

Lynchburg City School Board
Work Session
November 20, 2018

**BOARD
MEMBERS
PRESENT:**

Susan D. Morrison, Chairman
James E. Coleman, Vice Chairman
Robert O. Brennan
Sharon Y. Carter
Belle H. Evans
Charleta F. Mason (arrived at 5:10 p.m.)
Kimberly A. Sinha (arrived at 5:13 p.m.)

**BOARD
MEMBERS
ABSENT:**

Atul Gupta
Michael J. Nilles

**ADMINISTRATION
PRESENT:**

Crystal M. Edwards, Superintendent
Ben W. Copeland, Deputy Superintendent
Anthony E. Beckles, Sr., Chief Financial Officer
Marie F. Gee, Director of Personnel
Barbara W. Saunders, Deputy Clerk

MEDIA PRESENT:

Liz Ramos. The News and Advance
Valencia Jones, WSET-TV

The Lynchburg City School Board met for a work session at 5:01 p.m. in the Board Room of the School Administration Building. Mrs. Morrison opened the session.

DISCUSSION ITEMS:

- A. Superintendent Evaluation
- B. Staff Compensation

A. Superintendent Evaluation

Dr. Edwards shared the superintendent's evaluation timeline and how it was created. Mrs. Morrison shared what had been done in the past as far as February is concerned (informal assessment). Mrs. Morrison also suggested board members begin looking for an appropriate survey instrument.

B. Staff Compensation

Dr. Edwards explained Compensation Discussion Tasks developed at the Finance Committee meeting, and the proposed pay schedule and what the cost will be each year for the next five years. Ms. Carter

questioned what Administration defines and suggested adding a Goal 8 to examine the perception of the administration classification. Dr. Coleman asked about a sustainable plan for the proposed pay schedule.

Adjourned

6:18 p.m.

Susan D. Morrison, Chairman

Barbara W. Saunders, Deputy Clerk