

MEETING AGENDA

Prince George County School Board

For further information call 733-2700

TYPE OF MEETING: *Special Meeting / Work Session*

DATE: **April 15, 2021**

LOCATION: **Prince George High School - Commons**

TIME: **6:30 P.M.**
5:30 P.M. (closed)

I. CALL TO ORDER

II. ROLL CALL

III. CLOSED MEETING – MOTION TO GO INTO A CLOSED MEETING TO DISCUSS SPECIFIC LEGAL MATTERS RELATING TO CLAIMS, CONTRACTS, AND LEGISLATIVE PROPOSALS AND PERSONNEL MATTERS RELATING TO THE EMPLOYMENT, ASSIGNMENT, APPOINTMENT, PROMOTION, DEMOTION, PERFORMANCE, SALARIES, OR RESIGNATION OF DISTRICT EMPLOYEES, AND PUBLIC SAFETY MATTERS RELATING TO THE RETURN TO LEARN (pursuant to Section 2.2-3711 of the Code of Virginia)

A. Legal Matter – Section 2.2-3711.A.7

1. L06/20-21
2. L08/20-21
3. L09/20-21
4. L11/20-21

B. Personnel Matters – Section 2.2-3711.A.1

1. P33/20-21

C. Public Safety – Section 2.2-3711.A.19

1. PS01/20-21
2. PS18/20-21

IV. CERTIFICATION OF CLOSED MEETING AND ACTIONS

V. PLEDGE OF ALLEGIANCE

VI. SCHOOL BOARD INVOCATION

VII. APPROVAL OF AGENDA

VIII. ACTION ITEMS

- A. Health, Dental and Vision Insurance Rates for FY2022 – Monique Barnes
- B. Contract Extension of Superintendent

IX. DISCUSSION ITEMS

- A. Comprehensive Planning Committee Update – Lisa Pennycuff,
Betsy Overkamp-Smith
- B. Capital Improvement Planning – Dustin Menhart

X. ADJOURNMENT

Date: April 15, 2021

Presenter: Monique Barnes

Approved: _____

Disapproved: _____

Tabled: _____

TOPIC: Health, Dental and Vision Insurance Rates for FY2022

RATIONALE: During the budget work sessions, the health insurance plan renewal from Anthem was provided with an expected 7.97% rate increase. We were advised by Pierce Benefits Group that this would not have been a good year to go out to bid, as PGPCS' claims experience has increased. As a reminder, the school division went out to bid for health insurance last year and the current policy had the lowest rates; therefore, it was determined that the bid proposals would not yield competitive rates.


The Anthem representative has provided the rate proposal indicating that there will be no change in the rates for the Blue Vision policy for employees' vision insurance coverage. This group coverage is elective and covered 100% by the employee.

The Pierce Benefits Group has provided rate proposals to the Schools indicating a 4% increase in the rates for the employee elected dental plan with Delta Dental. The Pierce Group has advised that plan rates are increasing in anticipation of additional usage of plan benefits that were restricted during the closures of dental practices during the Coronavirus Pandemic; thus, limiting the access to services. Our claims remained stable for the first three quarters but are expected to increase overall for the plan year. Finally, should the school division move to a different plan, our employees would lose the accumulated carryover that they may have in their personal plan. Also to mention, this plan's premiums are fully funded by the employee.


Documents illustrating the Dental and Vision Rates are included.

RECOMMENDATION: Approve the FY2022 Dental Insurance and Vision Rates.

Prince George County Public Schools
July 1, 2021 - June 30, 2022
Contribution Schedule

Anthem 	Anthem High Deductible Health Plan (HDHP) w/ HSA					
	Employee Only	Employee + Child	Employee + Child(ren)	Employee + Spouse	Employee + Family	Dual EE/Family PGCPS
Total Monthly Premium	\$597.86	\$799.95	\$1,037.30	\$1,141.94	\$1,368.53	\$1,368.53
County Monthly Contribution	\$568.71	\$730.85	\$787.89	\$810.47	\$904.26	\$1,134.00
Employee Monthly Contribution	\$29.15	\$69.10	\$249.41	\$331.47	\$464.27	\$234.53

Health Savings Account	Annual Employer Contribution for HDHP plan participants (amount will be divided and deposited semi annually)				
	Employee	Employee + Child	Employee + Child(ren)	Employee + Spouse	Employee + Family
	\$1,500.00	\$1,750.00	\$2,000.00	\$1,750.00	\$2,000.00

Anthem 	Anthem POS 30/500/30					
	Employee	Employee + Child	Employee + Child(ren)	Employee + Spouse	Employee + Family	Dual EE/Family PGCPS
Total Monthly Premium	\$671.00	\$897.79	\$1,164.18	\$1,281.62	\$1,535.93	\$1,535.93
County Monthly Contribution	\$568.71	\$730.85	\$787.89	\$810.47	\$904.26	\$1,134.00
Employee Monthly Contribution	\$102.29	\$166.94	\$376.29	\$471.15	\$631.67	\$401.93

Prince George County Public Schools

FY22 Proposed Dental Vision Coverage Rates

	<i>Delta Dental - Low Plan Option</i>				
	Employee	Employee + Child	Employee + Child(ren)	Employee + Spouse	Employee + Family
Total Monthly Premium	\$32.73	\$70.39	\$70.39	\$66.67	\$77.65

	<i>Delta Dental - High Plan Option</i>				
	Employee	Employee + Child	Employee + Child(ren)	Employee + Spouse	Employee + Family
Total Monthly Premium	\$40.16	\$90.19	\$90.19	\$80.33	\$113.55

	<i>Blue View Vision</i>				
	Employee	Employee + Child	Employee + Child(ren)	Employee + Spouse	Employee + Family
Total Monthly Premium	\$5.91	\$10.34	\$11.81	\$10.34	\$17.18

**PRINCE GEORGE COUNTY PUBLIC SCHOOLS
HEALTH MAINTENANCE PLAN RENEWAL
7.97% INCREASE**

CURRENT EMPLOYEE RATES VS. RENEWAL RATES - H S A Plan 7.97% Increase			
	CURRENT	PROPOSED	Monthly Increase
Employee Only	\$27.00	\$29.15	\$2.15
Employee and One Child	\$64.00	\$69.10	\$5.10
Employee and Children	\$231.00	\$249.41	\$18.41
Employee and Spouse	\$307.00	\$331.47	\$24.47
Employee and Family	\$430.00	\$464.27	\$34.27

CURRENT SCHOOL BOARD CONTRIBUTION RATES VS. RENEWAL RATES - H S A Plan 7.97% Increase			
	CURRENT	PROPOSED	Monthly Increase
Employee Only	\$526.73	\$568.71	\$41.98
Employee and One Child	\$676.90	\$730.85	\$53.95
Employee and Children	\$729.73	\$787.89	\$58.16
Employee and Spouse	\$750.64	\$810.47	\$59.83
Employee and Family	\$837.51	\$904.26	\$66.75

CURRENT EMPLOYEE RATES VS. RENEWAL RATES - POS A Plan 7.97% Increase			
	CURRENT	PROPOSED	Monthly Increase
Employee Only	\$94.74	\$102.29	\$7.55
Employee and One Child	\$154.62	\$166.94	\$12.32
Employee and Children	\$348.51	\$376.29	\$27.78
Employee and Spouse	\$436.37	\$471.15	\$34.78
Employee and Family	\$585.04	\$631.67	\$46.63

CURRENT SCHOOL BOARD CONTRIBUTION RATES VS. RENEWAL RATES - POS Plan 7.97% Increase			
	CURRENT	PROPOSED	Monthly Increase
Employee Only	\$526.73	\$568.71	\$41.98
Employee and One Child	\$676.90	\$730.85	\$53.95
Employee and Children	\$729.73	\$787.89	\$58.16
Employee and Spouse	\$750.64	\$810.47	\$59.83
Employee and Family	\$837.51	\$904.26	\$66.75

Assumes that the School Board Contribution to the H S A Accounts Remain Unchanged

Employee Only	\$	1,500	Per Year
Employee and One Child	\$	1,750	Per Year
Employee and Children	\$	2,000	Per Year
Employee and Spouse	\$	1,750	Per Year
Employee and Family	\$	2,000	Per Year

**Prince George County Schools, VA
Delta Dental Renewal Option
July 1, 2021 - June 30, 2022**

In Network Schedule of Benefits	Delta Dental				Delta Dental			
	Active EE's Current		Retirees Current		Active EE's Renewal Option 1		Retirees Renewal Option 1	
	Low Plan Option	High Plan Option	Low Plan Option	High Plan Option	Low Plan Option	High Plan Option	Low Plan Option	High Plan Option
Annual Deductible								
Individual	\$75*	\$50*	\$75*	\$50*	\$75*	\$50*	\$75*	\$50*
Family	\$225*	\$150*	\$225*	\$150*	\$225*	\$150*	\$225*	\$150*
Annual Maximum	\$1,250***	\$1,250***	\$1,250***	\$1,250***	\$1,250***	\$1,250***	\$1,250***	\$1,250***
Orthodontia Lifetime Maximum	N/A	\$1,000 child only to age 19	N/A	\$1,000 child only to age 19	N/A	\$1,000 child only to age 19	N/A	\$1,000 child only to age 19
Basis of Reimbursement								
Diagnostic & Preventive	100%	100%	100%	100%	100%	100%	100%	100%
Basic	50%	80%	50%	80%	50%	80%	50%	80%
Other Basic	50%	50%	50%	50%	50%	50%	50%	50%
Major	50%	50%	50%	50%	50%	50%	50%	50%
Orthodontia	N/A	50%	N/A	50%	N/A	50%	N/A	50%
Bitewing X-rays	Preventive	Preventive	Preventive	Preventive	Preventive	Preventive	Preventive	Preventive
Fluoride	Preventive to age 19	Preventive to age 19	Preventive to age 19	Preventive to age 19	Preventive to age 19	Preventive to age 19	Preventive to age 19	Preventive to age 19
Sealants	Preventive to age 16	Preventive to age 16	Preventive to age 16	Preventive to age 16	Preventive to age 16	Preventive to age 16	Preventive to age 16	Preventive to age 16
Endodontics	Other Basic	Other Basic	Other Basic	Other Basic	Other Basic	Other Basic	Other Basic	Other Basic
Periodontics	Other Basic	Other Basic	Other Basic	Other Basic	Other Basic	Other Basic	Other Basic	Other Basic
Simple Extractions	Basic	Basic	Basic	Basic	Basic	Basic	Basic	Basic
Surgical Extractions	Other Basic	Other Basic	Other Basic	Other Basic	Other Basic	Other Basic	Other Basic	Other Basic
Crowns/Implants	Major	Major	Major	Major	Major	Major	Major	Major
UCR	OON Reimbursement	OON Reimbursement	OON Reimbursement	OON Reimbursement	OON Reimbursement	OON Reimbursement	OON Reimbursement	OON Reimbursement
Plan Details								
Waiting Period	12 Month Other Basic & Major**	12 Month Other Basic & Major**	12 Month Other Basic & Major**	12 Month Other Basic & Major**	12 Month Other Basic & Major**	12 Month Other Basic & Major**	12 Month Other Basic & Major**	12 Month Other Basic & Major**
Dependent Age Limit	26	26	26	26	26	26	26	26
Rate Details	7/1/2020 - 6/30/2021				7/1/2021 - 6/30/2022			
Rate Guarantee	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year
Contribution	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary	Voluntary
Benefit Period	Contract	Contract	Contract	Contract	Contract	Contract	Contract	Contract
Participation Requirement	Current	Current	Current	Current	Current	Current	Current	Current
Monthly Premium	Active EE's	Active EE's	Retirees	Retirees	Active EE's	Active EE's	Retirees	Retirees
Employee Only	\$31.47	\$38.62	\$33.13	\$40.64	\$32.73	\$40.16	\$34.46	\$42.27
Employee + Spouse	\$64.11	\$77.24	\$67.46	\$81.25	\$66.67	\$80.33	\$70.16	\$84.50
Employee + Child	\$67.68	\$86.72	\$71.20	\$91.25	\$70.39	\$90.19	\$74.05	\$94.90
Employee + Children	\$67.68	\$86.72	\$71.20	\$91.25	\$70.39	\$90.19	\$74.05	\$94.90
Employee + Family	\$74.66	\$109.18	\$78.54	\$114.85	\$77.65	\$113.55	\$81.68	\$119.44

Percent Rate Change

*Deductible waived for Preventive & Diagnostic Services

4%¹
7% rate cap in year 2

**Late entrants will have more restrictive waiting periods

***MaxOver Carryover Benefit \$300/\$675/\$1,250

This information is for comparison purposes only, please see proposal for specific coverage/limitations. Pricing/Benefits are subject to change. Upon receiving policy, please see the insurance carrier certificate/policy for a complete list of policy provisions.

Date: April 15, 2021

Presenter: Lisa Pennycuff, Ed.D.

Approved: _____

Disapproved: _____

Tabled: _____

TOPIC: Contract Extension of Superintendent

RATIONALE: Prior to the final year of a Superintendent's contract, a determination is made if an extension will be granted beyond the final year. The School Board has determined that an extension will be offered. The new term will commence on July 1, 2021 and end on June 30, 2025. The terms and conditions are set forth in the contract that has been negotiated with Dr. Pennycuff.

RECOMMENDATION: Approve the contract extension for the Superintendent. The new term will commence on July 1, 2021 and end on June 30, 2025. The terms and conditions are set forth in the contract that has been negotiated with Dr. Pennycuff.

Comprehensive Planning Update 2022-2027

LEAD. INNOVATE. INSPIRE.

Prince George County Public Schools

PRINCE GEORGE, VIRGINIA



Vision & Mission

- The vision of PGCPS is to prepare students to navigate an ever-changing world.
- The mission of PGCPS is to engage, encourage and inspire every child, every day.



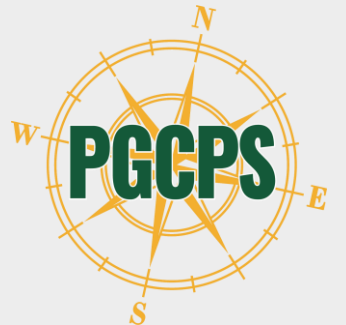
Draft Goals

- **Goal 1: Academic Growth & Engagement**
- **Goal 2: Dedicated & Connected Staff**
- **Goal 3: Operational Excellence & Effectiveness**
- **Goal 4: Caring Culture & Climate**



Draft Goals

- **Academic Growth & Engagement:** Ensure that every student is prepared academically and provided opportunities to personalize their path for future success.
- **Dedicated & Connected Staff:** Recruit, develop, and retain exceptional staff members.
- **Operational Excellence & Effectiveness:** Provide a safe and secure environment that is conducive to teaching and learning.
- **Caring Culture & Climate:** Build a welcoming community that supports students and staff.



Goals & Objectives

Goal 1	Academic Growth & Engagement
Objective 1	Increase student achievement (overall and by sub-group) to address opportunity gaps.
Objective 2	Embed career explorations into the school experience.
Objective 3	Promote student digital literacy.
Objective 4	Emphasize 5 Cs to prepare students for academic and career success.
Objective 5	Engage students and enhance school connections through clubs, activities, and sports.
Objective 6	Provide pre-school children with a rich early-childhood experience.
Objective 7	Strengthen remediation and enrichment programs to personalize learning.

Goals & Objectives

Goal 2	Dedicated & Connected Staff
Objective 1	Recruit highly qualified staff focused on ensuring student achievement and support.
Objective 2	Increase the retention of dedicated and highly qualified staff.
Objective 3	Promote and support the professional growth of all staff.



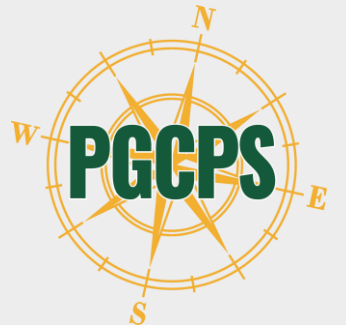
Goals & Objectives

Goal 3	Operational Excellence & Effectiveness
Objective 1	Provide a safe and secure environment for students, staff, and visitors.
Objective 2	Leverage technology to support learning and administrative needs.
Objective 3	Update and maintain facilities to support student learning.
Objective 4	Be good financial stewards by ensuring that resources are aligned with the division's greatest needs.



Goals & Objectives

Goal 4	Caring Culture & Climate
Objective 1	Promote and support family and community engagement.
Objective 2	Support student and staff wellness through expanded opportunities.
Objective 3	Promote a positive school environment.
Objective 4	Strengthen connections to PGCPS.
Objective 5	Promote environments that support diversity, inclusivity, and equity.



Next Steps

- Review work from this week's committee meeting
- Make revisions/additions
- Committee meets in May and June
- Present draft Comprehensive Plan to School Board

Comprehensive Planning Update 2022-2027

LEAD. INNOVATE. INSPIRE.

Prince George County Public Schools

PRINCE GEORGE, VIRGINIA



Date: April 15, 2021

Presenter: Lisa Pennycuff

Approved: _____
Disapproved: _____
Tabled: _____

TOPIC: Capital Improvement Planning, FY22-FY32

RATIONALE: Annually, the school division must develop a Capital Improvement Plan (CIP) that outlines Prince George County Public Schools' capital improvement needs for the next ten years. The school division's CIP is generally due to be considered in the County's overall budget consideration during August/early September.

RECOMMENDATION: Discussion on the Capital Improvement Plan projects identified as priorities by the school division and the PGCPs' School Board.