

A Business Meeting of the Albemarle County School Board was held on October 12, 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; 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. Sheila Hoopman, Capital Program Project Manager; Ms. Lorna Gerome, Director of Human Resources; Mr. Jackson Zimmermann, Assistant Director of Fiscal Services; Dr. Patrick McLaughlin, Strategic Planning Officer; Mr. Jay Thomas, Director of Secondary Education; Ms. Jamie Gellner, Program Evaluator; Mr. Tim Shea, Legislative and Public Affairs Officer; Ms. Amanda Farley, Senior Assistant County Attorney; and Ms. Jennifer Johnston, Clerk to the School Board.

Agenda Item No. 1.1. Closed Meeting. None.

Agenda Item No. 1.2. Closed Meeting Certification. None.

Agenda Item No. 1.3. Call to Order.

At 6:30 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. Koleszar offered a **motion** to approve the agenda. Mr. Alcaro **seconded** the motion, **and the motion passed.**

Agenda Item No. 3.1. Consent Agenda

- 3.1 Approval of Consent Agenda
- 3.2 Religious Exemption
- 3.3 For Information: Policy Reviews and Revisions
- 3.4 For Action: Policy Reviews and Revisions
- 3.5 Personnel Action – Athletic Coaches
- 3.6 Personnel Action
- 3.7 Technology Equipment Computer Replacement Appropriation
- 3.8 Unaudited June 2017 Financial Report
- 3.9 Time and Attendance System Update
- 3.10 Bullying Prevention Month Resolution
- 3.11 Donations and Reimbursements to School Division FY2016-17 – 4th Quarter

Mr. Koleszar offered a **motion** to approve the consent agenda. Mr. Paige **seconded** the motion. Dr. Acuff asked for discussion. Mr. Paige asked about item 3.8 and the expenditure for Yancey Elementary School. Mr. Zimmermann said that that school was in operation, so the funds were used for the normal operation of the school. Mr. Koleszar said that on Policy IGBF rather than using the acronym EL, the word English Learner(s) should be used more often. He also said that on Policy DBA, the definition of fund balance is included however, it does not address when or if the Board would transfer fund balance to the CIP. Finally, Mr. Koleszar said that on Policy BBB, how a vacant position would be filled should be included. **The motion passed.**

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

Agenda Item No. 5.1. Spotlight on Education.

Dr. Acuff said that this evening's consent agenda included a resolution that affirmed our recognition of October as Bullying Prevention Month. The resolution included our intention that bullying prevention programs be discussed in our schools and classrooms during the month of October. Actually, across our division, we do much better than that, as we will hear in a few minutes. I am not sure how many of us realize it, but one of the first formal bullying prevention programs in Virginia began in one of our schools 16 years ago. In 2001, Burley Middle School began working with UVA's Dewey Cornell as part of its school improvement plan. Mr. Cornell's name is well known as one of our nation's leading experts on school climate. In 2001, however, he was a parent of a Burley student. Burley took advantage of a state grant to have two staff members participate in Olweus certification training. Later, the school's bullying prevention committee provided training to all school staff. In the first year of Burley's program, 16 years ago, reports of students being bullied declined by an astonishing 76 percent. In subsequent surveys, more than four out of five students said that new students are made to feel welcome at Burley, that students from different neighborhoods get along well at the school and that all students were accepted for who they were. Mr. Cornell has said that Burley set a standard for anti-bullying efforts that became a cornerstone of the division-wide Safe Schools/Healthy Students program. He added that research conducted at Burley has been widely disseminated in professional journals and conferences. With the Board this evening is our current Executive Director of Community Engagement, Dr. Bernard Hairston, who was Burley's principal in 2001. Joining Dr. Hairston is a member of his staff at that time, Kathryn Baylor, who now is the principal of Jouett Middle School and is leading initiatives at that school that are improving school climate. Among these initiatives is a program called *Momentum* that will begin later this month. In addition to our former and current principals, we also are honored this evening to have with us, one of the student leaders from the 2016-17 Momentum program, Laurel Dent. She then asked Dr. Hairston, Ms. Baylor and Ms. Dent to share with the Board more about the origin of the bullying program and more about one of our most successful programs today.

Agenda Item No. 5.2. Announcements.

Dr. Haas said that he and Dr. McLaughlin held the first of five High School 2022 Community Meetings last night at Burley Middle School. There were about 30 parents in attendance.

Dr. Haas said that the first student cabinet meeting was held yesterday. Students from grades 3 – 12 and engaged in a conversation about what they like about school, what they do not like about school, and areas for improvement.

Dr. Moran noted that principals are doing a book study on a book called *Collective Efficacy*. She has asked that Dr. Collins provide Board members with a copy of the book.

Agenda Item No. 6.1. Public Comment. None.**Agenda Item No. 7.1. School Board/Superintendent Business.**

Dr. Moran recognized students from Monticello High School who were observing the Board during the meeting.

Agenda Item No. 8.1. Update on Teacher Compensation Review

Ms. Gerome and Mr. Zimmermann presented for the Board's consideration information on the teacher compensation review. Information included considerations in developing the teacher pay scale, cost of labor information and market options.

Mr. Buyaki asked how the increase would be calculated if a new method was approved by the Board, example Option C.

Dr. Acuff asked if the \$3M increase included straightening the line and a percentage increase for a step in scale.

Dr. Acuff asked if the same percentage adjustment would be a one-time adjustment to straighten the line.

Mr. Alcaro said that in the last meeting there was a discussion about \$4.3M. Is the \$3M cost for the one-time change for the current market versus the \$4.3M for a new market?

Dr. Acuff said that the consultant never recommended going to a new market.

Mr. Alcaro asked where the division would be at meeting the targets if the Board decided to straighten the line and provide an increase.

Mr. Koleszar said that the four anchor points on the teacher salary scale cause the most confusion. Does the Board want to have a two-point scale with everyone getting the same percentage increase? This would create simplicity for communication of the teacher scale. Should we go to the two anchor points? He likes that it straightens the curve, and salary is being impacted at the middle of the scale and makes the division more competitive.

Mr. Paige asked what market choice means.

Mr. Alcaro said that he would like to see the cost if the same strategy was applied to the Niche market presented on June 8, 2017.

Mr. Koleszar expressed concern that if the Board used the Niche market, the scale could change drastically. He noted that he favored moving to using the same percentage increase for each step.

Mr. Paige noted that he favored a two-anchor point scale with equal percentage steps.

Dr. Acuff said that she favored the two-anchor point scale with the equal percentage steps.

Mr. Buyaki said that he favored the two-anchor point scale with the equal percentage steps.

Mrs. Moynihan said that she favored a four-anchor point scale with variable percentage steps.

It was noted that at the next meeting staff would provide information on cost of labor and the Niche market.

Mr. Koleszar asked when the last time that teacher stipends were reviewed.

Agenda Item No. 8.2. WAHS Science Lab Addition & Classroom Modernization – Schematic Design

Ms. Hoopman introduced Mr. Ken Thacker of VMDO Architects. Mr. Thacker then presented for the Board's review and consideration the schematic design for the Western Albemarle High School Science Addition and Classroom Modernization project. The project includes a 10,000 sq. ft. addition to accommodate the full implementation of the Environmental Studies Academy and anticipated enrollment growth in the Western Feeder Pattern. It will also include modernization of current science classrooms as well as classrooms located in the A-wing of the building. The goal is to promote co-teaching opportunities along with interdisciplinary classes with the sciences, engineering, technology, art and other core subjects. The project will also meet the design imperatives of contemporary learning spaces: transparency, sustainability, flexibility, mobility interactivity, making everywhere, problem-project based learning, choice and comfort and access to the outside.

The final design will be completed in February 2018. Construction will be phased and will begin in June. We are working with school administration to schedule construction phasing to minimize impact to school operations. The project will be completed by mid-August of 2019.

Funding for this project is budgeted in the Capital Improvement Program (CIP)

Mr. Koleszar asked how many seats would be added with the project.

Dr. Acuff asked where the outdoor learning space would be placed in relation to the addition.

Mr. Alcaro asked if the modernization money was included in the bond referendum. He noted that the money does not include furniture and fixtures for the expansion and modernization.

This item will be placed on the consent agenda for the next meeting.

Agenda Item No. 8.3. 2018/2019 Modernization Projects – Schematic Design.

Ms. Hoopman presented for the Board's review and consideration the schematic designs for the following projects: the Albemarle High School Science and Classroom Modernization; the Murray High School Security Entrance and Re-Purposing of the Front Office Space; the Burley Middle School Science and Classroom Modernization; the Henley Middle School Security Addition, Media Center Modernization, Science and Classroom Modernization; and the Sutherland Middle School Media Center, Science and Classroom Modernization

Mr. Alcaro asked for the cost of each project.

Mr. Koleszar expressed concern on the timeline. Have we optimized the timeline for requesting bids? He also asked what has been the experience with teaching in collaborative spaces. Has there been a process evaluation?

Agenda Item No. 8.4. Break.

There was a break from 8:34 p.m. until 8:45 p.m.

Agenda Item No. 8.5. Comprehensive High School Program of Studies, Middle School Elective Offerings.

Dr. McLaughlin and Mr. Thomas presented for the Board's consideration the Comprehensive High School Program of Studies and Middle School Elective Offerings. The High School Program of Studies (POS) goes through an annual review process to update course offerings and consider program changes. The board received information about proposed new course offerings and course deletions for the 2018-2019 school year and an updated listing of middle school elective offerings. Any funding implications will be addressed in the Superintendent's Funding Request for the 2018-2019 school year.

Mr. Koleszar said that he is concerned and excited for the Freshman Seminar. It has huge opportunities and potential to impact students and school climate. He is worried that the course has not been designed yet. He asked what percentage of high school staff would be teaching the Freshman Seminar.

Mrs. Moynihan asked what is Launch that was deleted as a course. She also asked what the Social Studies/History Lab was at Albemarle High School and how is it promoted to students.

Mr. Paige asked about the video and telecommunications course offered at Henley Middle School. Are there opportunities at the other middle schools for this type of work?

Agenda Item No. 8.6. Advanced Placement and Dual Enrollment Program Evaluation Findings and Next Steps.

Ms. Gellner presented for the Board's consideration a program evaluation of the Advanced Placement and Dual Enrollment programming within the Division. She noted that the purpose of the evaluation was to gather information from relevant stakeholders to inform decision-making about the direction of the Advanced Placement and Dual Enrollment programs within the framework of the High School 2022 initiative and the Equity and Access initiative.

Dr. Acuff asked that over a high school career, how many AP courses could a student potentially take?

Mr. Paige asked if there would be a program evaluation conducted to look at increasing minority participation in AP and Dual Enrollment programming.

Mr. Koleszar said that the Board could set guidance for principals that increasing minority participation in AP and Dual Enrollment programming is a goal.

Mr. Buyaki asked how Albemarle County Public Schools defines rigorous. He feels that the division could recommend a number of these courses a student can take but not limit the number, as it is a personal choice for students and their families.

Mr. Koleszar feels that the division could limit the number of these courses that students could take but to do it as a soft cap so the Superintendent could approve anything over the cap.

Dr. Acuff asked what other high performing schools in the state do regarding caps/limits on AP courses.

Mr. Alcaro asked why AP courses get harder as more students receive four or five on the AP test.

Agenda Item No. 8.7. VSBA Policies and Regulations for VSBA Delegate Assembly.

Mr. Alcaro and Mr. Shea said that the Virginia School Boards Association (VSBA) Board of Directors approved amendments to the VSBA policies and resolutions that will be submitted to the 2017 VSBA Delegate Assembly for its consideration in November. They then reviewed the proposed changes with the Board.

Mr. Koleszar offered a motion to support the changes to the VSBA positions as presented. Mr. Buyaki seconded the motion, and the motion passed.

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

Mr. Koleszar said that if the Board were to downsize Albemarle High School as part of the High School 2022, staff should ask the Board of Supervisors if they have any interest in repurposing any of the vacant space at the school.

Mr. Alcaro noted the Board of Supervisors and Planning Commission members have been invited to the next meeting to hear the presentation on High School 2022 planning.

Agenda Item No. 10.1. Closed Meeting. None.

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

Agenda Item No. 12.1. Adjournment.

At 9:35 p.m., hearing no objections, Dr. Acuff adjourned the meeting of the Albemarle County School Board.

Chairman

Clerk