

A Business Meeting of the Albemarle County School Board was held on June 8, 2017 at 6:30 p.m., Lane Auditorium, Albemarle County Office Building, 401 McIntire Road, Charlottesville, Virginia 22902.

PRESENT: Mr. Jonno Alcaro; Mr. Stephen Koleszar; Mr. Graham Paige (arrived at 5:37 p.m.); Mrs. Pamela Moynihan; Dr. Kate Acuff; and Mr. Jason Buyaki.

ABSENT: Mr. David Oberg.

STAFF PRESENT: Dr. Pamela Moran, Superintendent; Dr. Matthew Haas, Deputy Superintendent; Mr. Dean Tistadt, Chief Operating Officer; Ms. Rosalyn Schmitt, Assistant Director of Facilities Planning; Dr. Patrick McLaughlin, Strategic Planning Officer; Ms. Lorna Gerome, Director of Human Resources; Ms. Amanda Farley, Senior Assistant County Attorney; and Ms. Jennifer Johnston, Clerk to the School Board.

Agenda Item No. 1.1. Closed Meeting.

At 6:03 p.m., Mr. Alcaro 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 to discuss and consider the performance of the superintendent, and to discuss and consider the assignment of a senior cabinet member. Mrs. Moynihan **seconded** the motion, **and the motion passed with Mr. Paige and Mr. Oberg absent.**

Agenda Item No. 1.2. Closed Meeting Certification.

At 6:32 p.m., Mr. Alcaro 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. Mr. Koleszar **seconded** the motion. **Roll was called, and the motion passed by the following recorded vote:**

AYE: Mr. Buyaki, Mrs. Moynihan, Mr. Alcaro, Dr. Acuff, Mr. Paige, and Mr. Koleszar

NAY: None.

ABSENT: Mr. Oberg.

Motion carried by a 6:0:1 vote.

Agenda Item No. 1.3. Call to Order.

At 6:32 p.m., Dr. Acuff, Chairman, called the meeting to order.

Agenda Item No. 1.4. Pledge of Allegiance.

Agenda Item No. 1.5. Moment of Silence.

Agenda Item. No. 2.1. Approval of Agenda.

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

Agenda Item No. 3.1. Consent Agenda

- 3.1 Approval of Consent Agenda
- 3.2 Donations and Reimbursements to School Division FY 2016-17 – 3rd Quarter
- 3.3 Minutes
- 3.4 Personnel Action
- 3.5 For Information: Policy Reviews and Revisions
- 3.6 For Action: Policy Reviews and Revisions

- 3.7 Approval of Title I, Part A, Improving Basic Programs Application
- 3.8 Approval of Title I, Part C, Education of Migratory Children Application
- 3.9 Approval of Title II, Part A, Teacher Quality Application
- 3.10 Approval of Title III, Part A, Language Instruction for Limited English Proficient and Immigrant Students Application.
- 3.11 Redistricting Study for Woodbrook Elementary School Addition
- 3.12 Legislative Proposal for VSBA Legislative Positions

Mr. Alcaro offered a **motion** to approve the consent agenda. Mr. Paige **seconded** the motion, **and the motion passed.**

Agenda Item No. 4.1. Items Pulled from the Consent Agenda. None.

Agenda Item No. 5.1. Spotlight on Education.

Mrs. Moynihan said that last month, we recognized the award-winning design work of students from Walton Middle School. This evening, we have the privilege of placing our spotlight on student champions from two other middle schools. In the week leading up to Memorial Day, two teams from Jouett Middle School competed in the national KidWind Competition in California. The competition required students to design, develop and build their own wind turbines to generate electricity. The Jouett teams qualified by winning regional tournaments leading up to the national competition. Both of our teams came back as winners, including one team that won the overall national championship in the middle school division. While the trophies and certificates were much appreciated even more valuable was the learning experiences for our students and in a field of study that is increasingly important to our nation's future energy profile. With us this evening is Rob Dent, who teaches Career & Technical Education at Jouett and was a mentor for the team. She then asked Mr. Dent to introduce the team members. Mr. Dent then introduced the teams from Jack Jouett. Each team shared information on the presentations.

Mrs. Moynihan said also with us this evening is Carrie Taylor, a physics teacher from Western Albemarle High School, a member of the State Board for Destination Imagination and the Co-Regional Director for the competition. Also during the week leading up to Memorial Day, we had 58 students from nine teams compete in Destination Imagination's Global Finals at the University of Tennessee. Three teams from Albemarle High School and teams from Henley, Meriwether Lewis, Brownsville and Sutherland, all finished first in the state competition in their individual categories. At Globals, our Sutherland team went on to place in the top 10 in the world in their category, which was Improvisation. Team members are here to give us a brief demonstration of their remarkable creative and collaboration skills.

Dr. Acuff then recognized Mrs. Moynihan for 15 years of service, Mr. Koleszar for 20 years of service, and Mr. Phil Giaramita for 5 years of service to Albemarle County Public Schools.

Agenda Item No. 5.2. Announcements.

Dr. Haas reminded the Board that the retreat was scheduled for Monday, June 12, 2017.

Dr. Haas noted that as part of DART's laptop donation program where seniors who are heading out with laptops that are not maintained any longer by the division. The division has been able to donate 250 laptops to outgoing seniors.

Dr. Acuff said that she and Mr. Paige attended the June 3rd conference on Culturally Responsive Teaching.

Dr. Acuff also reminded the Board that the Curriculum and Assessment Institute would be taking place next week. She encouraged Board members to stop by if they were available.

Agenda Item No. 6.1. Public Comment.

Ms. Laura Mellusi is the president of the Scottsville Elementary School PTO. I am writing on behalf of the Scottsville PTO. With the rapid assimilation of Yancey students, teachers, and staff into the Scottsville Elementary School, the SES PTO is concerned about our immediate ability to financially support our wide range of events next year, and our ability to provide for the basic needs of our families (school supplies, food, and after-school care). We want to be partners with you, the Albemarle County School Division, and our school leadership to make the many transitions currently in process successful; however, we need your help. They asked for assistance in regards to After-School Programming and Bond Referendum projects. She referenced an email to the Board from June 5, 2017.

Mr. Julian Waters spoke to the Board about funding for programs that are not sports programs. He feels the programs are not funded appropriately. He also spoke to the Board about the Bright Stars Program. He asked how the program could be integrated into the Kindergarten classrooms. He closed speaking about teacher compensation. He said that the Board needs to look at compensating teachers appropriately.

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

Dr. Moran noted that SOL assessments are coming to closure. Preliminary results will be provided to the Board at a future date.

Agenda Item No. 8.1. Bright Stars Annual Report.

Ms. Anne McAndrews, Coordinator of the Bright Stars Preschool Program, presented for the Board's consideration the Bright Stars 2016 Annual Report.

Mr. Paige said that with the literacy benchmark it appears to show a decrease at the end of the year since 2012. What could be the cause of the decrease?

Dr. Acuff said that the division is adding additional capacity. What is the program assessment of filling an additional two classrooms if they were to open up?

Dr. Acuff asked if the community comes to the program to partner or does she seek out the partnerships.

Mr. Paige said that he attended a field day event at Red Hill Elementary School for the Bright Stars Program. He noted that it was a phenomenal event.

Agenda Item No. 8.2. Time and Attendance System Update.

Ms. Melissa Anderson Morgan, Project Implementation Manager, said that the County of Albemarle has entered into a contract with Kronos Inc. to implement a new Time and Attendance System. The focus of this project is to replace manual- and paper-based timekeeping, attendance, and leave-tracking processes currently used throughout the organization with an online solution that integrates with the County's payroll system. It will also integrate with other existing systems including the substitute teacher management system used by the school division. She provide the Board with an update on the County's Time & Attendance System Project including a summary of anticipated benefits to employees and an estimated implementation timeline. Project background Information:

- In FY15, Albemarle County retained Berry Dunn McNeil & Parker (BerryDunn) to conduct a comprehensive review of the County's maintenance and management of employee information related to payroll, payroll processes, and compensation/benefits processes. The resulting report revealed specific challenges associated with the organization's reliance upon disparate, non-integrated systems, as well as paper-based and manual processes, and outlined nine prioritized recommendations for improvement -- the first of which was to "select and implement an automated time entry and attendance application."

- In FY16 and carried forward into FY17, the Board of Supervisors approved a Time and Attendance System Project in the Capital Improvement Program and appropriated CIP funds.
- Using requirements informed by stakeholders through a series of meetings, the County issued a RFP to solicit proposals for a solution in February 2016.
- A Selection Committee representing departments from local government and the school division evaluated proposals against the selection criteria and ranked them accordingly. The County issued a Notice of Intent to Award in November 2016 and, following a series of negotiations, signed a contract with Kronos Incorporated to implement an organization-wide Time and Attendance System.

The Board received the report for information.

Agenda Item No. 8.3. Update on Yancey Elementary Transition.

Mr. Tistadt and Ms. Schmitt provided for the Board's consideration an update on all activities and efforts underway to ensure the smooth transition of Yancey Elementary students to their new schools next year. The presentation included information on school picnics for new students and information on an altered fee schedule for the Extended Day Enrichment Program. There is also conversation about expanding the Boys and Girls Club afterschool program at Scottsville.

Mr. Alcaro said that the Boys and Girls Club in Scottsville was initially looking to add 25 spaces. What is now the number they are looking to add based on the discussions with staff?

Mr. Paige asked if staff had reviewed the request and ideas from the Scottsville Elementary School PTO.

Mrs. Moynihan asked what happens to Club Yancey as an entity. What will happen to the director of that program?

Mr. Koleszar said that he is pleased with the pilot for the EDEP program. He also said that Ms. Amato-Wilcox would like to the security addition to be put off a year, and he wonders why staff would recommend not delaying the project.

Mr. Paige asked when the Board would receive an update on the use of the Yancey school building.

Agenda Item No. 8.4. WAHS Science Lab Addition & Modernization.

Ms. Schmitt provided for the Board information related to the Western Albemarle High School Science Lab addition and modernization. She said that a Request for Proposals (RFP) was issued to solicit architectural and engineering services for the WAHS Science Lab Addition and Modernization. Ten firms submitted proposals. Staff will review the proposals and interview the short-listed firms in the next couple of weeks. At the July 13 School Board meeting, staff will make a recommendation on the top-ranked firm. The design for the project will start this summer and conclude in March 2018. The project will break ground in the summer of 2018 and be complete for the 2019/20 school year. Funding for the design contract is budgeted for in the Capital Improvement Program (CIP).

The Board received the report for information.

Agenda Item No. 8.5. Break.

There was a break from 8:04 p.m. until 8:16 p.m.

Agenda Item No. 8.6. Update on Teacher Compensation Review.

Ms. Gerome said that the Human Resources department staff currently is leading a study of teacher compensation and competitive market research. The Board defined determining and implementing a process for

engaging in a teacher compensation study as an area of focus. In response the Human Resources staff has collected and researched data for review including a staff salary survey, identified teachers to serve on a compensation study committee which has met through the second semester, communicated with stakeholders such as the Teacher Advisory Council and AEA, and obtained Board funding for an external evaluator to analyze the current plan, multiple sources of additional data, and determine potential recommendations to the Board. The evaluation consultant who has deep expertise in compensation study has developed preliminary findings and considerations. Staff will use this information to develop a finalized report to the Board by late August. This will allow report information to be used by Human Resources and the School Board in developing direction for the 2018/19 funding request as well as consider adjustments to joint personnel competitive market policy.

She then turned the presentation over to Andy Klein from Arthur J. Gallagher & Co. Mr. Klein then provided for the Board's consideration a competitive compensation analysis for Albemarle County teachers. The following are the conclusions and considerations of the analysis: 1) Overall, Albemarle annual pay tracks closely to the daily rate adjusted costs of teacher labor in eight Virginia talent competitors who are high-performing districts. 2) Competitive pay shortfall is for more senior teachers. This is where adjustments are recommended. 3) Albemarle is competitive for entry-level teachers. 4) Albemarle is not competitive for many of its special or incentive pays. This is an area where the Division could make meaningful changes. 5) Make the pay setting process transparent. 6) Real facts are needed along with communication. 7) The "why I became a teacher" message needs to be reinforced.

Dr. Acuff asked why Charlottesville City Schools was not used in the "market" used by the consultants.

Mr. Alcaro asked if there was a way to look at the data one-on-one with Charlottesville City Schools.

Mr. Buyaki said that it would be interesting see the "new market" in a graph.

Mrs. Moynihan asked how the consultant suggests communicating the results of the analysis to teachers.

Mr. Paige asked how many teachers were in the data group.

Mr. Koleszar expressed concern about old VRS teachers versus new VRS teachers.

Mr. Alcaro asked what percentage of teachers fall into the 15-30 year category. He asked how many teachers receive special pay.

Dr. Acuff noted that affordable housing is an issue for the entire County.

Mr. Koleszar said that the Board needs to think about what to do with the data that was presented.

Agenda Item No. 8.7. Strategic Priorities Impact Rating.

Dr. McLaughlin said that each biennium the Albemarle County School Board adopts strategic priorities that are designed to move the division forward in meeting the goals and objectives outlined in the ACPS strategic plan, Horizon 2020. The board adopted new strategic priorities for the 2015-2017 biennium in the fall of 2015. At the Board meeting on May 25, 2017, the board received for information the Strategic Priorities Update report. Based in the information contained in that report, individual board members submitted their impact rating for each priority. The scores will serve as a starting point for developing priorities for the next biennium at the June 12 Board retreat.

The Board received that report for information.

Agenda Item No. 8.8. Board Self-Appraisal.

Dr. Acuff noted that the performance appraisal is a critical responsibility of the School Board and focus on providing frequent feedback is an important priority. The Albemarle County School Board and Superintendent work in partnership to carry out the Division's mission, goal, objectives, and biennial priorities; therefore two-thirds of the appraisal is a joint appraisal and one-third based on agreed upon performance standards.

She then reviewed the Board's appraisal of each item.

Mr. Koleszar suggested that the Board hold a teambuilding meeting with the new Board in January. He also suggested that the Board attend on session together at the VSBA Annual Convention.

Agenda Item No. 8.9. School Board Salary Public Hearing and Adoption of Salary.

Legislation passed by the General Assembly during the 2002 session changed the law regarding salaries of elected school boards. Under the new law, an elected school board may pay each of its members an annual salary that is consistent with the salary procedures, and no more than, the salary limits provided for local governing bodies. The legislation eliminated the specific salary limits for elected school boards, but retained the limits for appointed school boards. Legislation also increased the amount a school board chair may be paid in addition to its annual salary from \$1,100 to \$2,000 upon passage of an appropriated resolution. In December of 2002, the School Board revised Policy BHD, School Board Member Compensation and Expenses, to reflect the changes made during the 2002 General Assembly Session.

The School Board adopted the procedure currently used by the Board of Supervisors in setting its members' salary pursuant to Virginia Code section 15.2-1414.3. Specifically, the School Board would establish its members' salary by affirmative vote annually between May 1st and June 30th. Before setting salaries each year using this procedure, the School Board is required to hold a public hearing and provide notice as specified in Virginia Code sections 15.2-1426 and 1427. If the salary increase is approved by an affirmative vote, then the increase will take effect on the next July 1. This procedure will be followed on an annual basis and is not tied to the election cycle.

Under this procedure, the maximum salary is set by statute based on the County's population according to current Census data, and may be increased each year by an inflation factor not to exceed 5 percent. The Board may adjust its salary annually after a public hearing following the same procedures used for the original setting of the salary.

Currently, school board members receive an annual salary of \$6,490. The current chairman stipend is an additional \$1,800 annually and the vice-chairman receives a stipend of \$35 per meeting chaired.

The Board of Supervisors' salary cap is tied to population based on U.S. Census data, and it has the legal authority to increase its salary by ordinance in an amount not to exceed 5 percent annually. The Board of Supervisors also pays its Chairman a stipend of \$1,800 annually, and the Vice-Chairman a stipend of \$35 per meeting chaired. The Board of Supervisors proposed annual salary is \$16,265 starting July 1, 2017 representing a 2% increase.

In May of 2005, the School Board asked that the school board member salaries be increased by the same amount as budgeted for the classified staff merit pool. If the Board follows the same increase as classified, then the salary beginning July 1, 2017 would be \$6,620.

Cost implications for the 2017-18 fiscal year will depend on the amount the school board votes to set for their annual salary. The school board will also need to determine the chairman and vice-chairman stipend at the same time that the school board salary is set.

Dr. Acuff opened the public hearing on the proposed School Board Salary. Having no comment, Dr. Acuff closed the public hearing.

Mr. Koleszar offered a **motion** to set the School Board salary for 2017-2018 at \$6,620 with a chairman stipend of \$1,800 per year and a vice-chairman stipend of \$35 per meeting chaired. Mrs. Moynihan **seconded** the motion, **and the motion passed with Mr. Buyaki voting no.**

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

Mr. Koleszar said that he has heard concern about the implementation multi-age classrooms at Woodbrook. He would like to see a program evaluation on how it is working and how it is impacting student performance.

Agenda Item No. 10.1. Closed Meeting. None.

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

Agenda Item No. 12.1. Adjournment.

At 9:30 p.m., hearing no objections, Dr. Acuff adjourned the meeting of the Albemarle County School Board.

Chairman

Clerk