drug coverage with FCPS but they would continue to pay the same price to FCPS for their existing health coverage plan; and
- open enrollment for Medicare Rx through the Federal Government would be until May 2006.

ADJOURNMENT

The meeting was adjourned at 12:36 p.m.