

A Business Meeting of the Albemarle County School Board was held on July 12, 2018 at 6:30 p.m., Lane Auditorium, Albemarle County Office Building, 401 McIntire Road, Charlottesville, Virginia 22902.

**PRESENT:** Mr. Jonno Alcaro (arrived at 5:50 p.m.); Mr. Graham Paige; Dr. Kate Acuff; Mr. David Oberg (arrived at 6:00 p.m.); Mr. Stephen Koleszar and Mr. Jason Buyaki.

**ABSENT:** Ms. Katrina Callsen.

**STAFF PRESENT:** Dr. Matthew Haas, Superintendent; Ms. Debbie Collins, Assistant Superintendent; Mr. Jackson Zimmermann, Assistant Director of Planning and Budget; Ms. Rosalyn Schmitt, Director of Planning and Budget; Mr. Ira Socol, Chief Technology Officer; Dr. Bernard Hairston, Executive Director of Community Engagement; Ms. Amanda Farley, Senior Assistant County Attorney; and Ms. Jennifer Johnston, Clerk to the School Board.

**Agenda Item No. 1.1. Closed Meeting.**

At 5:45 p.m., Mr. Koleszar 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 prospective candidate for counsel for the School Board, appointment of professional staff, and resignation of administrator; and subsection 3 to discuss and consider possible lease of school property to another party, the acquisition of which would be for a public purpose and the discussion of which in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body. Mr. Buyaki **seconded** the motion, **and the motion passed with Mr. Alcaro, Mr. Oberg, and Ms. Callsen absent.**

**Agenda Item No. 1.2. Closed Meeting Certification.**

At 6:30 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. Buyaki **seconded** the motion. **Roll was called and the motion passed by the following recorded votes:**

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

**NAYS:** None.

**ABSENT:** Ms. Callsen.

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

Mr. Koleszar offered a **motion** to hire the professional staff as presented in closed meeting. Mr. Oberg **seconded** the motion, **and the motion passed.**

**Agenda Item No. 1.3. Call to Order.**

At 6:30 p.m., Dr. Acuff, Chairman, called the meeting back 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. Paige **seconded** the motion, **and the motion passed.**

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

- 3.1 Approval of Consent Agenda
- 3.2 FY 2018/19 Carry Forward/Reappropriation of One-Time Items
- 3.3 Personnel Action
- 3.4 For Information: Policy Reviews and Revisions
- 3.5 For Action: Policy Reviews and Revisions
- 3.6 VSBA Policy Agreement
- 3.7 Authorization to Sign in the Absence of the Superintendent

Mr. Alcaro offered a **motion** to approve the consent agenda. Mr. Oberg **seconded** the motion. Mr. Paige asked if staff could provide a listing of minority teachers by school. **The motion passed.**

**Agenda Item No. 4.1. Items Pulled from the Consent Agenda. None.****Agenda Item No. 5.1. Spotlight on Education.**

Mr. Paige said that he had the opportunity last month to see what he hopes will be the future of education when I attended our third annual Diversity Conference at Monticello High School. He was joined by Steve and Jonno and together we saw some remarkably dedicated and passionate teachers. If we are going to close opportunity and achievement gaps and fulfill our responsibilities to our students that *all means all*, then becoming more culturally responsible in our pedagogy will have gotten us there.

As Dr. Hairston has said, “culturally responsive pedagogy will broaden our skills for teaching to and through the background and experiences of all students and it will improve their engagement, motivation and academic achievement.

It was three years ago that Dr. Hairston began the conference and a program that is the first of its kind in Virginia and we think, the first of its kind in our nation. That’s our program to certify educators in culturally responsive teaching. To earn that distinction, teachers must present evidence of their strategies and practices to engage and motivate students with all manner of life experiences, to demonstrate self-reflection and awareness of classroom diversity, and to prove how they use culturally relevant strategies to enabled students to grow their achievements. This is the future of education if *all means all*

This evening, Dr. Hairston is with us, together with several teachers who have earned their micro-credential in culturally responsive teaching, the first step towards full certification. He knows we all are interested in hearing from a few of the teachers about how their life in the classroom will change.

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

Dr. Haas said that his listening tour is happening. Several meetings have taken place, and we are learning a lot about our strengths and weaknesses.

Dr. Haas said that he spent time at the CodorDojo at Agnor-Hurt Elementary School. There was a lot of great work taking place there. Teachers were also getting professional development for maker work.

Dr. Haas said that he attended a lunch at Walton Middle School prepared by students in the How to Be a Grown-Up summer program.

Ms. Collins said that summer school has started. There are approximately 1800 students participating which does not include attendance at camps offered by schools.

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

Mr. Yuir Radcliff and Nyshae Carter are here on behalf of Boys and Girls Club. They support having a Boys and Girls Club within the county to save gas and provide revenue for the county. They respect the club and think it would mean so much to the community to have a Boys and Girls Club.

Ms. Lara Harrison is a parent. She spoke about banning Confederate imagery in schools.

Ms. Mary McIntyre is a teacher. She spoke about using the equity dashboard, closing the achievement gap, and banning Confederate imagery in schools.

Ms. Amanda Moxham is a parent. She spoke about the dress code policy, specifically banning Confederate imagery.

Mr. Guadeloupe Montero spoke about the benefit of the Boys and Girls Club and how it impacted his life.

Ms. Faye Giles is a parent. She spoke about the benefit of the Boys and Girls Club and how it has benefited her family.

Ms. Christy Dominguez is a parent. She spoke about the benefit of the Boys and Girls Club for her family.

Ms. Daizy Zamundio is a student. She spoke about the benefit of the Boys and Girls Club.

Mr. Kevin Jimenez is a staff member at the Boys and Girls Club in Southwood. He spoke about the benefit of the Boys and Girls Club in the Southwood neighborhood.

Ms. Megan Argaud is a parent. She spoke to the Board about banning Confederate imagery in schools.

Mr. Andrew Moxham is a student. He spoke to the Board about banning hate imagery in schools specifically Confederate imagery.

Ms. Sydney Lowe is a student. She spoke to the Board about banning Confederate imagery in schools.

Ms. Franny Noll read a statement on behalf of Zy Bryant. The statement asked that the Board ban Confederate imagery in schools.

Mr. Mike Moxham is a teacher. He noted that he asks students to cover up clothing that contains hate imagery specifically Confederate imagery. He asked that the Board ban Confederate imagery in schools.

Ms. Aubrey Israel Hampton is a parent. She asked that the Board ban Confederate imagery in schools.

Ms. Olga Boucher spoke in favor of the Boys and Girls Club. She invited the Board to visit the Boys and Girls Club to see what happens there.

Mr. Chris Craytor is the President of ACAC and a resident of Albemarle County. He noted that ACAC partners with the Boys and Girls Club. It truly is amazing to see these kids grow that have benefited from the Boys and Girls Club.

Mr. Tim Heaphy spoke in support of the Boys and Girls Club.

Mr. James Pierce is the CEO of the Boys and Girls Club of Central Virginia. He spoke of the benefits that the Boys and Girls Club offers for teachers, staff, and youth.

Ms. Whitney Early is a parent. She spoke about the benefits that the Boys and Girls Club offers her family.

Mr. Clay Hansen is a parent. He said that impulsive acts of censorship can be difficult. We want schools that are free from disruption and safe. He encouraged the Board to continue to work toward that end.

Mr. Mark Hizey spoke to the Board about banning confederate imagery in schools.

Ms. Nancy Carpenter is a resident of the City of Charlottesville. She encouraged the Board to ban confederate imagery in schools.

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

Dr. Haas thanked everyone for attending the meeting. He then provided an overview of the items on the meeting agenda.

Ms. Schmitt said that earlier this month the Board of Supervisors approved the year request of the FY 19 Capital Improvements Program.

Dr. Keiser provided an update on teacher hiring for the upcoming school year. We anticipate hiring 150 teachers this year. Right now, we have hired 137 teachers. Staff will provide a more detailed report in the later part of August. Dr. Acuff said that Mr. Paige had requested a breakdown of the demographics of teachers by school.

Mr. Paige also asked for the test results of the Yancey students that were moved to Red Hill and Scottsville Elementary Schools.

Dr. Acuff- ask that in the video there were young children that Dr. Haas visited and would he be seeing older children as well middle and HS and Dr. Hairston assured her he would that that particular video was planned group only.

**Agenda Item No. 7.2. Board Member Reports.** None.

**Agenda Item No. 8.1. Superintendent's Listening Tour.**

Dr. Hairston provided for the Board's consideration an update on the Superintendent's listening tour. The listening tour was planned by the newly appointed Superintendent to listen to ideas, concerns, and suggestions from our stakeholders. The purpose and process for stakeholder involvement and use of information was presented.

Dr. Acuff said that most of the students in the listening tour video were younger. Is there a plan to receive input from older students?

Mr. Oberg offered a **motion** to take the Boys and Girls Club item and the Dress Code item out of order on the agenda. Mr. Buyaki **seconded** the motion, **and the motion passed.**

Dr. Haas asked that Dr. King be allowed to present the School Climate Survey Results as he traveled from out of state for the presentation.

**Agenda Item No. 8.2. VDOE School Climate Survey Results**

Dr. King provided for the Board's consideration the results of the Virginia Department of Education School Climate Survey. The Virginia Secondary School Climate Survey provides schools with an assessment of school climate and safety conditions from the perspective of students and teachers/staff. The purpose of this

division-level report is to help identify strengths and weaknesses that can guide efforts to improve school safety and student learning.

Mr. Koleszar asked for the data from previous years climate surveys even though the surveys are different now. **There was Board consensus for the information to be provided.**

Dr. Acuff asked if there were any significant concerns at individual schools.

Dr. Acuff asked for the survey response rate.

Mr. Alcaro said that there are some concerns with some of the data like bullying by adults. The number one thing that stood out to him was that four percent of those responding tried to commit suicide.

Dr. Acuff asked if the division will have data on how many mental health contacts or visits have been made by the end of the year.

Dr. Acuff said that it is her understanding that the mental health staff is only at the high school level.

### **Agenda Item No. 8.3. School Board Policy JFC – Student Code, Proposed Changes to Standards of Conduct Regulations, Student Dress Code**

Dr. Hairston provided for the Board's consideration proposed changes to Policy JFC, Student Code of Conduct. As a result of public comments during a 2018 School Board meeting regarding the Lee Jackson Holiday and concerns of racism within ACPS, a discussion group was established by the Office of Community Engagement. This group represented the voices the school board, central office leadership, human resources, parents and an equity specialist.

Three opportunities for group dialog in March and May prompted a focus on Division policy. The dress code policy was discussed, reviewed and served as a startup strategy to unpack an understanding of how to confront issues of racism. The updated version places a focus on capturing the teachable moments that dress code violations present, by clearly delineating our protected groups at school through an alignment with our nondiscrimination policy, by removing some language about gang-related activity and including the definition of gang from the Code of Virginia, and by prohibiting clothing that promotes hate-group related activities, and by including the Southern Poverty Law Center definition of hate-groups.

Mr. Oberg thanked everyone for the work done on the policy. He likes the fact that the language about discipline was removed. He expressed concern about using the Southern Poverty Law Center definition. He does not have an issue using the Virginia Code definition of a gang.

Dr. Acuff asked if Mr. Oberg had an alternative definition in mind. Mr. Oberg said no.

Mr. Buyaki said that it is important to discuss the concern about what a student is wearing that may be offensive and allow the student to reflect and make better choices. It is a perfect opportunity to educate our students

Dr. Acuff said that the threshold question for her is what will trigger the discussion if we do not have a definition. What are restraints of the law and what we can do? Ms. Farley said that the most illustrative or most instructive case was a 2013 case in 4<sup>th</sup> Circuit Court out of South Carolina where the policy was very generally worded to prohibit clothing that had offensive language or illustrations on it but did not identify specific illustrations or emblems. The case itself was concerning clothing worn continually by a student with confederate illustrations that were offensive. The school then took disciplinary action against the student. The school and the school division had a long and documented history of racism and racial strife that expressed itself violently in the school and the community. The court decided that the student wearing the t-shirts in the school could create a disruption to the educational environment at the school based on the documented history. In order to predict that

there will be or could be a disruption to the educational environment there has to be documented history of events within the school division.

Mr. Paige asked if a connection could be made with the events in Charlottesville on August 12, 2017. Ms. Farley said that the argument could be made that those events did not have any disruption to the educational environment of the school division.

Mr. Alcaro said that he appreciates the comments made during public comment. He is not satisfied with the policy and thinks we can do better. The Board needs to develop a dress code that the community will accept and the students will abide by. It has to be done in a manner that is acceptable by all. The School Board also has to create and adopt an anti-racism policy that states that the division will not tolerate any racism (overt or covert) in our school division. The hard work will begin after the policies are approved.

Mr. Paige said that the policy could be improved. Symbols such as the confederate flag are offensive to him. He asked if there could be more discussion with the Hate-Free Schools and the free speech group. Solutions will not come about until deep discussions can be had amongst groups of differing opinions.

Mr. Oberg said that he is not comfortable with the language in the policy, and it is not ready to be approved. He feels that we could adopt an anti-racism policy that would inform the adoption of a dress code policy.

Dr. Acuff- said that if the goal is to have the policy crafted and adopted by the beginning of the school, then it may be difficult.

Mr. Oberg said that it needs to be done right. If that means it takes months then that is how long it needs to take to develop.

Mr. Buyaki said that inclusion of the educational portion of the dress code policy needs to be maintained in the policy and he would adopt that portion of the policy immediately. It gives staff the ability to help educate students.

Mr. Alcaro said that an anti-racism policy would provide guidance to everyone in the division.

Mr. Buyaki asked about the impact of dropping the paragraph on disciplinary action for individuals taking part in gang related activities such as wearing certain clothing.

Ms. Farley said that the definition of a criminal street gang came out of the penal code, and the KKK and Arian Nation have been prosecuted under that definition.

Dr. Acuff said that she is hearing that the dress code as drafted needs further work, and that a broader policy about anti-racism needs to be part of the solution. There is a sense that removing the disciplinary responses to dress code violations should be replaced with the proposed educational language drafted in the proposed policy. So, how do we get to the next step of changing the language and do we do we do a intervening passage of the partially revised dress code policy?

Mr. Oberg said that he would like to strike the one paragraph and add the other paragraph. The Board should see that proposed language at the next meeting for first read, then final read and approval at the last meeting in August.

Mr. Koleszar said that in the drafting of the other language, we encourage students to deal with controversial issues and to express themselves, he wants to be careful that language does not discourage students in dealing with controversial issues. Sometimes there are unintentional consequences.

Mr. Oberg asked if the working group included students, and if not, could students be included in future discussions.

Mr. Alcaro said that it is a good idea to include students in the conversation.

Mr. Paige asked if the group who created the original policy was disbanded. He then asked if the policy could include tracking of incidents with the students and if there was a change in attitude.

Mr. Paige asked if there was also a way for the policy to address the notion that some students may be afraid to let someone know that there is an issue.

**Agenda Item No. 8.4. Freshman Seminar Update.**

This item was deferred to the August 2018 business meeting.

**Agenda Item No. 8.5. Break.**

There was a break from 9:31 p.m. until 9:44 p.m.

**Agenda Item No. 8.6. Boys and Girls Club Proposal to Build an After School Center on the AHS Campus.**

At the May 24th meeting, the School Board received preliminary information about the Boys and Girls Club interest in constructing a facility on the Albemarle High School Campus. The facility would provide after school and summer programming for children and teens ages 6 – 18. The proposed site would displace the driving range, so at the June 14th meeting the Board received a preliminary program evaluation on the Driver's Ed Program. In response to the discussion at the last meeting, further information will be provided including additional information about Site Option C behind Jouett Middle School.

Mr. Koleszar offered a **motion** to direct the Superintendent to develop a process and RFP for groups to provide after school services. Mr. Buyaki **seconded** the motion. Dr. Acuff asked for discussion. Mr. Oberg said that he thinks that this is a huge opportunity for Albemarle County Public Schools. He would like to see this work. Mr. Koleszar agreed with Mr. Oberg and he would like to make sure a proper procurement procedure is followed. Mr. Alcaro said that he is in favor of following a process. Dr. Acuff said that there is a strong sentiment of favorability for the work of the Boys and Girls Club. As a public entity we have to follow the appropriate procedures. **The motion passed.**

**Agenda Item No. 8.7. Baker-Butler Elementary Building Capacity Update.**

This item was deferred to the August 2018 business meeting.

**Agenda Item No. 8.8. FY2018/19 K-2 Technology Project**

Mr. Socol provided for the Board's consideration information on the FY2018/19 K-2 Technology Project. The ACPS departments of Student Learning and Learning Engineering, Access, and Design have collaborated on a design effort with learning space modernization. Beginning with kindergarten in fiscal year 2018-2019, as the Division's K-2 classrooms are refurbished to maximize student choice and learner agency, new age-appropriate technologies will be introduced to support Universal Design for Learning and increase student voice. A combined professional learning program is underway to support these changes in a fully integrated manner.

ACPS has never had a Division level funding stream for K-2 technology, and what technology is currently in these classrooms is typically older and less reliable, or was funded by PTOs in a manner which challenges our mission of equity and opportunity. This plan would put 10 touchscreen tablets, with teacher management, a full warranty, and a highly protective case, into every K-2 classroom – along with 5 laptop

computers – beginning with kindergarten this year. The full cost of this program, annually, is approximately \$300,000 to \$320,000, with a first year cost of \$320,000. This sum will supply these devices to the classrooms with a 3-year warranty, and will replace them on a 3-year cycle. This will form the basis of a new budget initiative for FY 2019/20 to obtain recurring funding to bring equitable and systemic equipment to all classrooms in the division, including the K-2 levels.

For this first year, LEAD has pulled \$100,000 from other operations to support this, a cost we can absorb on a one-time basis. LEAD is requesting the Board approve a transfer of up to \$220,000 from fund balance to kick start this initiative to bring such equipment into our K-2 classrooms.

Mr. Alcaro asked how many computers were being talked about. He said that there was a grant for \$750,000 a year that was applied against new computers being purchased; does it not apply to this purchase?

Mr. Buyaki said that the proposal will need to have more devices purchased for grade 3 because of multi-year classrooms. He is concerned about this being a new budget initiative coming to the Board at the beginning of a new budget year. He is not comfortable with this request, and it should come through the budget process.

There will be a Fund Balance provided to the Board at the next meeting before acting on this request.

Mr. Koleszar asked that the item be on the regular agenda rather than the consent agenda.

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

Mr. Koleszar said that with a new Superintendent, the Board should provide frequent feedback during the first few months of service.

Mr. Koleszar said that it would be helpful to have two meetings in December with one day as professional development for the Board and more time directed to providing feedback to the Superintendent.

Mr. Koleszar also complimented Dr. Acuff on explaining to those in attendance that this was a meeting in public and not a public meeting.

Mr. Alcaro said that he would not be in attendance at the next two meetings. Mr. Oberg said that he will not be at the first August meeting. Dr. Acuff asked that Board members let Ms. Johnston know if they would not be in attendance at the first August meeting.

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

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

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

At 10:07 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