

MINUTES

Fairfax County School Board

Fairfax County School Administration Center

Work Session No. 47/Resource Management and Evaluation

March 13, 2006

MEETING OPENING

47.02 Call to Order and Announcements

Resource Management and Evaluation Chairman Jane Strauss convened the meeting in public session at 1:18 p.m. with the following Board members present:

Catherine Belter (Springfield)	Phil Niedzielski-Eichner (Providence)
Brad Center (Lee)	Janet S. Oleszek (At Large)
Stuart Gibson (Hunter Mill)	Kathy Smith (Sully)
Stephen M. Hunt (At Large)	Daniel G. Storck (Mount Vernon; arr. 1:33 p.m.)
Kaye Kory (Mason)	Jane Strauss (Dranesville)
Ilryong Moon (At Large)	Tessie Wilson (Braddock)

Also present were Division Superintendent Jack Dale; Deputy Superintendent Brad Draeger; Clerk of the School Board Pam Goddard; Deputy Executive Assistant Linda Sabo; Administrative Assistants Dianna DiPasquale and Joanne Kinney; Assistant Superintendent for Instructional Services Ann Monday; Assistant Superintendent for Human Resources Kevin North; Chief Financial Officer Deirdra McLaughlin; Director of Adult and Community Services Bonita Moore; Acting Director of Equity and Compliance Sherry Brathwaite; and certain other individuals. Student representative to the School Board Samantha Kunkel was absent.

DISCUSSION

47.03 FY 2006 Third-Quarter Budget Review (Exhibit A)

- Question about \$500,000 deficit; response that deficit was due to escalation in personnel costs, particularly employee benefits, drop in student enrollment, higher costs of fuel and costs of living, on-line registration system not being functional, and the ESOL portion of Adult and Community Education (ACE) was not self-supporting - inability to increase tuition for low income clientele had depleted the reserve fund;
- question how FCPS set charges for ACE classes, especially Behind the Wheel which cost considerably less than commercial programs; response that the state set a cap and regulated what FCPS could charge for Behind the Wheel; our charges were not covering fuel costs; suggestion that the legislative process attempt to get the cap raised; and
- discussion about estimating lapse; suggestion that if lapse rate was running too high to make an adjustment now.

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47.04 Workforce Diversity and Employment Report (Exhibit B)

- Human Resources (HR) challenges in FCPS were: to be first and best in hiring practices, to maintain high diversity percentages in staffing so as to reflect the diversity percentages in our student population, and to support our employees once they were hired;
- there were dramatic increases in percentages of Asian and Hispanic faculty members;
- successful recruitment tactics included outreach to community events, the Internet, job fairs, and FCPS people networking;
- HR specifically invited every high-performing minority teacher to the *Pathways to Leadership* conference;
- Internet responses grow every year and was more than a source, but was an effective tool;
- request to have Instructional Assistants broken out by diversity to see what FCPS had done to attract diversity to this employee level;
- many of the FCPS recruiting practices will have delayed impact but progress was being made in the area of cultural and gender diversity in hiring; and
- comment that recruitment was a slow, painful, process and there had to be more hiring from communities outside of FCPS.

ADJOURNMENT

The meeting was adjourned at 2:35 p.m.