

**MINUTES**  
**WORK SESSION OF THE ALBEMARLE COUNTY SCHOOL BOARD**  
**Thursday, January 22, 2026**  
[Meeting Video Link](#)

**Roll Call** - UPON THE ROLL BEING CALLED, THE FOLLOWING WERE PRESENT:

**Board Members** - Dr. Kate Acuff, Mr. Bob Beard, Dr. Rebecca Berlin, Mr. Jim Dillenbeck, Ms. Judy Le, Ms. Ellen Osborne, Ms. Allison Spillman, and Student School Board Representative Maxmillian Koler

**Absent** – None

**Staff Members** - Superintendent Matthew Haas; Chief Legal Officer Black; Assistant Superintendent Patrick McLaughlin; Assistant Superintendent Daphne Keiser; Assistant Superintendent Chandra Hayes; Chief Operating Officer Rosalyn Schmitt; Chief of Human Resources Dan Redding; Public Affairs and Strategic Communications Officer Jason Grant; Clerk of the Board Christine Thompson

**AGENDA ITEM NO. 1.0 CLOSED MEETING** - At 6:00 p.m., Ms. Le offered a **motion** that the Albemarle County Public School Board of Albemarle County, Virginia go into a closed meeting as authorized by the Virginia Freedom of Information Act, section 2.2-3711(A) of the Code of Virginia under Subsection, which authorizes the discussion, consideration, or interviews o prospective candidates or employment and the assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation o specific public officers, appointees, or employees of any public body. The purpose of this item is to review and discuss the appointment of a candidate for the position of Principal of ACE Academy @ Lambs Lane. Dr. Acuff seconded the **motion**. **A voice vote was called, and the motion passed unanimously (7-0).**

**AGENDA ITEM NO. 2.0 OPENING ACTIVITIES**

**Agenda Item No. 2.1 Call to Order** - At 6:30 p.m., Chair Berlin called the Albemarle County School Board meeting to order.

**Agenda Item No. 2.2 Closed Meeting Certification** - At 6:31 p.m., Ms. Le offered a **motion** that the Board certify by recorded vote that to the best of each Board member’s knowledge, only public business matters lawfully exempted from the open meeting requirements of the Virginia Freedom of Information Act and identified in the motion authorizing the Closed Meeting were heard, discussed, or considered in the Closed Meeting. Dr. Acuff seconded the **motion**. **A voice vote was called, and the motion passed unanimously (7-0).**

Ms. Osborne offered a **motion** to appoint Candidate A as principal of ACE Academy @ Lambs Lane as recommended by staff. Ms. Le seconded the **motion**. **A voice vote was called, and the motion passed unanimously (7-0).**

**Agenda Item No. 2.3 - Roll Call**

**Agenda Item No. 2.4 - Pledge of Allegiance**

**Agenda Item No. 2.5 - Moment of Silence**

**AGENDA ITEM NO. 3.0 APPROVAL OF AGENDA** - Ms. Le offered a **motion** to approve the agenda. Ms. Spillman seconded the **motion**. **A roll call vote was called, and the motion passed unanimously (7-0).**

## AGENDA ITEM NO. 4.0 ANNOUNCEMENTS

### Agenda Item No. 4.1 School Board Superintendent Business

Dr. Acuff of the Jack Jouett district appointed the following community members:

Jon Breneau, Reappointed to the Long-Range Planning Advisory Committee

Josh Grizzle, Reappointed to the Advisory Committee on Environmental Sustainability

Diantha McKeel, Appointed to the Student Health Advisory Board

## AGENDA ITEM NO. 5.0 PUBLIC COMMENT – None.

**AGENDA ITEM NO. 6.0 APPROVAL OF CONSENT AGENDA** - Ms. Le offered a motion to approve the Consent Agenda. Ms. Osborne **seconded the motion. A voice vote was called, and the motion passed unanimously (7-0)**. There was a clarification that item 6.3 was for information with action to be taken at the February 12, 2026 meeting.

6.1 Approval of Consent Agenda

6.2 Religious Exemption

6.3 For ~~Action~~ Information: 6-12 English Language Arts Adoption

6.4 Personnel Action

6.5 Personnel Action – Athletic Coaches

6.6 For Information: ACE Academy @ Lambs Lane Dominion Easement

## AGENDA ITEM NO. 7.0 ITEMS PULLED FROM CONSENT AGENDA – None.

## AGENDA ITEM NO. 8.0

### Agenda Item 8.1 Overview of Tentative [Collective Bargaining Agreements](#)

Following the overview of the tentative collective bargaining agreements, Board members expressed appreciation to staff and bargaining team members for their extensive work throughout the negotiation process. Board discussion included support for provisions such as six weeks of parental leave and recognition of the broad range of employee needs addressed in the agreements.

Board members also raised questions regarding employee compensation, including the differing wage increase proposals for licensed staff and education support professionals, the division's competitiveness with neighboring school divisions, and whether higher increases should be considered. Staff explained that the larger proposed increase for education support professionals reflected a deliberate effort to address lower compensation levels among those employees.

Additional discussion addressed the potential impact of pending state collective bargaining legislation and the possibility of future economic downturns. Staff advised that any legislative changes or significant funding shortfalls could require the parties to return to negotiations to revise the agreements and ensure compliance with law and available resources.

In closing, Board members commended the scope and quality of the agreements and noted that final Board action was scheduled for a special meeting on February 5, at which time the Board would consider approval of the agreements for implementation effective July 1.

**AGENDA ITEM 9.0 SCHOOL DIVISION WORK SESSION**

**Agenda Item No. 9.1 [Mid-Year Data Review](#)** – Assistant Superintendent Dr. Patrick McLaughlin presented the mid-year data review and provided an update on student academic progress in relation to the Strategic Plan, *Learning for All*. He reviewed results from division-wide quarterly assessments in reading, mathematics, and science, and explained that the division uses multiple measures throughout the year to monitor student learning, guide instructional improvement, and support student success.

Dr. McLaughlin also shared division-wide trends and highlighted effective practices and improvement strategies being implemented in several schools. These examples demonstrated how staff are using data to identify student needs, strengthen instruction, and accelerate learning.

**AGENDA ITEM NO. 9.0 OTHER BUSINESS**

**Agenda Item No. 9.1 Other Business by Board Members and/or the Superintendent** – None.

**Agenda Item No. 9.2 Closed Meeting** – None.

**Agenda Item No. 9.3 Closed Meeting Certification** – None.

**AGENDA ITEM NO. 10.0 ADJOURNMENT** - At 8:47 p.m., hearing no objections, Chair Berlin adjourned the meeting of the Albemarle County School Board.

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Chair

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Clerk