

An Organizational Meeting of the Albemarle County School Board was held on January 12, 2017 at 6:30 p.m., Lane Auditorium, County Office Building, 401 McIntire Road, Charlottesville, Virginia 22902.

**PRESENT:** Mr. Stephen Koleszar; Mr. David Oberg; Mr. Graham Paige; Mr. Jonathan Alcaro; Mrs. Pamela Moynihan; Dr. Kate Acuff; and Mr. Jason Buyaki (arrived at 6:34 p.m.).

**ABSENT:** None.

**STAFF PRESENT:** Dr. Pamela Moran, Superintendent; Dr. Matthew Haas, Deputy Superintendent; Mr. Dean Tistadt, Chief Operating Officer; Mr. Vince Scheivert, Chief Information Officer; Mr. Jackson Zimmermann, Executive Director of Fiscal Services; Ms. Lorna Gerome, Director of Human Resources; Mr. John Gray, Assistant Director of Human Resources; Ms. Debora Collins, Executive Director of Student Learning; Mr. Craig Dommer, Principal of Yancey Elementary School; Ms. Amanda Farley, Senior Assistant County Attorney; and Mrs. Jennifer Johnston, Clerk.

**Agenda Item No. 1.1. Call to Order**

At 6:30 p.m., Dr. Moran, Superintendent, called the Albemarle County School Board to order.

**Agenda Item No. 1.2. Pledge of Allegiance**

**Agenda Item No. 1.3. Moment of Silence**

**Agenda Item No. 1.4. Organizational Meeting – Election of Officers.**

Dr. Moran opened nominations for Board Chairperson. Mr. Koleszar **nominated** Dr. Acuff.

Hearing no further nominations, Dr. Moran closed the nominations.

Mr. Koleszar offered a **motion** to close nominations. Mr. Paige **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

**AYES:** Mr. Koleszar, Mr. Oberg, Mr. Paige, Mr. Alcaro, Dr. Acuff, and Mrs. Moynihan.

**NAYS:** None.

**ABSENT:** Mr. Buyaki.

**Motion carried by a 6:0:1 vote.**

**Roll was then called on the nomination of Dr. Kate Acuff as chairperson. The nomination carried by the following recorded votes:**

**AYES:** Mr. Koleszar, Mr. Oberg, Mr. Paige, Mr. Alcaro, Dr. Acuff, and Mrs. Moynihan.

**NAYS:** None.

**ABSENT:** Mr. Buyaki.

**The nomination carried by a 6:0:1 vote.**

Dr. Acuff then opened nominations for vice-chairman.

Mr. Oberg **nominated** Mr. Alcaro for vice-chairman.

Mr. Koleszar offered a **motion** to close nominations.

A vote was taken on the **nomination** for Mr. Alcaro as vice-chairman. **Roll was called, and the nomination passed by the following recorded vote:**

**AYES:** Dr. Acuff, Mr. Koleszar, Mr. Oberg, Mr. Paige, and Mr. Alcaro.

**NAYS:** None.

**ABSTAIN:** Mr. Buyaki

**The nomination carried by a 6:0:1 vote.**

Mr. Koleszar offered a **motion** to appoint Jennifer Johnston as Clerk to the School Board. Mr. Oberg **seconded** the motion, **and the motion passed.**

**Agenda Item No. 1.5. Establishment of Meeting Time, Date and Place.**

Mr. Oberg offered a **motion** to approve the board meeting calendar. Mr. Paige **seconded** the motion, **and the motion passed.**

**Agenda Item No. 1.6. Appointments to PREP and CATEC Boards/Appointments to Other Boards and Committees.**

Mr. Koleszar **nominated** Mr. Oberg to serve on the CATEC Board for a 3-year term expiring December 31, 2019. Mr. Buyaki **seconded** the nomination, **and the nomination passed.**

Mr. Koleszar **nominated** Mr. Alcaro as the representative on the PREP Board. Mr. Buyaki **seconded** the nomination, **and the nomination passed.**

Mr. Koleszar **nominated** Mr. Paige to serve as the alternate on the PREP Board. Mr. Alcaro **seconded** the nomination, **and the nomination passed.**

Mr. Koleszar **nominated** Mr. Alcaro to serve on the Audit Committee. Mr. Buyaki **seconded** the nomination, **and the nomination passed.**

Mr. Koleszar **nominated** Dr. Acuff and Mr. Buyaki to serve on the CIP Oversight Committee. Mr. Oberg **seconded** the nomination, **and the nomination passed.**

Mr. Koleszar **nominated** Dr. Acuff and Mr. Alcaro to serve on the School Board Communications Committee. Mr. Oberg **seconded** the nomination, **and the nomination passed.**

Mr. Oberg **nominated** Mr. Koleszar and Mr. Buyaki to serve on the Legislative Committee. Mr. Buyaki **seconded** the nomination, **and the nomination passed.**

Mr. Buyaki **nominated** Mr. Oberg and Mr. Alcaro to serve on the New School Board Member Orientation committee. Mr. Koleszar **seconded** the nomination, **and the nomination passed.**

Mr. Koleszar **nominated** Dr. Acuff to serve on the Public Education Foundation Board. Mr. Paige **seconded** the nomination, **and the nomination passed.**

Mr. Koleszar **nominated** Mr. Buyaki, Mr. Paige, and Mrs. Moynihan to serve on the Discipline Committee. Mr. Oberg **seconded** the nomination, **and the nomination passed.**

Mr. Buyaki **nominated** Mr. Koleszar to serve on the Thomas Jefferson Adult and Career Education Regional Program board. Mr. Alcaro **seconded** the nomination, **and the nomination passed.**

**Agenda Item No. 2.1. Approval of the Agenda.**

Mr. Koleszar offered a **motion** to approve the agenda. Mr. Oberg **seconded** the motion, **and the motion passed.**

**Agenda Item No. 3.1. Consent Agenda**

- 3.1 Approval of Consent Agenda
- 3.2 Exemption from Compulsory Attendance
- 3.3 Personnel Action
- 3.4 Superintendent's Designee to Attend Board Meetings in Her Absence
- 3.5 For Approval: Policy Review and Revision
- 3.6 Contract Addendum
- 3.7 For Approval: Proposed 2017-2018 School Year Calendar
- 3.8 Resolution of Appreciation

Dr. Acuff asked that the Resolution of Appreciation be pulled from the consent agenda. Mr. Koleszar then offered a **motion** to approve the consent agenda minus item 3.8. Mr. Paige **seconded** the motion, **and the motion passed.**

**Agenda Item No. 4.1. Items Pulled from the Consent Agenda.**

**Resolution of Appreciation**

Dr. Acuff then read the following resolution of appreciation

**WHEREAS**, Albemarle County Executive Thomas C. Foley announced his resignation on December 8, 2016 to accept a position as County Administrator in Stafford County, and,

**WHEREAS**, Mr. Foley has served the residents of Albemarle County with great dedication and distinction, beginning in 1999 as a Deputy County Executive and since 2011 as County Executive, and,

**WHEREAS**, Mr. Foley has faithfully advanced the fulfillment of Albemarle County's vision to be, "*A thriving County, anchored by a strong economy and excellent education system, honoring its rural heritage, scenic beauty and natural and historic resources while fostering attractive and vibrant communities,*" and,

**WHEREAS**, Mr. Foley's expert stewardship guided Albemarle County through such difficult economic challenges as the Great Recession and made it possible for the County to maintain such important financial resources as its AAA bond rating, and,

**WHEREAS**, Mr. Foley's partnership with Albemarle County Public Schools allowed the Division to avoid the most dire of economic consequences that befell other school divisions during the Great Recession and instead helped to make it possible for the Division to continue to provide students with a quality of education that has earned recognition for excellence throughout our state and across our nation, and,

**WHEREAS**, Mr. Foley's support most recently contributed to the strong level of community participation in and approval of a bond referendum that will have long-lasting benefit to Albemarle County Public School communities in all parts of the County,

**NOW THEREFORE BE IT RESOLVED** that the School Board of Albemarle County Public Schools expresses its deep appreciation to Thomas C. Foley for his many valued contributions to our school communities over 17 years and extends its best wishes to Mr. Foley and his family for much success in their new opportunities.

Signed this 12th day of January, 2017

Mr. Koleszar then offered a **motion** to approve the resolution of appreciation. Mr. Alcaro **seconded** the motion, **and the motion passed.**

**Agenda Item No. 5.1. Spotlight on Education.**

Mrs. Moynihan said that for those of you who are football fans, you know this is the time of the year to celebrate championships. Earlier this week, Clemson won the college football championship and in a few weeks, the National Football League will hold its 51st annual Super Bowl. Tonight, however, we have some champions of our own we would like to celebrate. They are the members of the Albemarle High School Math Club. The club was established in 2009-10 and since that time, has won three state titles and finished second two other years. Competing in the Virginia High School League, the Patriots finished first in 2013, second in 2014 and first in both years after that. This year, they are in first place yet again. Our Albemarle team has qualified for such prestigious international competition as those held at Princeton and also has competed at Harvard and Duke. Even better, the Math Club has begun an outreach program with our middle schools. They send volunteers to work with younger students and each year, organize and conduct an all-day event to broaden interest and excitement around math and around excellence. On Saturday, January 28<sup>th</sup>, more than 20 middle school teams will be competing in the Junior Albemarle Mathematics Competition, which is entirely staffed by Albemarle's math club members. To tell us more about this event and the competitive experiences of club members, I'd like to ask the team's coach and mentor, Bill Daly, to join us at the podium. Bill is an exceptionally gifted Math Instructor at the high school and he has with him this evening, many members of the team. As Bill and his team representatives make their way to the podium, I'd like to ask all the members of the Math Club who are here tonight to stand and be recognized

**Agenda Item No. 5.2. Announcements.**

Dr. Moran said that there would be a meeting next Tuesday to discuss the change for the profile of the high school graduate. He invited Board members to attend.

**Agenda Item No. 6.1. Public Comment.**

Ms. Marian Fuller spoke to the Board about to support a five percent increase in bus driver salary.

Ms. Lynne Summers is a bus driver. She asked that the Board consider a five percent increase in bus driver pay.

Mr. Lamar Lewis is a bus driver. He asked that the Board consider a five percent increase in bus driver pay.

Ms. Katherine Ludwig is a Cale Elementary School parent. She noted that she supports the request of the bus drivers. In addition, she spoke about the need for planning for middle school world languages for those students who are currently in the Spanish immersion program at Cale.

Mr. Luke Price is a Cale Elementary student. He spoke to the Board about why he liked the Spanish immersion program.

Ms. Julia Dorta-Chalita is a Cale Elementary student. She spoke to the Board about the importance of the Spanish immersion program.

Ms. River Lewis is a Cale Elementary student. He asked that the Board begin planning that would allow the Spanish immersion program to continue into middle school.

Ms. Rachel Abdella spoke to the Board about the Spanish immersion program and the need for support for middle school planning for students who were in the program.

Ms. Karen Klintworth spoke in support of keeping all Cale Spanish immersion program students together as they move to middle school rather than splitting per the current feeder pattern.

Ms. Tiffany Jenkins spoke in support of the Spanish immersion program at Cale.

Ms. Lena Lewis spoke in support of the Spanish immersion program.

Ms. Audrey Kocher spoke to the Board about her concerns with the Woodbrook Elementary School addition site plan.

**Agenda Item No. 7.1. School Board/Superintendent Business.**

Dr. Moran spoke about the impact of the weather on the roads. She completed the bus drivers on their ability to maneuver roads in inclement weather and to transport students safely to and from school.

**Agenda Item No. 8.1. B.F. Yancey Update.**

Ms. Collins and Mr. Dommer provided the Board with an update on B.F. Yancey. He said that B.F. Yancey Elementary School is designated as a Priority School by Virginia Department of Education. In addition, Yancey has been denied accreditation as a result of 3 continuous years of not meeting Standards of Learning (SOL) assessment benchmarks. He presented first quarter data and shared progress to date toward end of grade level academic benchmarks. In addition, he shared the current progress on the professional development for staff.

Mr. Koleszar said that in looking at the data, there seems to be a tremendous drop in percentage passed in those enrolled versus the same information from last year. Is it because students are choosing to go somewhere else or what does Mr. Dommer attribute that drop off to?

Dr. Acuff asked if enrollment changes at Yancey typically happened at a certain part of the year.

Mr. Alcaro asked about the decline in 4<sup>th</sup> grade math scores.

Mr. Paige asked how often the instructional coach from the University of Virginia was coming to the school to work with teachers.

Mr. Koleszar said that he heard there seems to be more engagement with students. He asked if it is more engagement or more compliance.

Ms. Collins then provided additional information about the corrective action plan for Yancey because of its priority status with the State.

Dr. Acuff asked for clarification between the correction action plan and Yancey being priority status with the State and the reconstitution of the school.

Dr. Acuff asked if there was a way to see if there was improvement in non-transient students.

Mr. Paige said that he would like to see information on how the instructional coach from the University of Virginia is presenting information on how to meet the needs of individual needs.

Mr. Alcaro asked about parental engagement and if information could be included in the next update to the Board.

**Agenda Item No. 8.2. Break.**

There was a break from 8:23 p.m. until 8:34 p.m.

**Agenda Item. No. 8.3. School Health Advisory Board Report.**

Dr. Lori Balaban, chairman of the School Health Advisory Board, provided the Board with an overview of the School Health Advisory Report to the Board. The following was presented to the Board.

**New Members:** *The health advisory board welcomed several new highly qualified school board appointees as members who have added valuable expertise to our discussions.*

**Homework:** *The health advisory applauds the effort of Dr. Matthew Haas in developing the new homework policy and supports its implementation. We recommend that efforts be made to ensure compliance and that data be collected in order to evaluate the implementation and make modifications if warranted. The homework policy is part of the effort to reduce student stress and increase engagement and creativity, which we have discussed in prior recommendations. We will be interested to see if this new policy has any impact on academic performance measures.*

**Scented Products:** *For the health and safety of students and staff, recent board recommendations include banning the use of scented aerosol products in school buildings. A proposed policy will be presented at the next School Board meeting for information.*

**Scoliosis:** *The issue of scoliosis screening in schools was raised in light of recent evidence that early detection and bracing can have a positive impact on slowing curve progression. After seeking consultation with UVA's Chair of Pediatric Orthopedics, who is considered a national expert in this area, it was determined that despite evidence showing bracing to be effective, screening in schools is impractical due to expense and over-referrals. Responsibility for scoliosis screening should fall to primary care physicians and the health advisory board recommends that the school division encourage parents to seek physical examinations for their children in early adolescence. It is recommended that girls be screened for scoliosis twice, at ages 10 and 12, and boys once at age 13 - 14. Parents can be notified along with the letters that go out to 5th graders about the Tdap requirement and with sports physical notices and materials for rising high schoolers. Of note, this screening is done routinely as part of yearly physicals at a doctor's office at every age.*

**Sports Physical Exams:** *While we understand the desire families have for efficient and inexpensive sports physicals, the board strongly recommends that the \$10 sports physicals be discouraged because of the missed opportunity for continuity of care including preventive care in the form of anticipatory guidance, counseling, and immunization updates with the primary care physician. We recognize that these "quickie" physicals may be a timely option or the only option for some students, but strongly recommend that students who attend such physicals be informed of the focused nature of these exams and that they should see their regular doctor for a more comprehensive yearly visit.*

**Uninsured Students:** *In considering the recommendations above, we are aware that there are students without health insurance or without a primary care doctor. It is not possible to know the exact number of uninsured students in the school system, as parental report of this information is not mandatory, but the health department estimates that 5.4% of children in Albemarle County, under 18 are uninsured and this is consistent with our data on incoming kindergarteners. These students are at higher risk of having unrecognized or untreated illnesses. While the school system is not technically responsible for this, we should recognize that it is likely to impact the learning and success of these students as well as their short- and long-term health.*

**School Nurses:** *We are thankful that almost all of our schools will have a full-time nurse, and look forward to all of them having this benefit. As you know, school nurses care for dozens of students daily and are responsible for treating minor illness or injury so that a child can stay in school, deciding that a child should go home or to a doctor, communicating with a child's doctor and even deciding when 911 should be called. The school nurse also may be an uninsured child's main (or only) contact with a healthcare provider.*

**Seat Belts on Buses:** *The board heard from James Foley, the Director of Transportation Services, about the issue of seat belts on school buses. Mr. Foley explained current safety features on school buses that include: crush*

*standards for size and height of vehicle relative to other vehicles on the road, reinforced sides, passenger compartments that are designed to cushion during impact and well - screened and trained drivers. School buses already are extremely safe compared to private vehicles, with typically 4 - 5 deaths during transport on buses yearly compared to 500 for students in private vehicles going to or from school. However, seat belts might prevent injuries from certain types of bus accidents such as those that involve a rollover. Belts also may help student behavior especially at the elementary school level, and their use helps reinforce the lesson that children should use seatbelts every time they ride in a vehicle.*

*In addition to the safety records of school buses, arguments against the installation of seatbelts include: insufficient cost benefit analyses (with an estimated cost of \$7,000 - 10,000 per existing bus to add seatbelts), fear that belts might be a hindrance during emergency evacuation, and concern that drivers will not be able to police the proper use of the seatbelts. As of late 2015, the NHTSA has endorsed the use of 3- point seatbelts on school buses, although there is no federal regulation to this effect. The AAP also endorses the belts. Obviously, this is a cost issue as well as a safety issue. One option is that all new buses purchased have belts. The health advisory board recommends that ACPS should consider evidenced - based data when making recommendations for or against the installation of seatbelts.*

***Produce in CNP:*** *Christina Pitsenberger described her efforts to incorporate more local produce into the lunch program. She explained that the USDA provides a number of items as commodity entitlements and she is working with a local farmer who grows greens hydroponically to get the necessary certification so that CNP can use these greens. She will start using this local produce in some of the western schools as a pilot. The health advisory board supports her efforts and encouraged the incorporation of fresh local foods into the nutrition program. We would also like to remind stakeholders that the school breakfast/lunch program is self - sustaining, meaning that meals need to be appetizing to students so that they will purchase them.*

***EMF and Cell Phone Base Station on Grounds of Albemarle High School:*** *The board was asked to revisit this issue in light of a proposal to install a base station on the grounds of AHS. A review of the new literature did not indicate sufficient data to modify the previous recommendation from 2011. The amount of RF EMF that will be emitted by the proposed station is well below the standards for safety recommended by health and regulatory agencies. It is also below, or comparable to, many other sources of RF. While there remains some concern about the safety of cell phone use, there is no new evidence that the EMF from base stations poses health risks on the ground when the base stations conform to US standards.*

***Synthetic Turf Fields:*** *The board was asked to look into the issue of health concerns related to the synthetic turf athletic fields that were installed at the three comprehensive high schools about 5 years ago. The turf fields were installed because it was determined that the synthetic turf would be preferable to natural turf due to the amount of time the field would be able to be used, reduced maintenance cost and effort, and the ease of retaining the quality of the playing surface. However, recent concerns have been raised that the crumb filler under the turf may be linked to cancer in elite athletes who spend a lot of time on synthetic turf fields.*

*The crumb filler is made from recycled tires, is known to contain many chemicals such as polycyclic hydrocarbons, and metals such as lead. The faux foliage may also contain toxic metals such as chromium. There is concern that fumes, ingestion, or penetration into the skin may expose athletes. However, studies to date have not shown that the amount of actual exposure to these chemicals is at a level considered dangerous. On the other hand, there are very real benefits to synthetic turf, including more opportunities for children to get exercise with fewer cancelled games and practices due to wet fields. There also is no need for the fertilizers and insecticides used on grass. Most children and people who are not elite/professional athletes will not spend excessive time on these fields.*

*The EPA has commissioned an exhaustive meta-analysis and we expected the results and recommendations at the end of 2016; however, they released only a progress report with more information expected during 2017. The health advisory board will evaluate this report and may be able to make recommendations then. It was suggested the people responsible for maintaining the fields be monitored for adverse health consequences. We should also*

*follow precautions suggested by the CPSC for playgrounds with crumb filler, including washing hands after playing on synthetic turf and before eating.*

***Mindfulness:** The board heard a presentation from teachers about efforts to incorporate mindfulness into the school day at various schools. They pointed out many of the benefits to both students and teachers, including improved concentration, calmness, self-regulation and sense of well - being; and reduction in anxiety, distress and reactivity; as well as improved sleep and immune function. Mindfulness has been shown to actually re-wire neural pathways in positive ways. It is a skill that has evidence - based documentation of benefits at any age. Many board members expressed interest in the benefits of teaching mindfulness in the schools.*

***Childhood Trauma:** The board heard a presentation from Dr. Nicholas King, Student Services Officer, about the impact of childhood trauma on student behavior, health and academic performance. Given the data regarding the prevalence of adverse childhood experiences (ACES ), “toxic stress,” and the evidence of their negative health consequences, the board recommends that the school board support Dr. King’s proposed solutions including: Child trauma education for teachers and staff, making schools trauma sensitive and screening children for ACES (although there may be privacy issues with this.) We again note with dismay the loss of grant funding that was used for additional mental health support of students in our middle and high schools, but hope that these ideas will help some of our troubled students.*

***As Usual:** The SHAB welcomes the opportunity to help improve the health of our students and we are grateful that the School Board and Superintendent consider our students’ mental and physical health a priority.*

Mr. Alcaro asked about the safety of school buses and seat belts.

Mr. Buyaki asked about the issue with scented products.

Dr. Acuff asked about uninsured students and is there data on the uninsured across each school in the division.

#### **Agenda Item No. 8.4. Teacher Compensation and Benefits Information.**

Ms. Gerome, Mr. Gray and Mr. Zimmermann provided information on the teacher compensation and benefits review. The presentation included a timeline for the teacher compensation review, data on the budgeted teacher salary increases over the last ten years, data on the use of new resources over FY08-FY17, information on per-pupil state aid since FY 2009, and overview of the information that the teacher compensation review team will be looking at as part of the review.

More information will be provided to the Board as the review unfolds.

#### **Agenda Item No. 8.5. Midyear Budget Review.**

Mr. Zimmermann provided the Board with a midyear budget review. He noted that following the completion of the FY 2015/16 audit, final fund balance figures are available for discussion and planned potential use. During the September 8, 2016 meeting, the Board was informed of the need of additional, one-time infusion of \$157,355 into the health insurance fund to establish reserves.

An additional identified need of one-time funding is a project to digitize employee records. Staff recommended the use of \$71,441 of fund balance to fully fund the Division's share of this project.

Current year position is anticipated to be favorable with state revenues being reduced due to state budget cuts in teacher salary supplements and smaller than anticipated enrollment growth. Reduced revenues will be mostly offset by hiring of fewer than budgeted staff due to lower than anticipated enrollment growth combined with staff turnover.



For next fiscal year, current local revenue projections are consistent with information provided in November. State revenues are slightly greater in the Governor's proposed adjustments.

The Governor's proposed FY 2017/18 budget still includes a substantial VRS rate increase, which will require a net of ~\$1.3M of new local monies to meet this accelerated mandate. This VRS mandate is being implemented earlier than agreed and imposes a substantive burden on local school divisions. Typically, VRS changes are made at the beginning of a biennium when SOQ is recalculated and state funding rises, midyear increases in VRS rates of this magnitude impose substantial challenges for funding.

Following the anticipated use of fund balance to meet obligations for the health insurance fund and the one-time commitment to fund the digitization of human resources records, available fund balance will be \$912,887.

Mr. Buyaki asked about the company that proposed for the human resource record digitizing. He expressed concern about the safety of the employee data. In addition, he asked about the on-going operational costs.

**Agenda Item No. 9.1. Other Business by Board Members/Superintendent.**

Mr. Koleszar said that he would like to see the Superintendent consider in the funding request funds for planning for the foreign language immersion programs and funds possibly to expand the number of programs.

Dr. Acuff asked if staff could address the pay issues for transportation and food service workers.

Mr. Buyaki asked if there are safeguards that can be put in place around transportation employees getting their CDL license on the Division's dime and then leaving once the license is obtained.

Dr. Acuff reminded the Board to submit their statements of economic interests to the Clerk. In addition, she reminded the Board of the Superintendent's Funding Request presentation on January 19, 2017.

Mr. Koleszar said that the Board talked about building in time on the agenda to reflect on how the Board did during the meeting. He asked that the chair consider adding time on future agendas.

Mr. Tistadt addressed the Woodbrook Elementary School site plan as addressed during public comment. He noted that staff has been working to address some of the issues that she mentioned.

**Agenda Item No. 10.1. Closed Meeting.** None.

**Agenda Item No. 11.1. Certify Closed Meeting.** None.

**Agenda Item No. 12.1. Adjournment.**

At 9:23 p.m., hearing no objections, Dr. Acuff adjourned the meeting of the Albemarle County School Board.

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Chairman

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Clerk