

# **DRAFT**

## **JOINT SCHOOL BOARD / BOARD OF SUPERVISORS**

### **LIAISON COMMITTEE MEETING**

**February 4, 2022 at 10:00 a.m.**

**COUNTY PUBLIC MEETING ROOM**

#### **COUNTY ATTENDEES**

The Hon. Leslie Haley, Supervisor, Midlothian District

The Hon. Jim Ingle, Supervisor, Bermuda District

Dr. Joseph Casey, County Administrator

Matt Harris, Deputy County Administrator - Finance

Dr. James Worsley, Deputy County Administrator - Human Services

Mary Martin Selby, Director of Human Resources

#### **SCHOOL DIVISION ATTENDEES**

The Hon. Ann Coker, School Board, Bermuda District

The Hon. Ryan Harter, School Board, Matoaca District

Dr. Mervin Daugherty, Superintendent

Dr. Joseph Tylus, Deputy Superintendent

Dr. Kimberly Hough, Chief of Human Resources & Employee Services

Josh Davis, Chief Operations Officer

Robert Meister, Chief Finance Officer

Elke Namola, Deputy Clerk to the School Board

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#### **I. OPENING REMARKS**

**Mrs. Haley** called the meeting to order at 10 a.m. and welcomed everyone.

**Mrs. Coker** also thanked everyone for attending.

#### **II. APPROVAL OF THE AGENDA**

Upon motion of **Mr. Ingle**, seconded by **Mrs. Coker**, the committee unanimously voted to approve as drafted the meeting agenda.

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*PLEASE NOTE: The materials and audio for this meeting can be obtained by contacting the School Board clerk's office at [ccpsschoolboard@ccpsnet.net](mailto:ccpsschoolboard@ccpsnet.net).*

### III. APPROVAL OF COMMITTEE MEETING MINUTES

Upon motion of **Mrs. Coker**, seconded by **Mr. Harter**, the committee unanimously voted to approve as drafted the November 5, 2021 meeting minutes.

### IV. OLD BUSINESS

There was no old business to discuss.

### V. NEW BUSINESS

#### 1. Salary Study

**Dr. Hough** provided the committee with updates related to the school division's salary study.

**Discussion** topics included: employee exit surveys results state that our salary is of concern; the title two website contains data from other states on the number of graduates that become teachers; staff is awaiting the results of Evergreen's engagement survey; the difficulty of recruiting for specialized areas isn't just a gap for Chesterfield, but on a national level; CCPS' VSU partnerships and Mirror Me Program to grow and encourage students towards the teaching field in Chesterfield County.

**Mr. Ingle** requested the exit surveys / interviews be broken down by topics from both county and schools for the committee to review.

**Mrs. Martin Selby** provided the committee with updates related to the county's salary study.

**Discussion** topics included: the combination of culture and compensation are needed for successful retention; the importance of recognizing the pay disparity for public safety; overview of the completion timeline for the salary study; alignment of county and schools positions will occur with the study along with aligning HR practices to be able to provide employees an opportunity to receive an increase outside of their merit through a career development program.

#### 2. School Safety Task Force Results

**Dr. Tylus** provided the committee with updates related to the school safety task force results which was followed by a major maintenance project update from **Mr. Davis**.

#### 3. Major Maintenance Projects

**Discussion** topics centered around the discussion of the school division's one page summary on updates of major maintenance projects and the need to add a link to our website for quick reference for the public with periodic updates.

#### **4. Revenue Update**

**Mr. Harris** provided the committee with a revenue update.

**Discussion** topics included: inflation having the greatest impact on employees that are making the least; potential state tax reduction which impacts the county's revenue; overview of the tax rate timeline; county is cognisant of the impact of the tax rate to citizens; and, the need to balance taxes for citizens while keeping current programs.

#### **5. Future Meeting Topics**

**Mr. Harris** suggested working closely with Dr. Tylus for future meeting topics and the possibility of the bond referendum as a topic for a March meeting.

Members of the Liaison Committee consented to the topic.

#### **VI. ADJOURNMENT**

The meeting was adjourned at 11:21 a.m.