



Date: March 5, 2018

To: Spotsylvania County Citizens Budget Review Committee

Re: CBRC Meeting Questions from February 26, 2018

Attached are the SCPS responses to the questions that were asked by the Spotsylvania County Citizens Budget Review Committee at their February 26, 2018 meeting.

Should you need anything further, please don't hesitate to ask.

Best Regards,

LaShahn Gaines
Chief Financial Officer

Attachments

CBRC

Budget Questions Received from 2.27.18 Meeting

Question 1: Provide a list of Title I schools.

Response: We have 8 Title schools. Please see below.

- Battlefield Elementary
- Berkeley Elementary
- Cedar Forest Elementary
- Harrison Road Elementary
- Livingston Elementary
- Riverview Elementary
- Salem Elementary
- Spotswood Elementary

Question 2: Please explain why retirees who are medicare eligible are receiving health premium reimbursements.

Response: In 2007, when Prescription Drug Part D coverage for medicare eligible retirees was separated from Part A and B, Anthem's Prescription Drug Part D plan at that time did not cover SCPS retirees living outside of Virginia. Therefore, in an effort to treat all retirees the same, approval was granted to reimburse retirees living out-of-state for their Prescription Drug Part D premium that was secured from a vendor of their choice which would not to exceed a certain amount per month.

In 2008, the School Board approved a **new** Medicare Part "D" prescription plan with Anthem, Blue Medicare RX Enhanced 8/30/60. This new plan offered coverage to retiree residents of other States. Therefore, our retirees living out of the Commonwealth of Virginia became eligible to participate in the plan, at no charge to the retiree. Thus, by December 29, 2008, all Medicare eligible retirees were given the option of signing up for the new Anthem, Blue Medicare RX Enhanced 8/30/60 plan for coverage effective January 1, 2009, or remaining with their existing/current plan and be reimbursed at a rate not to exceed the new revised monthly premium rate.

This was a one time offer. As of March 2018, there are currently 7 retirees who were grandfathered and receive the prescription drug Part D reimbursement. The reimbursement to the 7 medicare eligible retirees living out-of-state totals approximately \$4,500 annually. Consequently, these reimbursements are processed through the SCPS Accounts Payable Department.

Question 3: Please provide a list of the positions that were not benchmarked for review by the Evergreen Consultants.

Response: Evergreen Solutions, LLC. reviewed salary schedules and job descriptions for all employee groups. In addition, all employees were placed on the proposed salary schedules by Evergreen. The following positions were not benchmarked, but may be represented in the study based on their current salary schedule:

- Administrative Intern (Teacher)
- Art Therapist (Teacher)
- Assistive Technology Specialist (Teacher)
- Behavior Therapist (Teacher)
- Benefits Specialist (Teacher)
- Coordinator of Bridge to the Future Grant (Grant funded position)
- ESOL Coach (Teacher)
- Facilitator Parent Resource Center (Teacher)
- Head Start Program Director (Teacher)
- Homebound Instructor (Hourly)
- Human Resources Specialist (Teacher)
- JROTC Instructor (Teacher)
- Music Therapist (Teacher)
- Private Day and Residential Placement Case Manager (Teacher)
- Regional Adult Education Program Manager (Teacher)
- Teaching and Learning Liaison (Stipend)
- Title I Intervention Coach (Teacher)
- Bus Aide-Head Start (Bus Aide)
- Clerk of the Board
- Human Resources Software Analyst (Info. Analyst I)
- Paraeducator-Head Start (Paraeducator)
- Print Shop Assistant (Position eliminated)
- Program Assistant II

- Program Assistant III
- Purchasing Assistant (Program Assistant)
- Purchasing Manager
- Senior Financial Analyst
- Transportation-Lead Driver (Bus Driver)