

**Lynchburg City School Board
Special Meeting
May 10, 2011**

**BOARD
MEMBERS
PRESENT:**

Mary Ann H. Barker, Chairman
Thomas H. Webb, Vice Chairman
Keith R. Anderson
Albert L. Billingsly
Regina T. Dolan-Sewell
Troy L. McHenry
Trenay L. Tweedy
J. Marie Waller
Charles B. White

**BOARD
MEMBERS
ABSENT:**

None

**ADMINISTRATION
PRESENT:**

Paul McKendrick, Superintendent
William A. Coleman, Jr., Assistant Superintendent of Curriculum and Instruction
Edward R. Witt, Jr., Assistant Superintendent of Operations and Administration
Leigh F. Farmer, Public Information Officer
Gregory P. Sullivan, Director of Information Technology
Billie Kay Wingfield, Director of Personnel
Kimberly D. Lukanich, Assistant Director of Finance
Wendie L. Sullivan, Clerk/Recording Secretary

**MEDIA
PRESENT:**

Jesse Pounds, *The News & Advance*

**Agenda
Items:**

- A-1. Public Comments
- B-1. AON Hewitt Report
- B-2. Eperitus: Report
- C-1. Annual Personnel Report
- D-1. Notice of Closed Meeting
- D-2. Certification of Closed Meeting
- E. Informational Items
- F. Adjournment

The Lynchburg City School Board met for a special meeting at 5:34 p.m. in the Board Room at the School Administration Building. Mrs. Barker opened the meeting and requested that those in attendance stand and recite *The Pledge of Allegiance*.

A-1. Public Comments

In accordance with School Board Policy 1-41: Public Participation, the school board welcomes requests and comments as established in the guidelines within that policy. Individuals who wish to speak before the school board shall have an opportunity to do so at this time.

Mr. Mark Peake spoke before the school board about a student disciplinary matter regarding his son at Linkhorne Middle School.

B-1. AON Hewitt: Report

As part of the discussions to consolidate health care and pharmacy services between the City of Lynchburg and the Lynchburg City Schools, both organizations have worked with a consulting firm, AON, for the last few months. During these initial talks, AON has provided an overview of the services that it would provide. AON staff later met with each organization separately, in an attempt to ascertain each organization's perspectives on health care and pharmacy. Some of the topics of those discussions have included, but have not been limited to, descriptions of the organization's health and pharmacy plans, components the organization would like to add to its plans, the challenges the organization has faced in recent years and those that it currently faces, the

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organization's philosophy relative to the coverage it could/should provide to employees, the benefits of consolidating services, as well as the determinants of success.

Members of the school administration met with AON Hewitt representatives on March 29, 2011, and discussed the aforementioned points. AON Hewitt later compiled the data and then developed a report which reflected that data. AON followed the same process with representatives from the City of Lynchburg. It should be noted that each organization only has its own data. AON Hewitt will bring the two organizations together on May 2, 2011, to discuss their findings with both groups, and only then will representatives of the organizations be able to view all of the data.

During this presentation, AON Hewitt representatives presented information regarding annual gross trends over the next five years indicating that health care costs will increase 60 percent. They also presented a feasibility study overview that included information about major challenges for each organization, consolidation drivers and goals as well as the consolidation barriers associated organizational cultures, benefits, and styles for managing plan costs and design. Plans for inclusion in the consolidation are medical, dental, vision, wellness services and prescriptions. Challenges associated with the management of these plans will include retiree medical benefits and development of utilization controls and an effective service delivery model. Representatives explained that plan consolidation does not require that costs should be shared. The plan could be designed to be consistent where possible, but would need to remain flexible to meet the unique needs of each organization. The plan should include long-term strategies and guiding principles and use data analytics for making design decisions. It was further explained that savings should be expected, but an amount should not be specific. Health care cost increases should be held at five to 10 percent, a percentage below national and local trends. Each organization may not have equal savings, but there should be some savings experienced by both.

Comparisons of demographic data, utilization of benefits and vendor comparisons were presented to the school board. Recommendations for continuing with consolidation efforts included challenges and opportunities associated with Health Care Reform, the opportunity for pooling resources to develop long-term strategies for managing health care plans, cost savings by consolidating vendor contracts, and the opportunity to develop administrative and communication efficiencies. A timeline for implementing the consolidation health care benefits was also presented to the school board. The school board will consider the information received during this presentation and discuss at its next regular school board meeting.

B-2. Eperitus: Report

The school division entered into a contract with Eperitus to assist the school division in a review of its attendance zones. The company met with the school board during its fall retreat and presented an overview of the process. That process includes completing the attendance review in phases. Recently, the company completed the first phase of the process, which included a coding of students by their school zones and by the schools that students attend.

Dr. Carl Chafin of Eperitus, provided information about how the evaluation of the elementary school population was completed by downloading student data from the school division's database. Students were then geo-coded and tagged with their current school zone. Analysis was then conducted regarding where the students attended school and where they were zoned. Using the 2010 fall student enrollment data, projections were created for five and 10 years. Information about current school attendance zones was also presented to the school board.

Following the presentation, the school board briefly discussed the information and concluded that it would discuss this matter further at its next school board meeting.

Mrs. Tweedy left at 7:20 p.m.

C-1. Annual Personnel Report

1. Recommendation for continuing contracts for personnel completing third year or completing one year after attaining continuing contract status in another Virginia system.
2. Recommendation for renewal of annual contracts for second year personnel.
3. Recommendation for renewal of annual contracts for first year personnel.
4. Recommendation for renewal of annual contracts for personnel completing less than 180 days.
5. Recommendation for continuing contracts to remain in force for part-time personnel.
6. Recommendation for renewal of annual contracts for part-time personnel and/or full-time personnel with a part-time administrative assignment.

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7. Recommendation for Title/Grant funded personnel.
 - A. Recommendation for continuing contracts, Title/Grant funded personnel completing third year or completing one year after attaining continuing contract status in another Virginia system.
 - B. Recommendation for renewal of annual contracts, Title/Grant funded personnel completing second year.
 - C. Recommendation for renewal of annual contracts, Title/Grant funded personnel completing first year.
 - D. Recommendation for continuing contracts to remain in force for part-time and/or partially funded Title/Grant personnel.
 - E. Recommendation for renewal of annual contracts for part-time and/or partially funded Title/Grant personnel.
 - F. Recommendation for continuing contracts to remain in force for Title/Grant funded personnel.
8. Recommendation for non-renewal of contracts.
9. Recommendation for continuing contracts to remain in force for 2009-10.
 - A. Personnel earning continuing contract status under School Board Policy 5-7.
 - B. Other administrative and instructional personnel.
10. Recommendation for renewal of annual contracts for non-licensed administrative personnel.
11. Reduction in force in accordance with School Board Policy 5-18.

Upon MOTION by Mr. Webb, SECONDED by Mr. Billingsly, the school board approved the annual personnel report for 2011-12.

Yes Votes: Mrs. Barker, Mr. Webb, Rev. Anderson, Mr. Billingsly, Dr. Dolan-Sewell, Mr. McHenry, Ms. Waller, Mr. White

No Votes: None

Abstentions: None

(SEE SCHOOL BOARD DOCUMENT FILE, MEETING OF MAY 10, 2011, EXHIBIT "A," FOR A COPY OF THE ANNUAL PERSONNEL REPORT.)

D-1. Notice of Closed Meeting

Upon MOTION by Rev. Anderson, SECONDED by Mr. White, the school convened a closed meeting at 7:30 p.m. pursuant to the Code of Virginia 2.2-3711 (A) (1) to discuss employee performance.

Yes Votes: Mrs. Barker, Mr. Webb, Rev. Anderson, Mr. Billingsly, Dr. Dolan-Sewell, Mr. McHenry, Ms. Waller, Mr. White

No Votes: None

Abstentions: None

D-2. Certification of Closed Meeting

Upon MOTION by Mr. White, SECONDED by Mr. Billingsly, the school board reconvened in open session at 8:32 p.m.

Yes Votes: Mrs. Barker, Mr. Webb, Rev. Anderson, Mr. Billingsly, Dr. Dolan-Sewell, Mr. McHenry, Ms. Waller, Mr. White

No Votes: None

Abstentions: None

Upon MOTION by Rev. Anderson, SECONDED by Mr. McHenry, the school board approved by roll call vote, the following Certification of Closed Meeting:

The Lynchburg City School Board certifies that, in the closed meeting just concluded, nothing was discussed except the matters specifically identified in the motion to convene in a closed meeting and lawfully permitted to be so discussed under the provisions of the Virginia Freedom of Information Act cited in that motion.

Yes Votes: Mrs. Barker, Mr. Webb, Rev. Anderson, Mr. Billingsly, Dr. Dolan-Sewell, Mr. McHenry, Ms. Waller, Mr. White

No Votes: None

Abstentions: None

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E. Informational Items

Next School Board Meeting: Tuesday, May 17, 2011, 5:30 p.m., Board Room, School Administration Building

Graduation: Amelia Pride Center – May 25, 2011
Carl Anderson Performance Auditorium – Paul Laurence Dunbar Middle School
for Innovation – 7:00 p.m.

Heritage High School – May 29, 2011
Ralph Spencer Gymnasium – 8:30 a.m.

E. C. Glass High School – May 29, 2011
Civic Auditorium – 3:00 p.m.

F. Adjournment

The meeting adjourned at 8:33 p.m.

Mary Ann H. Barker, Chairman

Wendie L. Sullivan, Clerk

(SCHOOL BOARD DOCUMENT FILES ARE LOCATED IN THE DEPARTMENT FOR FINANCE AT THE SCHOOL ADMINISTRATION BUILDING.)