

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

<b>Item</b>	<b>Board</b>	<b>Staff</b>	<b>Date of</b>
<b><u>Number</u></b>	<b><u>Member</u></b>	<b><u>Assignment</u></b>	<b><u>Request</u></b>
<b>86</b>	<b>Shernoff</b>	<b>Willoughby</b>	<b>1/21/2025</b>

**Can you provide for me a list of items proposed in the SEON that could also be used as EOY one time use funds?**

The following table identifies items in the FY26 SEON that could be considered for year-end funding. Eligible uses for year-end funding are one-time, non-recurring expenditures and staff generally recommends focusing on larger items of \$100,000 or more. It is also important to note that these reductions may be reinstated into the base budget for FY27 to continue lifecycle replacement of school-based equipment.

Department	Description	Amount
Department of School Leadership	Replacement of Machinery and Equipment at all High schools. Also replacement of Gymnastic Floor for Park View and Heritage, Utility Terrain Vehicle at John Champ and Loudoun County, wrestling mats for Rock Ridge and Stone Bridge	282,000
Department of Support Services	Classroom and main office furniture, cafeteria tables and program specific equipment. Small equipment for Schools to include mechanical, electrical, custodial, lawn equipment and dumpsters.	3,521,383
Department of Teaching and Learning	Refresh aging minor equipment and furniture for schools, to include but not limited to darkroom and musical instruments.	693,202
Department of Teaching and Learning	Capital Outlay replacement of musical instruments such as Pianos, Tubas and Bassoons.	149,384
<b>Total</b>		<b>\$ 4,645,969</b>

<b>87</b>	<b>Mansfield</b>	<b>Slevin</b>	<b>1/21/2025</b>
-----------	------------------	---------------	------------------

**How familiar are Math Resource teachers with Dyscalculia? Are they involved in helping our students or IEP teams? Are we still using LETRS, and if so, are we using the first and/or second parts?**

The math resource teachers have some knowledge about Dyscalculia and participate in training sessions with the special education department to support their understanding. The

Loudoun County Public Schools  
 FY26 School Board Questions  
 January 30, 2025

<b>Item</b>	<b>Board</b>	<b>Staff</b>	<b>Date of</b>
<b><u>Number</u></b>	<b><u>Member</u></b>	<b><u>Assignment</u></b>	<b><u>Request</u></b>
<b>87 continued</b>	<b>Mansfield</b>	<b>Slevin</b>	<b>1/21/2025</b>

Math Office will host a professional learning session for a team learning day in March. All math resource teachers provide intervention support to students, including those with Dyscalculia. Math resource teachers support math instruction at their schools and may be involved in IEP teams or assist IEP teams. LCPS still supports cohorts for LETRS volumes 1 and 2.

<b>88</b>	<b>Istrefi</b>	<b>Slevin</b>	<b>1/21/2025</b>
-----------	----------------	---------------	------------------

**Welcome Center, Sterling: Can you help us understand what has been funded already, the source(s) of that funding, vs the new FTE’s in this budget?**

The following positions are already funded in FY25 and are located at the Welcome Center in Leesburg. They will be moving to the Sterling location:

Position Title	FTE
Welcome Center Assessor	1.0
Welcome Center Lead Screener	1.0
School Counselor, Welcome Center	1.0

Additionally, the following new Full-Time (FTEs) and reclassification are requested in the FY26 SEON to support the opening of the Sterling Welcome Center:

Position Title	FTE	Cost
Reclassification - Welcome Center Assessor to Welcome Center Specialist	0.0	34,245
Program Assistant, Welcome Center	1.0	53,126
Registrar, Welcome Center (January start)	2.0	96,325
Welcome Center Family Liaison (January start)	2.0	96,325

The existing Welcome Center Supervisor will support both the Sterling and Leesburg locations.

The Funding for these positions and overall expansion of the Welcome Center comes from local funding.

Loudoun County Public Schools  
 FY26 School Board Questions  
 January 30, 2025

<u>Item Number</u>	<u>Board Member</u>	<u>Staff Assignment</u>	<u>Date of Request</u>
89	Griffiths	Slevin	1/21/2025

**Do we have data on that regarding the need for expansion of the Welcome Center?**

The Welcome Center was established following a cross-departmental analysis of LCPS needs, which highlighted the instructional time lost by EL teachers who had to screen newly enrolling students. This analysis also included research into the practices and processes used by neighboring divisions and guidance from both federal and state governments. The goal was to ensure compliance with federal and state regulations for EL identification and the awarding of high school credit from international transcripts, as well as to implement best practices for creating a welcoming environment for newly enrolling students.

Since its opening in 2015, two Welcome Centers have been planned to ensure comprehensive service delivery across our vast division in close proximity to families. The eastern location has been included in Board adopted Capital Improvement Plans (CIPs) since FY18.

Over the past 10 years, funding for the Welcome Center has been phased in gradually for both facilities and staffing. This phased approach allowed us to build capacity and ensure the necessity of additional resources before securing long-term funding for full-time staff.

It is important to note that we are currently unable to deliver the planned services to the entire division due to limitations in space and staffing. The Leesburg location was originally designed to support only half of the county, with the understanding that a second location would be necessary to fully meet the needs of our community.

90	Mansfield	Mitchell	1/23/2025
----	-----------	----------	-----------

**Why is there a need for a separate VDL test coordinator and finance tech?**

Virtual Loudoun is comprised of three program offerings: Virtual Loudoun Online (VLO), Virtual Distance Learning (VDL, grades 6-12) and Virtual Distance Elementary (VDE, grades 1-5). Both VDL and VDE function as full-time schools supporting FTE teachers and staff. (VDE currently is EOY but written into the base budget for FY26). The fiscal responsibilities of Virtual Loudoun are aligned with other LCPS schools. However, they have the added responsibility of paying the VLO teachers (secondary teaching contracts) across three terms. At present, the principal manages all of the financial responsibilities for all three programs, which is not the case at other schools. As for a testing coordinator, this role would work to coordinate and support all LCPS testing with VDE, VDL and VLO (MAP, VALLS, SOL, etc.). VDL and VDE support about

Loudoun County Public Schools  
 FY26 School Board Questions  
 January 30, 2025

<u>Item Number</u>	<u>Board Member</u>	<u>Staff Assignment</u>	<u>Date of Request</u>
90 continued	Mansfield	Mitchell	1/23/2025

250-300 students annually whereas VLO supports about 6,000 students across Terms 1,2 and 3.

91	Mansfield	Boland	1/23/2025
----	-----------	--------	-----------

**Could you explain more about the proposed rHSA plan? What do current employees receive when they retire under the current plan and what would change in the future? What guarantee is there that the amount given to retirees for supplemental insurance will cover the cost of a good plan each year in the future?I have some concerns and want to ensure we are doing our best for our retired teachers. If there is too much adverse change, what would be the cost to make it better?**

The FY26 SEON proposes the introduction of Retiree Health Reimbursement Arrangements (rHRA) for Medicare-eligible retirees (age 65 and above). An rHRA is an employer-sponsored account that allows retirees to pay for eligible medical expenses or healthcare insurance premiums in retirement. As proposed in the FY26 SEON, LCPS would contribute \$400 per month into the retiree’s rHRA. The retiree would have access to these tax-free funds to buy an insurance plan, or plans, that most closely aligns to their needs. This could be a Medigap plan for Part B, a Part D supplement, Dental coverage, Vision coverage, or a non-LCPS sponsored Medicare Advantage plan. Any additional funding would be available for other eligible medical expenses. This would be in addition to the Health Insurance Credit that retirees are also eligible for under the Virginia Retirement System (VRS).

Regarding what LCPS provides today, School Board Policy 7628 allows that “Employees hired into a full-time position prior to July 1, 2013, are eligible for retiree medical, dental, vision, and prescription insurance so long as they have fifteen (15) cumulative years of full-time service with LCPS.” Currently, Medicare-eligible retirees that participate in LCPS health insurance must participate in the school division’s Medicare Advantage plan for medical claims, Employer Group Waiver Plan (EGWP) for Pharmacy, and vision and dental plans. No other options are available today.

Under this proposal, and beginning on January 1, 2026, any post-65 retiree that is already enrolled in the LCPS sponsored Medicare Advantage plan would have the option to choose

Loudoun County Public Schools  
 FY26 School Board Questions  
 January 30, 2025

<u>Item Number</u>	<u>Board Member</u>	<u>Staff Assignment</u>	<u>Date of Request</u>
91 continued	Mansfield	Boland	1/23/2025

either to continue their current plan with LCPS or to transition to the rHRA. Retiree’s that continue on the LCPS plan would not experience any change. Retiree’s that opt for the rHRA would transition off the LCPS plan and begin receiving the \$400 per month contribution to their rHRA. Retirees who elect to go off the plan may be required to undergo medical underwriting in the plan(s) of their choice.

Pre-65 retirees, and active employees that qualify for health insurance coverage under School Board Policy 7628 but are not already enrolled in the LCPS Medicare Advantage plan, would have access to the current OAP High and OAP plans. Upon turning 65, however, they would be enrolled in the rHRA plan.

The proposed rHRA amount was determined after a review of the existing insurance options for Medicare-eligible retirees, comparing plans to current LCPS offerings and LCPS experience reports, and discussions with the school division’s benefits consultants. The rHRA contribution amount would be reviewed each year as part of the budget process, similar to insurance premiums and HSA contribution amounts, to ensure that it is competitive and continues to provide for retiree health insurance as afforded in School Board policy.

It is important to note that the proposal to introduce Retiree Health Reimbursement Arrangements was driven by two primary factors. One of which was the financial viability of providing LCPS retirees with health insurance, which has been a long-term challenge for the school division (see Question #22 of the School Board Q&A Packet #2 at [https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/DD7TQU788720/\\$file/FY26%20School%20Board%20Q%26A%20%232%20\(1.23.25\).pdf](https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/DD7TQU788720/$file/FY26%20School%20Board%20Q%26A%20%232%20(1.23.25).pdf)). The LCPS benefits consultant has advised that this is a viable alternative to ensure long-term retiree health benefits and that rHRA are becoming more prevalent in the private sector. The second, and more important factor, is offering LCPS retirees a choice in their insurance options instead of a one-size-fits all plan design. The rHRAs are funded by a competitive, tax-free contribution that would provide retirees the opportunity to choose the health care plan that suits them best, providing greater flexibility for each retiree.

Loudoun County Public Schools  
 FY26 School Board Questions  
 January 30, 2025

<u>Item Number</u>	<u>Board Member</u>	<u>Staff Assignment</u>	<u>Date of Request</u>
92	Griffiths	Slevin	1/23/2025

**Welcome Center - Is this a Model from a different area? FCPS or Prince William?**

Both FCPS and Prince William County follows the Welcome Center model. LCPS has had a Welcome Center since 2015.

93	Griffiths	Slevin	1/23/2025
----	-----------	--------	-----------

**Dual Language Immersion: (4 FTE) \$400,000, NO NEED to expand at this time. Provide Data that tells me otherwise.**

The DLI programs at Potowmack and Sanders Corner ES are expanding to 2nd grade to meet the needs of the current 1st graders in the program. This funding supports the continuation of the program at both schools at that grade level.

94	Griffiths	Mitchell	1/23/2025
----	-----------	----------	-----------

**After School, programs. These are Title 1 Schools. Please explain why we need to provide Free Programs to these Schools? Free transportation? We already have CASA programs for a minimal cost.**

Title I schools do receive Title I funds each year to support the academic success of their students. The planning for the after school pilot is separate from the schools' designation as Title I and is in addition to any specific Title I programming or their school improvement process. Yes, a portion of the funds for after school programming is intended to cover the cost of transportation for students from the after school program to home. Additional information is included in the responses to Question #41 and Question #77 from the School Board Q&A Packet #2

[https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/DD7TQU788720/\\$file/FY26%20School%20Board%20Q%26A%20%232%20\(1.23.25\).pdf](https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/DD7TQU788720/$file/FY26%20School%20Board%20Q%26A%20%232%20(1.23.25).pdf)

Loudoun County Public Schools  
 FY26 School Board Questions  
 January 30, 2025

<u>Item Number</u>	<u>Board Member</u>	<u>Staff Assignment</u>	<u>Date of Request</u>
95	Griffiths	Richardson	1/23/2025

**Health Clinic Staffing: (10 FTE) \$1,000,000 – Nurses Needed. However, we are having trouble finding nurses for all our schools. How will you staff these positions?**

In order to maintain and improve the health and safety of our students, it is imperative to increase the number of registered nurses (RNs) within our elementary schools. While Loudoun County Public Schools (LCPS) is currently staffed with a dedicated team of RNs, the increasing complexity of student health needs necessitates the expansion of our nursing staff. If we are unable to fill the new full-time equivalent (FTE) positions with direct hires, LCPS has numerous contracts through the procurement process to secure skilled nursing services. This flexibility ensures that we can meet our staffing needs and maintain a high standard of care without compromising on quality.

96	Griffiths	Slevin	1/23/2025
----	-----------	--------	-----------

**Math & Science Resource Teachers: (4 FTE) \$500,000. I am not clear on this cost and what it entails.**

We have added 2 Math Resource Teachers and 2 Science Resource Teachers. Unlike Instructional coaches, resource teachers work directly with students in the specific content area in addition to supporting teachers with instruction. We currently have 11 math resource teachers who are assigned to schools based on student academic achievement data. The additional two will allow us to expand this support. The two science resource teachers come from school-level innovation, as a number of our schools have created this position from flexible staffing to support Science instruction. These two additional positions will afford us the opportunity to expand this innovation and support Science instruction at the elementary level.

97	Griffiths	Slevin	1/23/2025
----	-----------	--------	-----------

**Beam & Propel & Level Up: (0 FTE) \$200,000, Please explain.**

This funding is to support the Bridge to Enter Advanced Mathematics (BEAM) program, enabling more students to participate. This also provides additional support for Propel and Level Up, reducing the reliance on the Howard Hughes Medical Institute (HHMI) Grant.

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

<b><u>Item Number</u></b>	<b><u>Board Member</u></b>	<b><u>Staff Assignment</u></b>	<b><u>Date of Request</u></b>
<b>98</b>	<b>Griffiths</b>	<b>Mitchell</b>	<b>1/23/2025</b>

**(1 FTE) Hearing officer, please explain**

Nearly all discipline cases that are submitted to the Office of School Administration require a hearing be conducted within legal and regulatory timelines. These cases also require the issuance of detailed communication in advance and often the Director must step in to support the one Hearing Officer that OSA currently has. Additionally, OSA now conducts hearings to consider exclusion recommendations and reassignments. Along with providing professional development to all administrators as well as immediate support and coaching when receiving inquiries related to student discipline, an additional Hearing Officer would be able to support the substantial increase in the work being done.

<b>99</b>	<b>Griffiths</b>	<b>Richardson</b>	<b>1/23/2025</b>
-----------	------------------	-------------------	------------------

**(1 FTE) CSA Coordinator, What is a CSA Coordinator?**

The inclusion of a Children's Services Coordinator in the FY26 SEON is vital for supporting students eligible for special education. This coordinator will focus on case management for students placed in private day and residential facilities, ensuring they receive the appropriate services and support tailored to their individual needs. The coordinator will also conduct monthly visits to all placement locations for LCPS students, fostering strong communication and collaboration between the schools, families, and external facilities. By securing funding for this position, we enhance the continuity of care and educational support for our special education students, ensuring they receive comprehensive and consistent services that promote their academic and personal growth. This role is essential for bridging gaps in service delivery, providing a dedicated advocate for students in specialized placements, and ultimately creating a more supportive and effective educational environment for all students.

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

<b>Item</b>	<b>Board</b>	<b>Staff</b>	<b>Date of</b>
<b><u>Number</u></b>	<b><u>Member</u></b>	<b><u>Assignment</u></b>	<b><u>Request</u></b>
<b>100</b>	<b>Mansfield</b>	<b>Slevin</b>	<b>1/23/2025</b>

**What is the cost of adding instructional coaches, so there is one per school. Please break this out by level (elementary, middle, high school).**

The total cost to have an Instructional Coach at each school would be an addition of 63.0 FTE and a total of \$8.2m. This number assumes the 5 discretionary Instructional Coaches in the FY26 SEON are approved and included in the Elementary School numbers.

	FTE	Costs
Elementary	40.0	\$5,207,400
Middle	12.0	\$1,562,220
High	11.0	\$1,432,035
<b>Total</b>	<b>63.0</b>	<b>\$8,201,655</b>

<b>101</b>	<b>LaBell</b>	<b>Richardson</b>	<b>1/23/2025</b>
------------	---------------	-------------------	------------------

**Can we add more of the CAST students to work in the cafeteria of smaller schools to help?**

School Nutrition staff is working with Student Services to utilize CAST students to assist in the cafeteria of our smaller schools. We are happy to hear that there is student interest and that the hours are favorable. This initiative will begin this year and have minimal impact on the budget.

<b>102</b>	<b>Shernoff</b>	<b>Slevin</b>	<b>1/23/2025</b>
------------	-----------------	---------------	------------------

**In speaking with school based reading specialists, they indicated that the in-person portion of LEXIA software for intervention is difficult because the codables were not purchased to go along with the digital platform. Is that true or were just some purchased? Can we get the clarification on that?**

There is no option to purchase print decodable textbooks with Lexia. The decodable books are included in our contract and are available to be used digitally or printed as needed by teachers.

Recognizing the interest in a deeper discussion on Lexia, we plan to include that as a proposed future agenda item for the Curriculum and Instruction Committee meeting.

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

<b><u>Item Number</u></b>	<b><u>Board Member</u></b>	<b><u>Staff Assignment</u></b>	<b><u>Date of Request</u></b>
<b>103</b>	<b>Griffiths</b>	<b>Willoughby</b>	<b>1/24/2025</b>

**It looks like LCPS is increasing the personnel budget for the cafeteria by \$2M but the number of personnel remains the same at 419.**

**I am trying to understand why we wouldn't hire additional cafeteria workers.**

Total Personnel costs in the School Nutrition Fund are proposed to increase by \$2.1m. This is broken down as follows:

- \$0.4m for a Step increase or Top of Scale bonus and applicable benefits and taxes (the average worker eligible for a step increase in this fund would experience a Step increase of \$835 or 2.4%)
- \$0.8m for a COLA increase and applicable benefits and taxes (the average worker eligible for a COLA increase in this fund would experience a COLA increase of \$1,565 or 4%)
- \$0.4m for the employer contribution related to the 12% insurance premium increases
- \$0.5m for Non-FTE salaries and applicable taxes (includes Substitutes, Part Time, Overtime, etc.)

LCPS has adopted staffing standards to ensure fair, equitable and efficient staffing to schools in support of the school nutrition program. These staffing standards are based on meal volume and can be found on page 312 of the FY26 SEON book.

Additionally, and as discussed during the Other Funds presentation delivered to the School Board on January 23, 2025, staff has financial concerns about adding additional FTEs to the fund without a defined revenue source. The School Nutrition Fund is self-sustaining and has only three primary sources of revenue 1) cafeteria sales, 2) federal reimbursements, and 3) state payments and reimbursements. Adding additional FTE without new revenues would put additional strain on this fund.

<b>104</b>	<b>Mansfield</b>	<b>Richardson</b>	<b>1/24/2025</b>
------------	------------------	-------------------	------------------

**How many School Psychologists have left the district? How many do we need to efficiently provide assessments for eligibility and triennials? What is the difference in pay for a school psychologist between LCPS and FCPS? Would there be any way to help bridge that gap in a systematic way?**

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

<b>Item Number</b>	<b>Board Member</b>	<b>Staff Assignment</b>	<b>Date of Request</b>
<b>104 continued</b>	<b>Mansfield</b>	<b>Richardson</b>	<b>1/24/2025</b>

There were four school psychologists that left the role during FY24 and each of those positions were backfilled. There has been one school psychologist that has left this school year.

LCPS currently has 79 school psychologist FTE, which include 76 for school-aged children and three for Child Find Services. This is based on the School Board's approved staffing standards for school psychologists to provide one per each middle school, high school, The North Star School, and W.O. Robey and three per Child Find program. In addition, LCPS includes another 22 FTE to meet SOQ requirements for Specialized Support Positions.

The following table shows the minimum and maximum pay available for school psychologists in LCPS and FCPS.

	<b>Minimum</b>	<b>Maximum</b>
<b>Loudoun County Public Schools (Auxiliary/ Scale C, Level 3 (208 days))</b>	\$69,290	\$129,379
<b>Fairfax County Public Schools (Unified Scale B, Grade 006 (210 days))</b>	\$75,557	\$128,574
	<b>Minimum</b>	<b>Maximum</b>
<b>Loudoun difference in \$</b>	-\$6,267	\$805
<b>Loudoun as % of Fairfax</b>	91.71%	100.63%
<b>Loudoun difference in %</b>	-8%	0.63%

Potential options that may improve recruitment/retention through compensation include:

- Allowing doctoral internships to count towards years of work experience (this is in progress currently)
- Offering a sign-on bonus (included in the FY26 SEON)

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

<b><u>Item Number</u></b>	<b><u>Board Member</u></b>	<b><u>Staff Assignment</u></b>	<b><u>Date of Request</u></b>
<b>104 continued</b>	<b>Mansfield</b>	<b>Richardson</b>	<b>1/24/2025</b>

- Offering a retention bonus (contingent upon funding, we could look to add school psychologists to receive the retention bonus for FY26)

Additional options may also be identified as part of the Segal compensation study.

<b>105</b>	<b>Chandler</b>	<b>Willoughby</b>	<b>1/23/2025</b>
------------	-----------------	-------------------	------------------

**I believe the School Board's vote on March 28, 2023 to allow collective bargaining was at the same time as the commonwealth miscalculated the budget, and lots of items were put on hold. Was this budget allocation ever made? How did the team determine what was needed to adequately staff the bargaining process as we approach the bargaining period, which will occur within part of FY25 and potentially FY26?**

Yes, the School Board's approved collective bargaining actions were implemented in FY24. LCPS first proposed these supports for collective bargaining in FY22 based on outreach to, and discussions with, neighboring school divisions, including FCPS and PWCS, who were implementing collective bargaining agreements.

<b>106</b>	<b>Chandler</b>	<b>Richardson</b>	<b>1/23/2025</b>
------------	-----------------	-------------------	------------------

**I am pleased to see the additional allocation for Speech Language Pathologists in the budget. The total allocation is for 4 FTEs? (pg. 320 1.0 \$168,480 and pg. 321 3.0 \$361,903) dedicated to Child Find. Does this alleviate the workload of the existing SLP staff? Do we have aspirational goals to continue to hire more SLPs?**

The total allocation for 4 FTEs (1.0 FTE on page 320 at \$168,480 and 3.0 FTEs on page 321 at \$361,903) dedicated to Child Find is a significant step towards addressing the increased workload due to the planned increase in students served by the full-day STEP program. This allocation will help alleviate the workload of the existing Speech-Language Pathologists (SLP) staff by distributing the responsibilities of initial screening appointments, Referral Review Team Meetings, evaluations, and eligibility meetings among the additional staff.

Given the projected increase in the number of children referred to the Preschool Child Find office, it is essential to continue monitoring the workload and effectiveness of the current staffing levels. We do have aspirational goals to continue hiring more SLPs as needed to ensure we meet federally mandated timelines and remain in compliance with the law. This

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

<b><u>Item Number</u></b>	<b><u>Board Member</u></b>	<b><u>Staff Assignment</u></b>	<b><u>Date of Request</u></b>
<b>106 continued</b>	<b>Chandler</b>	<b>Richardson</b>	<b>1/23/2025</b>

proactive approach will help us maintain high-quality services for children who may require special education services.

<b>107</b>	<b>Griffiths</b>	<b>Willoughby</b>	<b>1/26/2025</b>
------------	------------------	-------------------	------------------

**I am very concerned that we are at 419 for cafeteria workers and there is no plan to expand and hire more. Is that correct? You are asking for over 2 million for standard raises, etc.**

LCPS has adopted staffing standards to ensure fair, equitable and efficient staffing to schools in support of the school nutrition program. These staffing standards are based on meal volume and can be found on page 312 of the FY26 SEON book.

Pages 76 and 237-244 of the FY26 SEON book discuss the School Nutrition Fund, including personnel budgets (pages 76 and 239) and staffing plans (page 241). As discussed in question 103, the \$2.1m of proposed increase to the personnel fund is to pay for Step increases, a cost of living adjustment, employer costs associated with insurance premium increases, and non-FTE salaries for substitute school nutrition workers and part time/overtime costs.

The FY26 SEON proposes 419 FTE in the School Nutrition Fund, 399 of which are School Nutrition Workers (includes school-based workers, leads, and managers). As discussed during the Other Funds presentation delivered to the School Board on January 23, 2025, staff has financial concerns about adding additional FTEs to the fund without a defined revenue source. The School Nutrition Fund is self-sustaining and has only three primary sources of revenue 1) cafeteria sales, 2) federal reimbursements, and 3) state payments and reimbursements. LCPS is unable to control federal and state funding.

<b>108</b>	<b>Griffiths</b>	<b>Willoughby</b>	<b>1/26/2025</b>
------------	------------------	-------------------	------------------

**What is the hourly wage you are hiring to start for the cafeteria?**

School Nutrition Workers are on Scale B Level 1, which has a hiring range that falls between \$17.42 per hour to \$18.44 per hour based on experience. Employees at the top of the scale can earn up to \$31.15 per hour based on additional experience with LCPS. The 4% COLA in

Loudoun County Public Schools  
 FY26 School Board Questions  
 January 30, 2025

<u>Item Number</u>	<u>Board Member</u>	<u>Staff Assignment</u>	<u>Date of Request</u>
108 continued	Griffiths	Willoughby	1/26/2025

the FY26 SEON proposes to increase this hiring range to between \$18.12 per hour and \$19.18 per hour with employees at the top of the scale earning \$32.40 per hour.

109	Griffiths	Willoughby	1/26/2025
-----	-----------	------------	-----------

**My understanding is substitute teachers and are also filling in for cafeteria workers, is that correct?**

**I think substitutes that are not covering a class can do that but should also be assistants to teachers.**

**They would relieve them for specials and breaks. Is this being done already?**

**This is an urgent issue. I have been getting word that teachers that handle over 20 students are frustrated they do not have help in the classrooms. This is a real morale issue.**

Regarding substitutes, school nutrition workers require specific training to serve in our school kitchens/cafeterias and the School Nutrition team maintains a separate pool of trained and certified substitute cafeteria workers.

It may be important to note that the Cafeteria Monitor position falls outside of the School Nutrition Fund (their staffing standard is on page 290 of the FY26 SEON book). These are part-time, non-benefited positions in our elementary schools. Cafeteria Monitors typically work a few hours per day, supporting and supervising students within the cafeteria during lunch time. If a need arises at a school to supervise students in the cafeteria, a Principal may have an available Substitute fulfill the duties of a Cafeteria Monitor to ensure appropriate student supervision and efficient school operations. In regard to Teacher Assistants, these employees have primary job responsibilities. However, in some circumstances, a Principal may need to have an available Teacher Assistant fulfill the duties of a Cafeteria Monitor to ensure appropriate student supervision and efficient school operations.

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

<b>Item Number</b>	<b>Board Member</b>	<b>Staff Assignment</b>	<b>Date of Request</b>
<b>110</b>	<b>Griffiths</b>	<b>Willoughby</b>	<b>1/26/2025</b>

**Please send the most recent organizational chart for everyone under you, the Superintendent.**

**I would also like to see an organizational chart for DEIA. This would include the most recent list of employees with their current salaries and office’s budget for the current fiscal year.**

Here is a link from the school division website of the organizational chart for the Superintendent's Office:

[https://files-backend.assets.thrillshare.com/documents/asset/uploaded\\_file/4461/Lcps/3d709598-bb72-4603-85f9-13dcdae15a80/Superintendents%20Office%20Nov%202024.pdf?disposition=inline](https://files-backend.assets.thrillshare.com/documents/asset/uploaded_file/4461/Lcps/3d709598-bb72-4603-85f9-13dcdae15a80/Superintendents%20Office%20Nov%202024.pdf?disposition=inline)

The Division of Diversity, Equity, Inclusion and Accessibility (DEIA) includes the following positions and salaries in FY25.

<b>Position Name</b>	<b>FY25 Salary</b>
Assistant Superintendent, DEIA	240,461
Supervisor, DEIA	186,766
Supervisor, DEIA	175,782
Coordinator, DEIA	130,626
Teacher, DEIA Specialist	110,776
Teacher, DEIA Specialist	112,451
Teacher, DEIA Specialist	84,634
Teacher, DEIA Specialist	114,575
Teacher, DEIA Specialist	92,845
Teacher, DEIA Specialist	80,221
Teacher, DEIA Specialist	83,149

The following table provides the FY25 Adopted Budget for the Division of DEIA. This includes salaries and benefits for the employees identified above, Equity Lead stipends, and supports for the school division’s DEIA supports including training and continuing education funding and professional development for Equity Leads and staff.

Loudoun County Public Schools  
 FY26 School Board Questions  
 January 30, 2025

**Item Number**                      **Board Member**                      **Staff Assignment**                      **Date of Request**

FY25 Adopted Budget

Personnel	Full Time Salaries	1,294,455
	Non-FTE Salaries	417,194
	Benefits	532,439
<b>Personnel Subtotal</b>		<b>2,244,088</b>
Operations and Maintenance	Training and Continuing Education	218,500
	Contractual Services	50,000
	Materials, Supplies and Equipment	31,000
<b>Operations and Maintenance Subtotal</b>		<b>299,500</b>
<b>Division Total</b>		<b>2,543,588</b>

Note that the total of the salary costs (i.e. today's actual salaries) in the first table do not equal the Full Time Salaries costs in the second table, as found in the School Board's FY26 Adopted Budget book (page 262). As discussed in Question #15 within School Board Q&A Packet #2 ([https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/DD7TQU788720/\\$file/FY26%20School%20Board%20Q%26A%20%232%20\(1.23.25\).pdf](https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/DD7TQU788720/$file/FY26%20School%20Board%20Q%26A%20%232%20(1.23.25).pdf)), the School Board's approved compensation increases (e.g., Step and COLA) are adopted within Non-Departmental and then allocated to Divisions at the beginning of the fiscal year based on employee alignment. So while it may appear that personnel costs increased between what was adopted and what is current, the reality is that much of this was the allocation of the School Board's approved compensation actions.

**111                      Griffiths                      Willoughby                      1/26/2025**

**How much do each of these individuals get paid and is there an increase included in the SEON26? What other positions are dedicated to DEIA? How much money is dedicated to DEI throughout LCPS?**

The response to Question #110 includes a list of all positions in the DEIA office and the associated salary for each as well as the office's total budget, broken out by the same categories used throughout the FY26 SEON book. The FY26 SEON includes the same Step and COLA increase for the DEIA office as it does the rest of the school division. In addition to

Loudoun County Public Schools  
 FY26 School Board Questions  
 January 30, 2025

<u>Item Number</u>	<u>Board Member</u>	<u>Staff Assignment</u>	<u>Date of Request</u>
111 continued	Griffiths	Willoughby	1/26/2025

the FTE positions identified, each school may have one Equity Lead, who receives the approved stipend (page 283 of the FY26 SEON book). The total stipend amount is captured in the Non-FTE Salaries cost in the second table of Question #110.

112	Istrefi	Slevin	1/21/2025
-----	---------	--------	-----------

**What has been funded regarding the Welcome Center already, and the SB members would benefit from understanding the resources behind the building that has been dedicated to the effort of the Welcome Center, including the conversations and history behind it?**

Eastern Loudoun Student Welcome Center

Since 2016 (FY 2018 – FY 2023 CIP), the School Board and staff have identified the need to establish a Student Welcome Center in eastern Loudoun to provide more efficient and effective delivery of services to Loudoun’s limited English proficient public school students. Initially, plans were to construct an addition at Sterling Elementary School for the Welcome Center; however, on October 11, 2022, the School Board rejected all bids for the construction of Sterling Elementary addition (the received bids exceeded project funding and resulted in a +\$4 million budget shortfall). LCPS staff then initiated efforts to secure a leased space for the facility

A former bank/urgent care building at 101 Enterprise Street in Sterling was identified by LCPS staff. On December 5, 2023, the Board of Supervisors authorized the purchase of the property with direction to County staff to begin discussions with LCPS regarding a lease of the property for the Student Welcome Center. The County closed on the property on May 30, 2024. On June 4, 2024, County and LCPS Support Services staff executed the lease agreement for ten years, with an additional two-year extension option.

LCPS staff also initiated a commission permit application to allow the use of the Student Welcome Center at the Enterprise Street property. The Welcome Center application is scheduled for a public hearing before the Loudoun County Planning Commission on Tuesday, January 28. Following action by the Planning Commission, the legislative application must be reviewed and voted upon by the Board of Supervisors. It will be late 2025/early 2026 before Welcome Center staff will occupy the renovated facility and open for services.

Loudoun County Public Schools  
 FY26 School Board Questions  
 January 30, 2025

<u>Item Number</u>	<u>Board Member</u>	<u>Staff Assignment</u>	<u>Date of Request</u>
112 continued	Istrefi	Slevin	1/21/2025

Additional application information has been posted on the Planning & GIS Services' LCPS Future School Sites/Facilities webpage via the 'Eastern Loudoun Student Welcome Center' folder link.

LCPS has \$3.6M in FY23 Capital Budget appropriations for the design and renovation of the County-owned facility at 101 Enterprise St that will be the home for the Eastern Welcome Center.

113	Chandler	Willoughby	1/23/2025
-----	----------	------------	-----------

**I've heard from some hourly staff who are facing hardships due to the five snow days. The timing of the snow days after a two-week unpaid break is additionally challenging. Some staff have mentioned that they were paid an adjusted income during the COVID period, which I assume was funded by federal COVID emergency funds. What categories of employees are not paid on a snow day? I admit I am not certain who is impacted but I am thinking of site subs, parent liaisons, bus drivers, assistants, and nutrition services employees. Still, I am sure I am not capturing every category. Theoretically, that money is budgeted—what is the daily amount, and what happens to the money that isn't paid to staff for an emergency closure?**

During snow days, full-time employees (salaried and hourly) continue to receive their pay based on our equalized pay structure. Some examples of hourly full-time positions that continue to receive pay are bus drivers, school nutrition workers, teacher assistants, FTE family liaisons, and FTE custodians.

Part-time hourly employees only receive pay for time worked. Some examples would be substitutes (including daily subs, long term subs, and site-assigned subs), part time family liaisons, part time school nutrition workers, and cafeteria monitors.

With snow days, budgeted part-time funds become surplus funding. However, snow days also result in additional personnel expenses, particularly for essential personnel. These include overtime costs for employees required to work during the closure and wages for full-time hourly employees who continue critical operations, such as shoveling snow, processing payroll and vendor payments.

Loudoun County Public Schools  
 FY26 School Board Questions  
 January 30, 2025

<u>Item Number</u>	<u>Board Member</u>	<u>Staff Assignment</u>	<u>Date of Request</u>
113 continued	Chandler	Willoughby	1/23/2025

Several years ago, during the COVID-related closures in the second quarter of 2020, a one-time "income replacement" payment was provided to part-time employees utilizing federal covid funding.

114	Mansfield	Slevin	1/21/2025
-----	-----------	--------	-----------

**Do we have any data on Propel and Level Up on if they were going into advanced math or advanced science later?**

The Propel/Level Up program, with its dual focus on cultivating high-quality reasoning abilities and fostering preparedness for rigorous high school course offerings and specialized pathways, has demonstrated a positive impact on student achievement.

A recent evaluation revealed that students who engaged with the program for at least two years exhibited significant gains. Notably, a higher percentage of Level Up participants enrolled in advanced mathematics courses across grades 6-9 compared to the district average. Furthermore, in the 2022-2023 cohort, 76% of Level Up students enrolled in advanced science courses in ninth grade, surpassing the division average of 62%.

Recognizing the program's potential to serve a wider student population, the Department of Teaching and Learning is undertaking a strategic retooling. The eventual goal is to shift away from primarily after-school offerings to during the school day, a transition already underway in select middle schools.

115	Griffiths	Slevin	1/23/2025
-----	-----------	--------	-----------

**World Language Expansion: (2 FTE) \$200,000, Is this a Model from a different area? FCPS or Prince William? Why would we incorporate several languages? Will we have the students to keep this program going? We have language programs in our high schools already. Please provide the data that this could be a successful program.**

The additional FTEs to support American Sign Language (ASL) are in response to constituent feedback related to the course pathway being offered at their home schools. Two planning areas in LCPS do not offer ASL. By moving to a centralized model of staffing for this hard to staff course, we are supporting a school to grow their program while limiting the risk of not being able to hire a qualified staff member. This centralized approach is used in school

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

<b>Item Number</b>	<b>Board Member</b>	<b>Staff Assignment</b>	<b>Date of Request</b>
<b>115 continued</b>	<b>Griffiths</b>	<b>Slevin</b>	<b>1/23/2025</b>

divisions such as Arlington to support specialized languages. There is a high demand for this language and, unfortunately, the issue is the ability to staff it appropriately.

<b>116</b>	<b>Istrefi</b>	<b>Slevin</b>	<b>1/27/2025</b>
------------	----------------	---------------	------------------

**Are we behind in offering World Languages compared to neighboring divisions?**

While LCPS has made progress, there is room to grow in the subject area. The expansion of World Languages and pathways related to World Languages has been expressed through both constituent feedback and survey data. LCPS conducted an interest survey with our families and students in December 2022, which resulted in the following report:

[https://core-docs.s3.us-east-1.amazonaws.com/documents/asset/uploaded\\_file/4461/lcps/4328309/WLC\\_Report\\_-\\_Final.pdf](https://core-docs.s3.us-east-1.amazonaws.com/documents/asset/uploaded_file/4461/lcps/4328309/WLC_Report_-_Final.pdf)

Additionally, the below table summarizes World Language courses offered in-person across middle schools and high schools within LCPS and several similar divisions.

**World Language Courses offered in-person  
across middle schools (MS) and high  
schools (HS)**

County	Middle Schools (MS)	High Schools (HS)	Special Programs
Fairfax County	Arabic, Chinese, French, German, Japanese, Korean, Spanish	Arabic, ASL, Chinese, French, German, Japanese, Korean, Russian, Spanish	Dual Language Immersion (DLI) in French, German, Japanese, Korean, Spanish at elementary schools
Arlington County	Arabic, ASL, Chinese, French, German, Latin, Spanish	Arabic, ASL, Chinese, French, German, Japanese Latin, Spanish	Spanish DLI at elementary
Prince William County	French, German, Spanish	Arabic, ASL, French, German, Italian, Korean, Latin, Russian, Spanish	Spanish DLI at 8 elementary schools started in 2024

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

**Item Number**                      **Board Member**                      **Staff Assignment**                      **Date of Request**

**World Language Courses offered in-person  
across middle schools (MS) and high  
schools (HS)**

<b>County</b>	<b>Middle Schools (MS)</b>	<b>High Schools (HS)</b>	<b>Special Programs</b>
Virginia Beach County	French, German, Japanese, Latin, Spanish	Arabic, ASL, Chinese, French, German, Japanese, Latin, Russian, Spanish	Global Studies and World Languages Academy at Tallwood High School, one-way and two-way DLI schools at elementary and middle schools
Loudoun County	French, German, Latin, Spanish	ASL, Chinese, French, German, Latin, Russian, Spanish	Chinese at two schools, Russian at one, and DLI in Spanish at two elementary schools

**117**                                      **Shernoff**                                      **Boland**                                      **1/23/2025**

**Concerning Slide 19, FY26-Budget-Investing-In-Our-Exemplary-Staff-Presentation; and Page 86 of the Budget Book there seem to be a few questions that remain confusing.**

- **What is the rationale for the change to Retiree Health Insurance?**
- **What is the assumed cost savings for this sacrifice?**
- **What is the cost to LCPS if no change is made?**
- **What is the Health Retirement Savings Account?**

Question #91 includes more detailed information regarding the proposed Retiree Health Reimbursement Account (rHRA). In short, it is an employer-sponsored account that allows retirees to pay for eligible medical expenses or healthcare insurance premiums in retirement.

The introduction of the rHRA is driven by two primary factors. The most important of these is offering LCPS retirees a choice in their insurance options instead of the one-size-fits all plan design in place today. For qualifying LCPS retirees aged 65 and older, the only LCPS sponsored insurance program available is to enroll in the school division's Medicare Advantage plan for medical claims, Employer Group Waiver Plan (EGWP) for Pharmacy, and vision and dental plans. No other option is available and there is no existing way for LCPS to support retirees who have insurance needs not met by this specific mix of plans.

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

<b>Item Number</b>	<b>Board Member</b>	<b>Staff Assignment</b>	<b>Date of Request</b>
<b>117 continued</b>	<b>Shernoff</b>	<b>Boland</b>	<b>1/23/2025</b>

The second is the long-term affordability of offering employer sponsored health care plans for retirees. Indeed, the School Board's vote to amend the retiree health care policy in March 2015 to recognize Other Post-Employment Benefit (OPEB) liability reform actions, the move to Medicare Advantage beginning January 1, 2024, and the increase to retiree health care premiums effective January 1, 2025 (and proposed for January 1, 2026) have all been driven by the need to mitigate rapidly rising cost increases for health care and prescription drugs. Additional context is also included in Question #22 from the School Board's Q&A Packet #2 [https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/DD7TQU788720/\\$file/FY26%20School%20Board%20Q%26A%20%232%20\(1.23.25\).pdf](https://go.boarddocs.com/vsba/loudoun/Board.nsf/files/DD7TQU788720/$file/FY26%20School%20Board%20Q%26A%20%232%20(1.23.25).pdf).

In terms of what it costs LCPS, the School Operating Fund is projected to contribute more than \$15.3 million during FY25 in employer premiums for post-65 retiree healthcare. The County also contributes \$12 million each year to the LCPS OPEB Trust Fund. From a financial perspective, rHRAs offer two benefits to LCPS. The first would reduce and provide predictability for Operating Fund expenses for retiree healthcare. Standardizing at \$400 per month per retiree is more straightforward than the current construct of LCPS contributions that range anywhere from \$25 to more than \$1,600 per month per retiree, depending on the retirement date and years of service. The second, and more impactful, is better management of OPEB Liabilities, which tie up significant LCPS resources in a trust fund instead of putting those dollars back to use either in our classrooms or the health reimbursement accounts of our retirees.

Ultimately, this establishes competitive LCPS funding to provide retirees with insurance options that are flexible to meet their individual needs. It also helps ensure this insurance is affordable so LCPS can continue to provide for retiree health insurance in the future.

<b>118</b>	<b>Griffiths</b>	<b>Ellis</b>	<b>1/23/2025</b>
------------	------------------	--------------	------------------

**Tutoring Services: (0 FTE) \$3,000,000 – Please provide all information/data on Varsity Tutors and All In Tutoring.**

Information regarding ALL In VA tutoring, including Varsity Tutors, can be found in previous School Board presentations:

- [October 24, 2023](#) - Original plan presented to the School Board
- [November 14, 2023](#) - Updated plan with the spending plan presented to the School Board

# Loudoun County Public Schools

## FY26 School Board Questions

### January 30, 2025

<b>Item Number</b>	<b>Board Member</b>	<b>Staff Assignment</b>	<b>Date of Request</b>
<b>118 continued</b>	<b>Griffiths</b>	<b>Ellis</b>	<b>1/23/2025</b>

- [January 30, 2024](#) - An update on progress with the implementation of All In Tutoring presented to the School Board
- [August 13, 2024](#) - An update on the 2023-2024 school year implementation of All In Tutoring, including the data you've requested.

Varsity Tutors provides multiple services that our students are able to utilize. This year, LCPS used All In Tutoring funds to pay for 500 students in grades 3-8 to receive 1:1 tutoring sessions each week. In addition, all students in grades K-12 have access to “on demand” live chat tutoring, essay review, online classes, and more. The following table shows usage data for the various features of Varsity Tutors from June 2024 through November.

Student Grade	Students with Sessions Scheduled	Sessions Scheduled	Average Scheduled Session Time
Kindergarten	6 students	49 sessions	51.4 minutes
1st grade	8 students	133 sessions	50.9 minutes
2nd grade	10 students	134 sessions	58.4 minutes
3rd grade	28 students	444 sessions	59.5 minutes
4th grade	92 students	2,570 sessions	57.7 minutes
5th grade	71 students	1,665 sessions	60.4 minutes
6th grader	78 students	1,445 sessions	59.8 minutes
7th grader	66 students	1,109 sessions	60.3 minutes
8th grader	44 students	801 sessions	61.7 minutes
9th grader	18 students	399 sessions	60.7 minutes
10th grader	2 students	27 sessions	50.0 minutes
11th grade	1 students	20 sessions	63.0 minutes
	<b>424 students</b>	<b>8,796 sessions</b>	<b>59.3 minutes</b>

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

<b><u>Item Number</u></b>	<b><u>Board Member</u></b>	<b><u>Staff Assignment</u></b>	<b><u>Date of Request</u></b>
<b>118 continued</b>	<b>Griffiths</b>	<b>Ellis</b>	<b>1/23/2025</b>

The plan for utilizing the \$3 million in FY26 would be to continue to offer tutoring services to students in grades 6-8 through the use of part-time funds allocated to each school based on the number of students eligible for tutoring in reading and math. Additionally, approximately \$0.5 million of the \$3 million would be used to maintain Varsity Tutors' current level of support.

<b>119</b>	<b>LaBell</b>	<b>Willoughby</b>	<b>1/29/2025</b>
------------	---------------	-------------------	------------------

**How much money are we given by the state for each student in our schools?**

The FY26 SEON estimates \$541,256,516 in state funding for the School Operating Fund, which is \$6,709 per student in grades K-12 and includes funding that comes from sales tax, incentive programs, lottery funded programs, and the Standards of Quality.

<b>120</b>	<b>Mansfield</b>	<b>Boland</b>	<b>1/28/2025</b>
------------	------------------	---------------	------------------

**Concerning Slide 19, FY26-Budget-Investing-In-Our-Exemplary-Staff-Presentation; and page 86 of the Budget Book:**

- **What is the rationale for the change to Retiree Health Insurance?**
- **What is the assumed cost savings for this sacrifice? What is the cost to LCPS if no change is made?**
- **Will this alter eligibility (who is eligible) for retiree insurance as stated in policy 7628?**
- **What is the Health Retirement Savings account (HSRA)?**
  - **Is that different from the retiree Health Reimbursement Account (rHRA)?**
  - **What is the amount of money available to the retirees (monthly and annually)?**
  - **Is this something that is managed within LCPS (perhaps benefits office), or will it be managed by an outside vendor like the current Cigna Advantage plan?**
- **If a retiree has preexisting conditions, are they able to self purchase a Medicare supplement plan?**
- **What is the cost of a typical Medicare supplement plan?**

Loudoun County Public Schools  
 FY26 School Board Questions  
 January 30, 2025

<u>Item Number</u>	<u>Board Member</u>	<u>Staff Assignment</u>	<u>Date of Request</u>
120 continued	Mansfield	Boland	1/28/2025

- **What is the current cost to retirees and the estimated cost change for retirees?**

Many of these specific questions are addressed in the responses to Questions #91 and #117 in this packet. To consolidate some of those responses:

- LCPS would contribute \$400 per month per eligible retiree into that retiree's Retiree Health Reimbursement Arrangement (rHRA), beginning in January 2026. The contribution amount would be reviewed each year as part of the budget cycle to consider cost changes, retiree feedback, OPEB liability, and discussions with the school division's benefits consultant.
- There is no proposed change to the eligibility criteria that is established in School Board Policy 7628. Instead, the introduction of rHRA changes how LCPS provides for the insurance that retirees may be eligible for. Any retiree that is on an LCPS-sponsored Medicare Advantage plan as of December 31, 2025 will have the option to either remain on an LCPS-sponsored plan or to receive the rHRA benefit. Retirees that are eligible for retiree health insurance through School Board Policy 7628 that are not yet on the LCPS-sponsored Medicare Advantage as of December 31, 2025 will only have the option to receive the rHRA benefit when they become Medicare eligible.
- The difference is that the RHRA is employer funded (the retiree cannot add funds) and cannot be used until the retiree is at least 65 years of age. The HSRA can be funded by the employer and the employee (Loudoun County Gov has this program), and eligibility is determined by the plan design, but could be used prior to age 65 to help offset expenses after someone has left employment.
- The plan would be managed outside of LCPS, similar to the FSA and HSA plans offered to employees today.
- Regarding whether employees with pre-existing conditions would be able to enroll in a Medicare supplement plan, they are generally able to purchase a supplement plan when they go on original Medicare or when they are no longer enrolled in an Active Employee plan. Note, however, that employees and retirees should consult a benefits advisor (available through LCPS EAP, Loudoun County Area Agency on Aging, and others) with their specific information and circumstances.
- The cost for Medicare supplement plans have a wide range that is based, in part, on where the individual lives and the type of coverage they elect. The LCPS Employee Benefits office has reviewed plans and found costs that range from \$25

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

<b>Item Number</b>	<b>Board Member</b>	<b>Staff Assignment</b>	<b>Date of Request</b>
<b>120 continued</b>	<b>Mansfield</b>	<b>Boland</b>	<b>1/28/2025</b>

per month to \$858 per month. It is important to note that the \$400 employer contribution to the rHRA is based not only on an estimated Part B Supplement, but also Part D (Pharmacy) as well as Dental and Vision, with benefits similar to the current LCPS offerings for post-65 retirees.

- The current monthly premium costs for retirees on the LCPS-sponsored Medicare Advantage Plan range from \$0 per month to more than \$1,600 per month, depending on the retiree's retirement date, length of eligible tenure with LCPS, and whether their plan includes a spouse or dependents.

<b>121</b>	<b>Griffiths</b>	<b>Mitchell</b>	<b>1/29/2025</b>
------------	------------------	-----------------	------------------

**I am looking for: 1. Performance Data, 2. # of Students, and 3. Total cost to support Virtual Loudoun.**

1. The following table provides the Standards of Learning (SOL) pass rates for Virtual Loudoun compared to the full school division for School Year 2023-2024.

Test	% of tests passed	
	Virtual Loudoun	LCPS
Gr3 Reading	63.6%	74.1%
Gr4 Reading	63.3%	79.9%
Gr5 Reading	58.1%	79.9%
Gr6 Reading	74.5%	79.8%
Gr7 Reading	70.8%	80.1%
Gr8 Reading	76.6%	79.9%
Gr8 Writing	69.8%	73.9%
EOC Reading	84.8%	90.2%
EOC Writing	90.3%	89.8%
Gr3 Math	63.6%	75.9%
Gr4 Math	45.2%	77.4%
Gr5 Math	56.9%	77.6%
Gr6 Math	39.6%	49.6%
Gr7 Math	55.6%	69.0%

**Loudoun County Public Schools**  
**FY26 School Board Questions**  
**January 30, 2025**

<u>Item Number</u>	<u>Board Member</u>	<u>Staff Assignment</u>	<u>Date of Request</u>
		<b>% of tests passed</b>	
		<b>Virtual Loudoun</b>	<b>LCPS</b>
	<b>Test</b>		
	Gr8 Math	50.5%	63.4%
	Algebra 1	85.8%	92.3%
	Geometry	75.3%	86.8%
	Algebra 2	75.6%	85.4%
	Gr5 Science	52.2%	72.5%
	Gr8 Science	69.0%	75.2%
	Earth Science	71.6%	79.4%
	Biology	79.8%	80.5%
	Chemistry	66.7%	68.7%
	Virginia Studies	47.1%	83.6%
	Civics & Economics	77.4%	85.7%
	World History 1	74.6%	86.5%
	World History 2	21.4%	23.3%
	Virginia & United States History	14.3%	39.2%
	World Geography	100.0%	64.9%
	Totals	68.7%	78.1%

2. Virtual Loudoun's current participation in its three programs is as follows:

- Virtual Distance Elementary: 30 students
- Virtual Distance Learning (Secondary): 260 students, 31 late enrollments pending for Semester 2.
- Virtual Loudoun Online: 135 enrollments per school for a total of 2,295 in Terms 1 and 2, anticipating maximum enrollment of 3,750 in Term 3 (summer term)

3. The total cost to support Virtual Loudoun in the FY26 SEON is \$11,482,051. This is split between Virtual Distance Elementary at \$1,394,545; Virtual Distance Learning at \$6,638,110; and Virtual Distance Online at \$3,449,396.