



# BIZVOTES RESPONSES

INFORMING THE BUSINESS COMMUNITY AND ENCOURAGING  
POLITICAL AWARENESS AND ENGAGEMENT.



Incumbents' names are listed in blue.

## AT-LARGE

### 1. Please provide an overview of your background including your credentials and areas of expertise you intend to exercise if elected to the Loudoun County School Board?

#### **TOM REED**

1522 Barksdale Drive, NE  
Leesburg, VA 20176  
(703) 966-7656

I have over thirty years of management experience with expertise in financial management and Information Technology operations. I have lead government, not-for-profit, and for-profit organizations and activities around the globe. I have been involved with school systems on three continents and in three states. As the At-Large representative for the past 12 years, I have been involved with opening over 30 schools and revising the attendance zones. Also, I have worked with our legislators in Richmond and Washington to urge improvements to education laws and to eliminate unfunded mandates.

#### **BOB OHNEISER**

20730 Jersey Mills Pl  
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I worked my way through college earning a BS degree in industrial management and a minor in organizational development. I went on to pay my way through graduate school earning an MBA in Corporate Financial Management and later during my career as a senior manager of strategic marketing for MCI International went 4 years at night to complete my juris doctorate. As a school board member I have been the only one to challenge the organizational structure LCPS employs. It is a casebook example of collaborative management where everyone is part of the win and nobody is accountable for an error. The layers of management unrelated to classrooms remains unjustified yet most school board members see their job as cheerleaders especially my opponent. I am looking forward to installing fact based performance management evaluations with only layers of management sufficient to trigger responsible decisions on a timely basis.

#### **JAY BOSE**

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I have worked in Fortune 500 companies & managed \$3.5 Billion in trust funds of a national organization. I was President of Comsol Networks & Ancina HealthCare. I have created jobs for 26 Virginians. Currently I am an Information Technology Program Manager with the US Government. I have two master's degrees & Capital Planning Professional (CPP) designation.

My expertise include hiring, development & retention of culturally diverse work force, comprehensive long term strategic planning, multi-million dollar budget management, & understanding of the role of education in global competitiveness.



## 2. How would you rate the performance of the current school board? In what areas has the current school board excelled and what areas must be improved?

**TOM REED**

Three stars out of five. Implementing the 10 point grading scale was a major achievement this term. Also, empowering principals to develop electronic device policies for their schools was a noteworthy accomplishment. We also implemented the only 'safe harbor' policy in the state to encourage students to turn in weapons before they are discovered by Staff. We also improved the student discipline process by eliminating a review panel. An area for improvement is transparency. Committees are where the School Board's real work is accomplished, but there is little visibility or public involvement.

**BOB OHNEISER**

The board has been hesitant to hold the Superintendent to its established goals. It has failed to demonstrate natural efficiencies from gaining critical organizational mass and allowed an environment which condones no initiatives to become acceptable. It has succeeded in taking 66,000 students through a quality program they would be hard pressed to get in many other places in the United States. The most advantaged by LCPS are the students who not have received as much support as LCPS provides while the most capable students who don't get into AOS or TJ could have gotten more had they had the same \$13,000 plus capital costs per year to spend on private schools if available.

**JAY BOSE**

The school board performance has been average.

Overall performance has been average and the school board has not excelled in any particular area.

Areas of improvement:

1. Accountability and transparency in budgets and capital projects
2. Comprehensive long term planning to address rising enrollment
3. Accessibility to schools and facilities for special needs children
4. Reforms in employee compensation plan to reward performance
5. Hiring and retention of culturally diverse teachers aligned with student demographics
6. Greater accountability and performance standards for administrators



### 3. How would you rate the performance of the LCPS Administration? In what areas has the current school board excelled and what areas must be improved?

**TOM REED**

Four stars out of five. LCPS is a good school system that could be much better. Lead by a nationally recognized leader in Education, Dr. Hatrick has assembled a highly successful group of teachers, administrators and principals. A major success has been the ability to open new schools on-time and to educate an additional 3,000 students each year. LCPS also has one of the highest graduation rates in the Commonwealth and our minority graduation rates are well above the state average. I want to add an ombudsman to allow an avenue to address complaints to someone outside the chain of command.

**BOB OHNEISER**

I would give it a B. Since it is geared to minimizing errors rather than maximizing effectiveness it spends far too much for the results achieved. Healthy students can walk some distance toward school and many more than the 200 students at the Academy of Science deserve such a challenge. Giving away individual transcription services under the guise of special needs is an abuse of the tax base while homework levels deny children the value of home life. Jobs have a salary scale that is way too disparate for the same task. One teacher makes \$44k and another makes \$99K and if that experienced teacher is also a department head with a NB Certification their total remuneration including benefits subsidized could equate to \$300/hour!

**JAY BOSE**

Performance of LCPS Administration has been average.

Areas that need improvement:

- Hiring and retention of minority teachers in line with changing demographic profile of students in Loudoun schools.
- Greater accountability and performance standards for administration.
- Transparency in providing information related to hiring, compensation, performance of administrators, school performance etc.
- Willingness to work with citizens and responding to individual queries.



**4. What do you feel is the most important or critical issue facing Loudoun's K-12 educational system? Why do you feel this way and what would you do as a member of the School Board to address this issue?**

**TOM REED**

Student growth is the most critical issue facing LCPS. The school system has more than doubled to nearly 66,000 students in the time I've been on the board and is expected to grow by 3,000 additional students each year for the foreseeable future. Additionally, our student class size is the second highest in the region, directly impacting instruction. Unless economic development increases faster than residential growth, residential property taxes will remain the highest in the region. The School Board needs to partner with the Board of Supervisors and encourage greater economic development.

**BOB OHNEISER**

The school board must stop viewing its role as cheerleading and just lead! School board members represent the entire community not just parents. The relationship between the boards must be improved and overlapping responsibilities must be merged efficiently.

**JAY BOSE**

Most critical issue facing Loudoun's education system is that its curriculum is watered down, and its graduates are not prepared to compete at college level and in the real world. It does not offer enough AP courses nor does it offer any IB programs.



**5. Do you feel the working relationship between the Board of Supervisors and the School Board is effective and well structured? Why or why not? If not, please provide your recommendations to improve this relationship?**

**TOM REED**

The relationship between the School Board and Board of Supervisors needs to be restructured. We need to have at least quarterly meetings with both boards and their senior staffs at one table and everyone on the same level. One of the joint meetings should be to review the School's September 30th attendance report. This report is the baseline for developing the School's Capital budget. Additionally, the Chairpersons and Vice Chairpersons from both board should meet monthly, if only for coffee.

**BOB OHNEISER**

The Supervisors must be collectively able to operate at the level of the citizens they represent. The problem of not having sufficient high quality job producing commercial base to offset the negative tax consequences of student producing residential must be resolved. Every project they have negotiated which allowed for greater density of residential is evidence they don't get it. Sending supervisors with minimal job experience to Germany to entice international investment in Loudoun is absurd on its face. The BOS needs to have centralized pricing control for all assets and services in the county. Principals should not have the power of no or worse yet the power to waive fees.

LCPS has a finance department that can handle its own accounts once appropriated. The hand holding with the county is pure overlap. Transportation, facility management, land acquisition, personnel and finance can and should be merged!

**JAY BOSE**

No. It is inadequate.

It is ineffective because the school board has not been able to build a good working relationship with Board of Supervisors. The relationship should be structured in a way where a school member sits in all budget meeting of the County Board, and vice versa. The County should be made to realize its stake in the school budget and the proper planning and usage of the moneys apportioned. Even though they are two independent and separate, the two entities should work in sync and be transparent as both are responsible to the taxpayers and voters.

**6. How can the Board of Supervisors and School Board work collectively to streamline the school site selection process and associated land use approvals?**

**TOM REED**

By state law, the School Board is responsible for land acquisition for school sites. The School Board must take the lead on school land acquisition, but keep the Board of Supervisors informed and get their support early on. Over \$2 million was wasted this term on reviewing sites that ended when the Board of Supervisors changed their mind. Also, the Board of Supervisors should remove the requirement for school sites to follow the special exception process. The 2007 MGT Efficiency Study estimated that \$750,000 could be saved annually by eliminating the special exception process for schools.

**BOB OHNEISER**

Building a school should be a pre-approved use period. No school should be approved for new construction until every other option has been explored and ruled out. Little River should have been expanded rather than make walkers into bus riders forever. Arcola should never have been bartered without a third party appraisal being done. Proffers should be based on the ACTUAL STUDENT IMPACT of a certain type of development not some LCPS produced artificial average which absolutely under predicts student generation every time. Why should LCPS be treated as a developer of county owned school property? County Building and Development should immediately take over this duty and allow school exec planning staff to retire or find work elsewhere. BOS must make them accountable to meet school board goals on our timetable on a managed matrix basis.

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**JAY BOSE**

The school board should have county representatives in the committee on site selection and land acquisition to facilitate land use approvals and permits. Again, the county should be in sync with the school board that the process of acquiring land for schools is for the benefit of voters and tax payers of Loudoun.

7. Please provide your thoughts on the following potential approaches to supplement traditional education funding, and for those your support, how each approach could be incorporated into Loudoun Public School's budget and operating system?
- a. School-Business Partnerships;
  - b. Public charter and magnet schools;
  - c. Open enrollment to balance population amount schools;
  - d. Distance-learning for in-school and home-schooled students;
  - e. Adjustments to class sizes; and/or
  - f. Other approaches that may compliment the education today's Loudoun County children are receiving through LCPS.

**TOM REED**

- I am a member of the School Business Partnership Executive Council and I would like to see this highly successful program expanded.
- Our Academy of Science is an internationally recognized center of educational excellence. We have 200 classroom seats at Tuscarora High School for a second magnet program, but due to budget constraints and student growth we haven't finalized the . I have met with several charter school organizations and will fairly evaluate all charter school applications.
- Open enrollment in built out high school clusters (Park View, Dominion, and Potomac Falls) is possible, but with the rapid growth in the other current nine high school clusters, School, I see it as problematic because all of the schools are crowded.
- Distance or virtual learning holds tremendous potential for our secondary students. Loudoun County allows part-time enrollment of home-schooled and private school students
- I would like to see actual class sizes closer to our goals.
- Loudoun County is the only school district in the state without Full-Day Kindergarten for all students and I would like to see that changed.



## BOB OHNEISER

- Business Partnerships; With complete transparency of business opportunities between both boards the natural business connections will be made and can be processed smoothly. No more closed meetings!
- Public charter and magnet schools; LCPS has no blighted area to drive a magnet justification as we strive to provide equity across the system however we spend enormous sums both in class support and central office expediting the learning of English without truly embracing parental support to make such transitions happen. Thus far charter school have been scams to take the weighted average revenue and provide a very narrow segment of service to the above average student. Find me a charter that focuses on autistic children and I will eat my words.
- Open enrollment to balance population amount schools; Absolutely will save millions per year and will expose schools that offer less results than their share of resources warrants.
- Distance learning for in school and home schooled students; If we could force teaching to be “in” the classroom and use digital advances to replace outdated books instead of merely enhancing them we could offer much more tools to students to accelerate their learning. Homework is said to be remedial but LCPS insists on dragging EVERY STUDENTS INITIATIVE down by forcing hours of homework regardless of information absorption levels.
- Adjustments to class sizes; LCPS is only provided an average target instead of a target with a narrow variation allowed so preferences to programs is done regularly instead of forcing discipline on the use of resources. ELL classes, ASL, Latin, guitar, music theory, advance PE and other pet classes have extremely low class sizes where basic R&R&R get overloaded is not fair in my book. This was much more of a problem a few years ago but the squeeze on budgets recently has reduced these differences and/or
- Other approaches that may compliment the education today. Loudoun County children are receiving through LCPS. Registration for school should be a much more comprehensive exercise. Yes, education is an entitlement but not at the level LCPS provides it. LCPS is so far above the VA Standards of Learning its not funny. Parents must be brought into the program as volunteers in every facet of schooling even if it takes away from their ability to work extra jobs. It is not fair to residents who have no children in LCPS to pay for eccentricities that a parent could provide for free if asked.



**JAY BOSE**

- Business partnership should should foster both students and teachers. Students with internships and hands on training to create talent pool. Teachers should be able to participate in programs that give them continuing education, discounts on both school supplies and non-school purchases. However, such partnerships should follow certain guidelines and be transparent.
- There should be choice in education for both students and teachers. There should be magnet schools for talented or special needs children.
- I do not believe that children should be transported around the county to balance school population. If 30 minutes is added to a child's day to be bussed around, he/she loses 95 hours a school year that is equivalent to completing three college level course.
- No distance learning for in-school students. Yes for home schooled students.
- Class sizes need to be adjusted.
- Other options include year round schools, travelling teachers holding classes in community halls/ churches (like barefoot doctors), student exchange, etc. .

**8. How can Loudoun County Public Schools best improve either its curriculum or career training to ensure its students meet the requirements of the future workplace?**

**TOM REED**

Increased collaboration with the commercial sector and higher education institutions would enhance instruction and better prepare our students for the 21st Century world. Howard Hughes Medical Institute has been an invaluable partner with both our Academy of Science and in improving our middle school science curriculum. As we seek to increase Science, Technology, Engineering, and Mathematics skills, we can build a greater relationship with companies like AOL, MCI-WorldCom, and United Airlines. As well as higher learning institutions like George Washington Univerity

**BOB OHNEISER**

The School Board needs to regularly update its goals and enforce their completion by both the Superintendent and the 11,000 employees he uses to get the job done. It is totally absurd that we try to only deal with one individual to execute the goals while even the law advises us not to relegate our authority. The School Board needs to be both qualified and ready to manage the Superintendent!

**JAY BOSE**

Curriculum needs to be improved with more Honors and AP courses and introducing IB programs.

Curriculum should offer vocational courses, critical thinking, foreign language from Grade 5, fundamentals of law, international studies, student exchange programs, writing and communication skills, internships in the government and private sector, public speaking, etc. Loudoun schools should also expand the JROTC to build discipline, character and leadership qualities in students.



**9. What economies of scale or other creative efficiencies should the School Board initiate to reduce the cost of education per student while maintaining the highest level of educational experience for our K-12 students?****TOM REED**

I want to implement best practices throughout our school system. One area to explore is consolidation of food service operations. Rather than have 80 kitchens preparing meals each day, we could produce meals using a model similar to what Fairfax County Public Schools has implemented in several locations. Also, I'm an advocate for automation; I want to place floor cleaning robots at secondary schools to reduce the number of custodians.

**BOB OHNEISER**

Common campuses for multiple schools should be managed on an integrated basis rather than having overlapping responsibilities. One bus loop for two schools at the same site is an easy example. PRCS sells LCPS access to parent yet it pays literally nothing to LCPS for that privilege. A retailer pays nothing to its wholesaler and then the wholesaler claims he needs more tax dollars while he give away his facilities. We lose \$4.4 Million per year that could easily be recouped by PRCS through its fee structure. Principals waive fees as they wish as does the Superintendent. Even the County does not carefully insure every property owner pays tax on the same market value basis leaving millions uncollected. (golf courses, developer held properties, HHMI etc)

**JAY BOSE**

Smaller class sizes taught by retired or newly hired teachers with a lower base salary. Some classes could also be taught by qualified graduating seniors from high schools and undergraduate/ graduate programs. This teaching experience could be made a requirement for graduation and/or licensure. Such student teachers would also get preference in hiring.

**10. Do you see any areas where LCPS and County functions may be pursued collaboratively to better leverage available services and resources?****TOM REED**

The County and School system already collaborate on transportation maintenance and some procurements. Another area that could be consolidated is custodial services. I would also like to explore the possibility of collaborating on Administrative Information Technology operations. The Dillon rule and state law prevents some functions, like budget, accounting, and land acquisition from being consolidated. Additionally, we collaborate with other local school districts to get quantity discounts in purchasing.

**BOB OHNEISER**

LCPS should pursue community resources and business partnerships to better leverage available services and resources.

**JAY BOSE**

Performance of LCPS Administration has been average.

Areas that need improvement:

- ♦ Hiring and retention of minority teachers in line with changing demographic profile of students in Loudoun schools.
- ♦ Greater accountability and performance standards for administration.
- ♦ Transparency in providing information related to hiring, compensation, performance of administrators, school performance etc.
- ♦ Willingness to work with citizens and responding to individual queries.



## 11. Why are you a candidate for the School Board? What differentiates you from your opponent(s)?

### TOM REED

I want to ensure that the children of Loudoun County have the opportunity to receive a first class public education that prepares them to be contributing citizens in our 21st Century world.

As your at-large representative, I attempt to work with your district's School Board representative and the school Staff to resolve issues or get answers to questions and concerns. Also, I regularly work with our elected officials at both the state and federal level to draft legislation, improve laws and reduce the amount of unfunded mandates imposed on Loudoun County.

### BOB OHNEISER

I made ALL the following motions which were ALL opposed by Mr. Reed. Ask yourself which side of these issues you would have expected your representative to be on:

Adult education should be self funded

- ♦ School Board members should not be reimbursed for in-county mileage  
Bartering a school plus land like Arcola should have been supported by a third party appraisal H.O.A.'s should get notice if LCPS is doing PPEA nearby  
Superintendent should get yearly contract extensions not 4 year extensions  
Students who provide own transport should be able to transfer to under enrolled schools to improve efficiency If class size is targeted at 24 the cap should be 26 not the average across county Identified bus inefficiencies be studied by Superintendent with report to SB.
- ♦ School camera coverage incomplete showing more cameras needed in 19 schools  
Fees due from PRCS from school usage must stop being waived so taxpayers wouldn't be subsidizing PRCS use of schools when a more direct user was available to pay for what was directly and voluntarily consumed.
- ♦ Take Catoclin E.S. replacement off CIP until a study was done to justify it No more closed real estate sessions without taping so there would be archives.

### JAY BOSE

I am a candidate because I would like to see the common person participate in formulating the education policies that affect our children.

- ♦ I am not a professional politician. I believe in term limits to bring in new talent and ideas.
- ♦ I am an independent thinker and decision maker.
- ♦ A well rounded background that includes entrepreneurship, hiring development and retention of talent, money management, and public policy making.
- ♦ I am a consensus builder and would represent the culturally diverse population of Loudoun county and its schools.





**12. Do you have a web site where more information about you is available? If so, what is that web site address and can this be provided to our membership?**

**TOM REED**

Facebook: <http://www.facebook.com/#!/tomreedatlarge>

Web-site <http://tomreedatlarge.org/>

Blog: <http://loudounschooldais.typepad.com/>

**BOB OHNEISER**

On Facebook I have put 8 years of votes so anyone can see for themselves that I am an active, logical and altruistic representative of all my constituents. Also, there is years of webcasts on LCPS.org that can be reviewed. My E-Mail is OhneiserLaw@Verizon.net I have not missed a call or an e-mail in 8 years so please ask anyone to send me further inquiries and I will be glad to respond. I prefer my answers not be directly forwarded to the media nor LCPS staff nor Dr. Hatrick as I believe he is on your board.

**JAY BOSE**

[www.boseforlcps.org](http://www.boseforlcps.org)