

**ORANGE COUNTY
BOARD OF EDUCATION
AGENDA ITEM ABSTRACT**

Meeting Date: October 8, 2012

**AGENDA
ITEM No. 12-10-16**

ACTION ITEM: (Y/N) N

SUBJECT: Human Resources/Personnel Work Session

INFO. CONTACT Dr. Marcie Holland

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ATTACHMENTS: None.

Note: This agenda item was tabled at the September 24, 2012 board meeting and is being brought back for presentation. In order to save on copying and reproduction costs due to the volume of information, board members are asked to bring the Agenda Item #12-09-(2)-15 abstract and backup documentation with you from your September 24 board packet along with the rubber band packet of handout information from that meeting.

PURPOSE: The purpose of this item is to provide the Board of Education an opportunity to hear about and discuss the benefits available to Orange County Schools' employees.

BACKGROUND: Orange County Schools' employees receive benefits through state, federal, and local funding sources. As public school employees, the majority of benefits such as leave, health insurance, retirement, etc. are the same as those that are provided for all other public school employees and state employees. Other benefits are specific to Orange County Schools including 'cafeteria benefits' such as dental insurance, vision insurance, supplemental life insurances, flexible spending account for health costs, supplemental retirement plan options, cancer insurance, disability insurance, and life insurance. Additionally, eligible Orange County Schools' employees have a \$5,000 life insurance policy coverage paid by the district.

The attached table provides a one page synopsis of the State benefits available to employees based on the individual's employment status. Details regarding each of these are provided in the *Benefits and Employment Policy Manual* available online through the Orange County Schools' website.

The General Overview of Benefits is a summary document prepared by staff to highlight the major points of each benefit available to school system employees. The full details of each are provided in other documents also included in the Board's materials, most of which are in the New Hire Benefits Packet. In the New Hire Benefits Packet, which is provided for every new permanent part-time and full-time employee, there are several documents that detail all of the benefits offered to our employees. Several documents from this packet will be referenced and reviewed with the Board during the presentation.

The Full-Time Personnel Report is provided to show the number of full-time equivalent positions in the Orange County Schools' district in October, 2011. This is a required state report that is completed in

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October each year and submitted to the NC Department of Public Instruction. At the time of this presentation for the Board, the school district employs 1,070 full-time, part-time, and hourly employees.

The Beginning Teacher Support Program/Mentor Program information provided is to outline the additional support provided as a benefit for our beginning teachers. The Beginning Teacher Support Program is required by State Board of Education Policy, but the specific format of the program is determined by each individual school system. Dr. Mark Dickerson, Human Resources Coordinator, oversees the program for Orange County Schools.

Several state salary schedules are provided as examples. The Orange County Schools' Classified Employees' Salary Classifications are provided. Also, the Local Salary Supplement Chart is provided which shows the amount each type of position receives as a local salary supplement. The Local Salary Supplement is paid to every permanent full-time and part-time employee, regardless of the funding source for the base salary. In 2011-2012, the school system spent \$3,984,683.93 in local supplements.

Finally, staff will refer to and demonstrate tools and other important website links available through the Orange County Schools' website at <http://www.orange.k12.nc.us/HR/employment.html>.

FINANCIAL IMPACT: Benefits such as health insurance, retirement contributions and liability insurance are provided by the state for state-paid employees. Likewise, federal monies are used to cover these costs for federally-funded employees. In 2011-2012, the school system spent \$3,394,592.03 to cover the same costs for locally-paid employees. Salaries and benefits constitute 85% of the Orange County Schools' budget.

RECOMMENDATION: The Superintendent recommends the Board of Education receive and discuss this report and provide direction to staff as needed.