

A Work Session of the Albemarle County School Board was held on January 23, 2020 at 6:30 p.m., Albemarle County Office Building, Lane Auditorium, 401 McIntire Road, Charlottesville, VA 22902.

PRESENT: Dr. Kate Acuff; Ms. Judy Le; Mr. Graham Paige; Ms. Ellen Moore Osborne; Mr. Jonno Alcaro; Mr. David Oberg; and Ms. Katrina Callsen.

ABSENT: None.

STAFF PRESENT: Dr. Matthew Haas, Superintendent; Ms. Debora Collins, Deputy Superintendent; Ms. Clare Keiser, Assistant Superintendent; Dr. Bernard Hairston, Assistant Superintendent; Ms. Rosalyn Schmitt, Chief Operating Officer; Ms. Maya Kumazawa, Director of Planning and Budget; Ms. Lorna Gerome, Director of Human Resources; Ms. Dana Robb, Compensation Manager; Mr. Ross Holden, School Board Attorney; and Ms. Jennifer Johnston, Clerk to the School Board.

Agenda Item No. 1.1. Closed Meeting.

At 5:45 p.m., Mr. Paige offered a **motion** that the School Board 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 1 for the discussion, consideration, or interviews of prospective candidates for employment and the assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body. Dr. Acuff **seconded** the motion, **and the motion passed.**

Agenda Item No. 1.2. Closed Meeting Certification.

At 6:30 p.m., Mr. Paige 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. **Roll was called and the motion passed by the following recorded votes:**

AYES: Mr. Alcaro, Ms. Osborne; Dr. Acuff; Ms. Callsen, Mr. Oberg, Ms. Le; and Mr. Paige.

NAYS: None.

Motion carried by a 7:0 vote.

Agenda Item No. 1.3. Call to Order.

At 6:30 p.m., Mr. Alcaro, Chairman, called the meeting to order.

Agenda Item No. 1.2. Pledge of Allegiance.

Agenda Item No. 1.3. Moment of Silence.

Agenda Item No. 2.1. Agenda.

Dr. Acuff offered a **motion** to approve the agenda. Mr. Paige **seconded** the motion, **and the motion passed.**

Agenda Item No. 3.1. Approval of Consent Agenda.

- 3.1 Approval of Consent Agenda
- 3.2 Personnel Action
- 3.3 Approval of New Name for Cale Elementary School
- 3.4 For Action: School Year Calendar for 2020/2021
- 3.5 Red Hill Addition Design Development

Dr. Acuff offered a **motion** to approve the consent agenda. Ms. Le **seconded** the motion, **and the motion passed.**

Agenda Item No. 4.0. Items Pulled from the Consent Agenda. None.

Agenda Item No. 5.1. Announcements.

Dr. Keiser welcomed students from James Madison University who were attending the meeting as part of their school finance class.

Dr. Keiser recognized administrators that were in attendance at the meeting.

Agenda Item No. 6.1. Public Comment.

Ms. Aubrey Israel Hampton is a parent. She noted that the Board has not had an anti-racism update since October. She suggested monthly updates to the Board. She asked when the Board would see a new dress code policy. She also commented on the recommendation process for the Student Representative for the Board.

Agenda Item No. 7.1. School Board Superintendent Business.

Dr. Haas said that there is a anti-racism policy update scheduled for the February business meeting. He thanked Ms. Hampton for her comments.

Dr. Haas said that there will be a notice to students for the representative on the School Board. Anyone interested can apply for a position.

Dr. Haas said that Sutherland Middle School will be the next school to have its name reviewed by a citizen advisory committee.

Ms. Schmitt said that the Board of Supervisors will hold a special meeting tomorrow to hear a presentation from students at Jack Jouett Middle School on a project they have been working on regarding the redevelopment of the Fashion Square Mall area.

Agenda Item No. 7.2. Board Member Reports.

Dr. Acuff said that at the last CATEC meeting Ms. Callsen was elected as the Vice-Chair of the CATEC Board. She also said that they had a great presentation on the firefighting program being offered at the school.

Ms. Callsen said that CATEC is also beginning to offer some core classes at the school.

Ms. Callsen thanked Ms. Williams at Woodbrook Elementary School for hosting the Walk A Mile for Martin Luther King event.

Agenda Item No. 8.1. Student Representative on the School Board.

Mr. Holden provided for the Board's consideration information on the proposed policy and process for appointment of a student representative on the School Board. At the December 12, 2019 meeting, the School Board approved a policy for a student representative to serve on the School Board. Since that time a few minor revisions have been made to the policy which the Board is asked to approve. Changes include a change in the timeline for appointment.

Dr. Acuff asked what the plans were for onboarding the student representative.

Ms. Osborne offered a **motion** to approve the proposed changes to the Student Representative policy. Mr. Paige **seconded** the motion, **and the motion passed.**

Agenda Item No. 8.2. Superintendent's Funding Request Presentation.

Dr. Haas presented his proposed FY2020/21 Funding Request.

A year ago this message was titled, Albemarle Rising, which described both the trajectory of our investments in the future of our students and the impact these investments will have not only on their lives but on the life of our community.

I said then that “our public schools always have been a powerful catalyst for history’s most successful economic development and prosperity stories. The ideas born and matured in our public schools have been the wellspring for creativity, imagination, teamwork, and trial-and-error skills that have turned young students into the wealth creators of every generation.”

We are today, A Work in Progress.

The phrase holds dual meaning. The core of our work is to generate progress and as a community of lifelong learners, our work is continually unfinished. Every setback needs to be accompanied by a focused effort on discovery and improvement. Each achievement should elevate our future aspirations.

Every Child Can Be Great

As we pledge in our Vision Statement: “All learners should believe in their power to embrace learning, to excel, and to own their future.”

One of the world’s most distinguished educational researchers and thought leaders, Yong Zhao, has said, “For years, focusing on the achievement gap has led to the same result: We hope for greatness and settle for competence. But why settle? It’s time to recognize that the potential for greatness lies in a unique form within each child, and that the goal of education should be to encourage and develop it.”

Make education personalizable, Zhao tells us, adding that “Every child can be great when they own their learning.”

Whoever owns the learning, sets the expectations and most often, the outcome.

As I suggested in this message a year ago in calling for a redesign of our gifted education program, every one of our 14,000 students has greatness within them. No family views its child as “average,” nor should any school division. Each child has unique talents, gifts, interests and passions that are present from their earliest age.

In fulfilling our strategic goal of preparing graduates to be successful life-learning learners, professionals and citizens, we are rightfully proud to celebrate the future doctors, lawyers, engineers, entrepreneurs, business executives and public servants who walk across our graduation stage.

We must be rightfully proud too, of the young lady who excelled in her roofing class, the students who signed on as apprentices for local building trade firms, the student who designed, built and operates his own racing car or the student who invented and designed social media characters that one day may accompany every ticket sold by a national ticketing organization.

A recent media story highlighted the research of one of student seeking to preserve thousands of world languages that do not have a written component. His interest in this work dated back to his earliest elementary grade and he matured that interest in our student center, where he designed a computer program to begin to preserve the more than 6,000 languages now at risk.

His experience at the center superbly represents the beauty of Young Zhao's counsel—every child indeed can be great when we provide the support that makes it possible for them to own their learning.

Albemarle Rising will benefit our community for many years to come; finding the champion within every child is the operational principle that will get us to this goal.

A year ago, this message introduced 20 proposals to yield greater personalization in student learning and equity of opportunity as part of the high-quality teaching and learning we offer.

All 20 are works in progress and this funding request builds on our investments in each. This would include, for example, an expansion of Center I program opportunities for today's 40 students to 240 students next year.

A Balanced Funding Request

For at least the first time in a generation, a Superintendent of Albemarle County Public Schools is bringing before you, a balanced funding request.

Three percent of next year's increase in expenditures would come from new proposals. These investments would fund more seats in our after-school enrichment program for at-risk students; the expansion of world language learning instruction to more elementary school students; adding to the quality of our mental health counseling and support for students and keeping more students in school and learning through our highly successful STEP Program, students who previously would have been suspended out of school.

Ninety-seven percent of the increase in expenditures is devoted to:

- employee compensation and benefits,
- maintaining current class sizes by supporting current levels of instruction and support for the projected 500 student enrollment increase since the 2019 budget cycle, and
- for non-discretionary, directed spending such as the state's increase in the Virginia Retirement System rate and changes at the state level that have impacted Special Education.

Overall expenditures are projected to increase by seven percent or \$13.6 million and total \$209.1 million.

Revenues also are projected to increase by seven percent or \$13.6 million.

The largest revenue increase is \$7.2 million from the state. The \$57.8 million in total we are expecting from the Governor's proposed budget represents 28 percent of our total revenues.

Reflecting the strong local economy, local revenues to the school division increased by five percent a year ago. Next year, those revenues to the division will be higher by more than four percent, totaling an increase of \$5.8 million.

As we move through the budget cycle and our revenue projections firm up, it also may be possible to consider:

- expanding our certification and micro-credentialing program for culturally responsive teaching practices,
- using new funds to support a literacy program to enhance the foundational skills of students from kindergarten through second grade,
- increasing our support for field trips for elementary school students,
- adding a student innovation fund for student-generated community service projects, and

- providing juniors and seniors in high school with support for apprenticeship programs within our own operational and school departments.

A Competitive Work Force

Under the funding request, teachers will receive a compensation increase within the annual range of 2.5% to 3.0%, which aligns with the market-based recommendation we received last fall at the School Board and Board of Supervisor's joint meeting on compensation and benefits.

I also propose no lower than a 1.5 percent compensation increase for classified staff and the setting of a minimum starting wage in the range of \$13.50 to \$15.00 an hour. Currently, the lowest hourly rate on our wage scale is \$10.29 per hour.

The Value of Community Input

This year's funding request benefited from the counsel of important advisory groups that represented parents, business and community leaders, teachers, students, classified staff, students and our Equity and Diversity Committee.

It reflects several of the priorities we heard from these groups and in our community survey, which generated over 1,500 responses. These priorities included keeping teacher compensation at competitive levels, expanding after-school enrichment, increasing the minimum pay rate, addressing the school bus driver shortage, expanding certification and micro-credentialing in our culturally responsive teaching program and class size.

A year ago, I wrote about public education standing at the doorway of a Golden Age, a time defined by symbiotic partnerships between school, community and businesses; by new and exciting ideas that produce quantifiable results; by the use of cutting-edge resources that exponentially advance learning; and by teachers, staff and students who are passionate, talented and determined enough to make a positive difference in their own lives and in the lives of others.

We have only begun to tap these powerful resources and put them to work in ensuring that every child in our schools becomes the champion they are destined to be.

Agenda Item No. 8.3. Break.

There was a break from 7:21 p.m. until 7:32 p.m.

Agenda Item No. 8.4. FY 2020/21 Budget Development Work Session #1.

Ms. Schmitt, Ms. Kumazawa, Ms. Gerome, and Ms. Robb provided for the Board's consideration a budget overview, revenues and expenditures, and compensation.

Dr. Acuff asked if the school operating budget allocation was strictly by population.

Dr. Acuff asked if the amount included in the budget to take the minimum wage to \$15 per hour included adjusting for compression.

Ms. Callsen asked what local government was doing regarding compensation.

Mr. Alcaro asked how many local government employees would be impacted by raising the minimum wage to \$15 per hour.

Mr. Oberg said that we are not only competing for \$15 per hour, we are competing with full-time positions.

Mr. Paige asked if raising the minimum wage to \$15 an hour would bring the County into alignment with other employers in the area.

Ms. Callsen asked if raising the minimum wage impact any of the initiatives from last year that were taken to address hard to fill positions.

Mr. Oberg asked what was the percentage of unemployment in Albemarle County.

Ms. Le asked if there was any pay benchmarking done for substitute employees.

Mr. Alcaro said that he had heard that some places were holding off on moving to a \$15 minimum wage to at least April 1 to save some money.

Mr. Paige asked if neighboring divisions had made decisions on salary increases and minimum wage.

Mr. Alcaro asked if there was any indication that other divisions were moving toward a \$15 minimum wage other than Charlottesville City.

Dr. Acuff asked if the 1.5% increase for classified the same as the County is planning.

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

Mr. Alcaro said that he would be attending the Federal Advocacy Conference.

Mr. Alcaro asked if Center 1 has the capacity for 240 students as it is currently.

Mr. Alcaro said that he will not be at the July Board meeting and the two August meetings.

Dr. Haas said that he and Dr. Hairston would be presenting at the NSBA Equity Conference.

Agenda Item No. 10.1. Closed Meeting. None.

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

Agenda Item No 12.1. Adjournment

At 8:14 p.m., Mr. Alcaro, hearing no objections, adjourned the meeting of the Albemarle County School Board.

Chairman

Clerk