

A Special Meeting of the Albemarle County School Board was held on October 10, 2013 at 4:00 p.m., Albemarle County Office Building, 401 McIntire Road, Room 241, Charlottesville, Virginia 22901.

SCHOOL BOARD MEMBERS PRESENT: Mr. Stephen Koleszar, Mr. Jason Buyaki, Mrs. Diantha McKeel, Mr. Ned Gallaway, Mr. Eric Strucko (arrived at 4:45 p.m.) , and Mrs. Barbara Massie Mouly (arrived at 4:15 p.m.).

SCHOOL BOARD MEMBER ABSENT: Ms. Pamela Moynihan.

SCHOOL BOARD STAFF PRESENT: Dr. Pam Moran, Superintendent; Dr. Matt Haas, Assistant Superintendent for Organizational and Human Resources Leadership; Mr. Dean Tistadt, Chief Operating Officer; Mr. John Blair, Senior Assistant County Attorney; and Ms. Jennifer Johnston, School Board Clerk.

BOARD OF SUPERVISORS PRESENT: Mr. Kenneth C. Boyd, Mr. Petie Craddock, Ms. Ann Mallek, Mr. Dennis S. Rooker, Mr. Duane E. Snow and Mr. Rodney S. Thomas.

BOARD OF SUPERVISORS ABSENT: None.

OFFICERS PRESENT: County Executive, Thomas C. Foley; Assistant County Executive, Bill Letteri; County Attorney, Larry W. Davis; Assistant County Executive, Doug Walker; Assistant to the County Executive for Community and Business Partnerships; Ms. Claudine Cloutier, Benefits Administrator; Ms. Lorna Gerome, Director of Human Resources; and Clerk, Ella W. Jordan.

Agenda Item No. 1.1. Call to Order.

At 4:08 p.m., Ms. Mallek called the Board of Supervisors to back to order. Mr. Koleszar called the Albemarle County School Board to order.

Agenda Item No. 2.1. Total Compensation Report.

Ms. Gerome and Ms. Cloutier provided the Board with a presentation on total compensation for Albemarle County employees. The presentation included: 1) a review of the joint boards adopted strategy, 2) an overview of the history of World at Work projections for salary increases versus the actual increases in the adopted market, 3) a review of the classified employee merit pay for performance competencies and the merit matrix, 4) a review of the teach salary market comparison for 2013-2014, 5) a review of the Board adopted strategies for health insurance benefits, 6) a review of wellness initiatives, and 7) an overview of changes coming to the Virginia Retirement System beginning January 1, 2014. The presentation ended with the following recommendations to both boards: 1) a 2.9% pay for performance increase for classified employees subject to available revenues, 2) build a teacher scale to reflect the market moving 2.85%, 3) adopt a resolution to opt-out of the State's Virginia Local Disability Plan, 4) plan for an 8% increase in medical insurance premiums, and 5) plan for a 5% decrease in dental premiums.

Following the presentation, members of the Board of Supervisors and members of the School Board asked or noted the following :1) when the boards approve a 2% increase for salary is that the total that is budgeted, 2) will employees go to the exchange plan for the Affordable Health Care Act, 3) is the short term full benefits for the first six months, 4) can you use leave before going into disability, 5) once the boards make a decision to opt-out of VLDP can the decision be changed at a later date, 6) how will existing disability claims be handled, 7) will two plans need to be maintained for a period of time, and 8) if we opt-out would we need to hire our administrator for the program.

Mr. Boyd offered a **motion** to adopt the opt-out resolution. Mr. Thomas **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

AYES: Mr. Boyd, Mr. Rooker, Mr. Snow, Mr. Craddock, Ms. Mallek, and Mr. Thomas.

NAYS: None.

Motion carried by a 6:0 vote.

Mr. Buyaki offered a **motion** to adopt the opt-out resolution. Mrs. McKeel **seconded** the motion, **and the motion passed with Mrs. Moynihan absent.**

Mr. Foley said that the boards need to provide direction on compensation in order for staff to work on the budget and the five year financial plan.

Board members asked what the total compensation cost was for the county and the school division. Members of both Boards noted that they would be more comfortable with a salary increase of 2%. There was a discussion around how the merit increase for classified employees is budgeted.

There was Board consensus to move forward for budgeting purposes with a 2% salary increase for classified staff.

Agenda Item No. 3.1. Matters Not Listed on the Agenda. None.

Agenda Item No. 4.1. Adjournment.

At 5:08 p.m., hearing no objections, Ms. Mallek adjourned the meeting of the Albemarle County Board of Supervisors. Mr. Koleszar recessed the Albemarle County School Board until 5:30 p.m. for their business meeting.

Chairman

Clerk