

A Business Meeting of the Albemarle County School Board was held on November 8, 2018 at 6:30 p.m., Lane Auditorium, Albemarle County Office Building, 401 McIntire Road, Charlottesville, Virginia 22902.

**PRESENT:** Dr. Kate Acuff; Ms. Katrina Callsen (arrived at 5:33 p.m.); Mr. Stephen Koleszar Mr. David Oberg (arrived at 5:47 p.m.); Mr. Graham Paige; Mr. Jonno Alcaro; and Mr. Jason Buyaki (arrived at 5:39 p.m.).

**ABSENT:** None.

**STAFF PRESENT:** Dr. Matthew Haas, Superintendent; Ms. Debbie Collins, Assistant Superintendent; Dr. Bernard Hairston, Assistant Superintendent; Dr. Clare Keiser, Assistant Superintendent; Mr. Ross Holden, School Board Counsel; Ms. Lorna Gerome, Director of Human Resources; Mr. Brodie Downs, Assistant Director of Human Resources; Mr. Jackson Zimmermann, School Finance Officer; Ms. Rosalyn Schmitt, Chief Operating Officer; and Ms. Jennifer Johnston, Clerk to the School Board.

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

At 5:31 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 3 for discussion and consideration of the acquisition of real property for a public purpose; subsection 7 for consultation with legal counsel regarding litigation against the School Board; and subsection 8 for consultation with legal counsel regarding specific legal matters requiring legal advice by such counsel. Mr. Paige **seconded** the motion, **and the motion passed with Ms. Callsen, Mr. Buyaki and Mr. Oberg 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. Koleszar, Dr. Acuff, Mr. Buyaki, Mr. Alcaro, Mr. Paige, Mr. Oberg, and Ms. Callsen.

**NAYS:** None.

**Motion carried by a 7:0 vote.**

**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. Koleszar **seconded** the motion, **and the motion passed.**

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

- 3.1 Approval of Consent Agenda
- 3.2 Minutes
- 3.3 Personnel Action – Athletic Coaches
- 3.4 Personnel Action
- 3.5 WAHS Softball Restrooms and ADA Improvements

- 3.6 Western Albemarle High School Cell Tower Contract
- 3.7 For Information: Policy Reviews and Revisions

Mr. Oberg asked to pull item 3.6.

Ms. Callsen said that she is not comfortable with the professional development policy and feels that it could be stronger.

Mr. Koleszar offered a **motion** to approve the consent agenda minus item 3.6, Western Albemarle High School Cell Tower Contract. Mr. Paige **seconded** the motion, **and the motion passed.**

#### **Agenda Item No. 4.0. Items Pulled from the Consent Agenda.**

**Western Albemarle Cell Tower:** Mr. Oberg said that he has concerns about this contract. First, he does not feel comfortable doing business with Milestone Communications. He will not vote to do business with them. His second concern is that the represents this community, and his impression is that the community is not in favor of this project. We should take their concerns into consideration. There are other locations that will fill the need.

Mr. Buyaki said that he voted against putting a cell tower on Stony Point Elementary School and will vote against a cell tower being put on Western Albemarle High School.

Mr. Koleszar asked if there was another partner other than Milestone which may provide the same or better service. Ms. Schmitt said that she is not sure if there are other partners but more research could be done.

Dr. Acuff said that the evidence presented when a cell tower was erected at Albemarle High School was that there was not a health risk.

Mr. Koleszar offered a **motion** to approve the Western Albemarle High School Cell Tower Contract. Mr. Alcaro **seconded** the motion. Dr. Acuff asked for discussion. Ms. Callsen said that a presentation on how cell towers work would have been helpful. She has a few reservations about the project. **Roll was called, and the motion passed by the following recorded votes:**

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

**NAYS:** Mr. Buyaki and Mr. Oberg.

**Motion carried by a 5:2 vote.**

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

Mr. Alcaro said that this evening, we are recognizing a program, *Building Bridges Through Bread*, and program participants that truly are one of a kind. Now in its second year, *Building Bridges Through Bread* is fully funded by grants from three foundations—NoVo, Education First and Rockefeller Philanthropy Advisors. Funding this year increased from \$5,000 to \$22,000. The program was conceived by Renata Germino who serves in our ESOL Office as a support specialist for newcomers. These are students who often are not only new to Albemarle County but new to the United States. Grant are awarded to innovative programming that advances social and emotional learning, especially among our most vulnerable students. About 1,000 school divisions across our nation applied for funding and only about three percent were approved. Renata's application on our behalf was the only one approved for Virginia. As the highly popular *Food Network* has taught us, programs that feature interesting cuisines draw a big audience and that's the operating principle Renata incorporated into her work. Each month, a student and parents who are newcomers host a culture and cooking presentation. They talk about family and national traditions, sometimes featuring native dress and music. The highlight of the evening is when all participants join to prepare, cook and enjoy a favorite meal that represents their home country. There may be different languages spoken when the evening begins but Renata is going to explain to us how everyone winds up speaking the same language at the end of the evening. He then thanked Renata for being with the Board

tonight and more important, thank you the support you are providing in making *All Means All* such a wonderful reality.

Mr. Alcaro asked how many schools are involved in this project.

Dr. Acuff asked about the length of the grant.

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

Dr. Haas noted that he, Ms. Collins, and Mr. Jay Thomas visited the Early College Program in Greene County Public Schools. They also had a chance to discuss Greene County Schools' use of the anonymous reporting app, Stop It. It's an app that reports any kind of incident such as bullying, etc. The visit was informative.

Dr. Haas said that on November 28 at 9:30 a.m. at Louisa County High School they will be presenting their CTE program and Workforce Development Plan. He said that it would be good to have a couple of Board members attend. Dr. Haas will send an email to the Board.

Ms. Collins shared an email that she received about Freshman seminar. Two ninth graders sought out advice of from their Freshman Seminar teacher on a social issue that occurred.

Dr. Keiser shared last Friday was the Making Connections professional development day. We had 20 outside speakers who came and helped teachers learn on wide range of subjects. We will use feedback from the day for future planning.

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

**Agenda Item No. 6.2. Board Member Reports.**

Mr. Alcaro said that he attended Making Connections and went to Joe Williams' session on micro-aggressions. The session was very worth-while.

**Agenda Item No. 7.1. Proposed Clean Energy Resolution.**

Dr. Acuff said that in September, Emily Little, a parent of Meriwether Lewis students, gave public comment and presented to the School Board a proposed Resolution for Clean Energy along with a petition. The Board was asked to approve the following resolution:

**PROPOSED CLEAN ENERGY RESOLUTION  
FOR ALBEMARLE COUNTY PUBLIC SCHOOLS  
SEPTEMBER 18, 2018**

WHEREAS, Albemarle County Public Schools are committed to personal and academic excellence and preparing all current and future students to be engaged citizens who make contributions to the well-being of their community, including the natural environment; and

WHEREAS, there is scientific consensus regarding the reality of climate change and the recognition that human activity, especially the combustion of fossil fuels that create greenhouse gases, is an important driver of climate change; and

WHEREAS, climate change has been widely recognized by government, business, academic, and other community leaders as a worldwide threat that is harming our economy, safety, public health and quality of life now and in the future; and

WHEREAS, children represent a particularly vulnerable group because greenhouse gases emitted into the atmosphere will continue to accumulate over the coming decades and will profoundly impact our current students throughout their lives, as well as the lives of future generations; and

WHEREAS, actions that reduce climate pollution and increase energy efficiencies will also lead to a cleaner environment, a better quality of life for both students and community members, energy security, local job security, and increased financial security; and

WHEREAS, through buildings, transportation, practices, and partnerships, Albemarle County Public Schools strives for energy-efficiency, sustainability, and eco-friendliness; and

WHEREAS, renewable power installations, energy conservation initiatives and fuel-efficient transportation provide an educational opportunity for students and employees for everyday teaching and learning.

WHEREAS, Albemarle County Public Schools has been deliberate and proactive in taking actions directly related to climate protection, including:

- In 2012, installation of a 42-kilowatt photovoltaic system at Henley Middle School
- In 2014, installation of solar powered tables/plugs to charge devices at Western Albemarle High School
- In 2015, executed the first Power Purchase Agreement in Commonwealth of Virginia. The 1.1-megawatt system included the installation of more than 3,000 solar panels on six schools and
- In 2017,

Mr. Koleszar offered a **motion** to adopt the resolution. Mr. Alcaro **seconded** the motion. Dr. Acuff asked for discussion. Mr. Jason Buyaki said he wanted to offer an alternate resolution. The alternate resolution read as follows:

WHEREAS, Albemarle County Public Schools are committed to personal and academic excellence and preparing all current and future students to be engaged citizens who make contributions to the well-being of their community, and

WHEREAS, through buildings, transportation practices and partnerships Albemarle County Public Schools strive for energy efficient operations and practices of good stewardships with a natural environment, and

WHEREAS, renewable power installations energy conservation initiatives and efficient transportation to provide an educational opportunity for students and employees and

WHEREAS, Albemarle County Public Schools is a steward of our natural environment have taken action towards energy efficiency including

- In 2010, installation of GPS devices on school division buses and GPS management software to save millions of miles traveled on county roadways;
- In 2012, installation of a 42-kilowatt photovoltaic system at Henley Middle School;
- In 2014, installation of solar powered tables/ plugs to charge devices at Western Albemarle H.S.;
- In 2015, executed the first Power Purchase Agreement in the Commonwealth of Virginia with a 1.1-megawatt system containing 3,000 solar panels on six schools and

- In 2017 recognition by the U.S. Department of Education with a green ribbon school award for its commitment to renewable energy particularly through the expansion of solar power at school and
- In 2018 the implementation of a 7.5 million guaranteed energy saving performance contract to provide energy proficiency and infrastructure upgrades to 22 schools and is expected to save more than 8.7 million tax payer dollars over the twelve (12) term and

WHEREAS, Albemarle County Public Schools are committed to leveraging all available resources responsibly as a good steward of the environment and tax payer dollars now

**THEREFORE, BE IT RESOLVED** that Albemarle County Public Schools commits to continued efforts to reduce the energy use of its buildings and operations through conservations and efficiency upgrades as well as continued efforts and energy efficient transportation for its students.

Mr. Buyaki offered a **motion** to amend the motion to reflect the language he presented.

Dr. Acuff said that she likes the language proposed by Mr. Buyaki.

Ms. Callsen said that the resolution is lengthy. She said that if the original resolution was changed then it would go away from what the Board of Supervisors approved.

Mr. Paige said that in looking at old science textbooks there is discussion about climate change. We do a disservice to students if we take out the mention of climate change.

**Having no second to the amendment, the amendment failed.**

Dr. Acuff then asked if there was any discussion on the original motion. Having no discussion, **roll was called on the original motion which passed by the following recorded votes:**

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

**NAYS:** Mr. Buyaki.

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

**Agenda Item No. 7.2. Superintendent's 100 Day Report.**

Dr. Haas presented for the Board's consideration his 100-day report. On October 8, 2018, Dr. Haas completed his 100th day (including weekends) as Superintendent of Albemarle County Public Schools. During that time, according to his entry plan, he has conducted a listening tour 16 different sessions attended by over 400 students, staff, parents, and community members, has been out visiting schools on a regular basis, has had regular communications with Board members, senior staff, and principals, and has conducted a survey - based on the themes captured through his listening sessions and observations - that was completed by just under 1,500 respondents.

As promised, Dr. Haas, has produced a 100-day report for the Board – framed by the five strategic objectives of Horizon 2020 – encapsulating what he has heard, observed, and affirmed with the survey, and providing his take on the state of the division and what he sees as his guiding parameters and expectations for his four-year contract.

The 100-day report draft is complete. Dr. Haas is going to review it with the Cabinet on November 6th and share it with the Leadership Team (School Principals, Department Heads, and Central Staff) on November 8th, and read it for the public record with the School Board on the evening of November 8th.

According to stakeholders, there is much to celebrate and appreciate about Albemarle County Public Schools. This will be highlighted in the report. Also, according to stakeholders, we have serious work to do to ensure that our school system is one that supports success for all students. This observation will also be reported along with Dr. Haas's thoughts on next steps to do the right work while also doing the right thing for our students, staff, and families.

### **Agenda Item No. 7.3. Anti-Racism Policy Update.**

Dr. Hairston and Ms. Kimberlee Dickerson provided for the Board's consideration an update on the anti-racism policy. The Office of Community Engagement has designated a group of students from three high schools to assist in drafting an anti-racism policy. Most of these students attended the division's 2018 summer leadership academy, where they were trained in cultural competency.

The group has come together for a series of half-day workshops since August to define problems, review division data, discuss and analyze research, and consult with division leaders, parent council, policy experts, and other ACPS staff.

The students presented their updated draft for feedback in preparation to submit the policy as information in December. Board members are asked to review the policy, prepare specific questions and or comments of affirmation to guide the students toward finalizing their end product.

Mr. Paige asked if other employees such as secretaries and bus drivers be required to take training. Dr. Acuff asked if the training is required or just offered. Mr. Koleszar asked if the training was being provided currently.

Mr. Paige asked if all courses could be offered to all students at some point during the year whether in the summer, virtually, etc.

Mr. Paige asked if all teachers be required to have CRT training.

Mr. Oberg said that School Board members should be trained the same as staff.

Mr. Paige said that the policy for CRT training should be mandated.

Mr. Paige said that the Board should receive the report more frequently than annually. Mr. Oberg said that he agrees that the report should be provided more frequently. He also said that the policy needs to be clear that when the report is given to the Board, it will be provided to the public.

Mr. Oberg said that the policy should state why it is needed.

Ms. Callsen said that she looked at the racial equity kit. She said that it would be good to clear up the difference between CRT training and the training provided to all employees. She would also like to see more accountability in the policy.

Ms. Callsen said that she would like to see more restorative justice mentioned in the policy.

Ms. Callsen asked about the suspension language and the meaning of the language. She encouraged the group to look at the STEP Program at Jack Jouett and Burley Middle Schools.

Mr. Buyaki said that there needs to be commonality in the data collected at schools and reported to the Board.

Mr. Koleszar complimented the committee on their work. He likes the language about tracking as a form of racism. He said that it should state that this has to be fixed not how we are going to fix it.

Ms. Callsen said that committee did an amazing job. She shared an area that stood out to her in regards to students making the final choice in the offerings they decide to take.

Mr. Buyaki said that Ms. Callsen's point about parents and students making the final choice be included in other policies.

Mr. Alcaro agreed that we need to own this policy. He thinks it is great that the committee wants to start this in the elementary schools. Community members can have different meanings. He would like to have this work get to the those people who don't have kids in school. He also asked about the student equity committee and how the policy will be communicated.

Mr. Alcaro also asked if the committee made recommendations for changes to other policies through the equity checklist.

Mr. Paige and Mr. Oberg thanked the committee for their work.

Ms. Callsen said that this policy is not replacing the dress code policy.

Dr. Acuff agreed that there should be an overarching statement of then intent of the policy.

Dr. Acuff asked what in the survey surprised them or didn't surprise them. Did the response rate surprise you? Did you adjust the survey as drafts were written?

**Agenda Item No. 7.4. Break.**

There was a break from 8:51 p.m. until 9:01 p.m.

**Agenda Item No. 7.5. Department of Human Resources Annual Report.**

Dr. Keiser, Ms. Gerome, and Mr. Downs provided for the Board's consideration the Department of Human Resources Annual Report. Ms. Gerome as Dr. Haas said we focus on our numbers one resource our Human Resources our efforts are to ensure hiring responsive workforce, passionate teacher and recruiting teachers casting a wide net that align with our school division objectives. Developing our employee through professional development. We focus on partnering with our departments that there is a positive work environment for our employees.

Mr. Koleszar asked if Dr. Keiser's former position of Assistant Director of Educator Quality been filled. He said that Dr. Keiser did great work in that position and does not want to lose the momentum that has been made.

Mr. Alcaro said that he was doubtful about the Assistant Principal interns, but he is pleased with how well it is working.

Dr. Acuff asked how we were doing in hiring minorities for the principal and assistant principal positions.

Mr. Paige asked if the report will contain a breakdown of minority teachers by school.

Ms. Callsen asked how Human Resources is going to hire more minority teachers.

Mr. Paige asked which subject areas are we having problems hiring teachers.

Dr. Acuff said that she would like to see the positions that have a high turnover rate.

Mr. Koleszar asked if the merit increase is applied to substitute pay rate.

**Agenda Item No. 7.6. First Quarter Financial Report – July – September 2018.**

Mr. Zimmermann provided for the Board's consideration the first quarter financial report for July 2018 through September 2018. The July 2018, August 2018, and September 2018 Year-To-Date Financial Reports, Operating Expense Reports, and Self-Sustaining Funds Reports are presented for the Board's consideration.

Revenues: March 31 Average Daily Membership (ADM), upon which state revenues are based, was projected to be 13,578. However, September 30 enrollment numbers are slightly lower than original projections by 64 students. State revenues are currently anticipated to decrease by approximately \$142K due to a slightly lower than projected enrollment (although overall enrollment is greater than last school year). Local and federal revenues are anticipated to meet budget.

Expenses: Expenses are anticipated to meet budget. September is very early in the operation of the division with trends yet to be established. Further months of operations will provide better indications for future expenditure projections. Salary trends appear normal for this timeframe of the fiscal year. Special revenue balances should be available for the next quarter.

Balance of Expenses over Revenues: September expenses exceed revenues by nearly \$26M. State revenues collected totaled slightly more than \$8.5 million.

Available Fund Balance: Currently the audit has yet to be complete, however preliminary available fund balance information is provided. It is very similar to projections presented in August.

The Board received this report for information.

**Agenda Item No. 7.7. FY 2019/20 Budget Input.**

Mr. Zimmermann said that on Monday, November 5th a 5-year financial plan was presented. This plan is based upon highly preliminary estimates that will be substantially refined through our budget process. However, the presentation does provide an initial snapshot of the challenges facing the division for the coming budget cycle. Projections for future enrollment have been completed, data collections for budgetary needs are underway. The Board was asked to provide input to the Superintendent for development of the FY2019/20 budget.

Dr. Acuff noted that the increase in teacher growth is because we have to have more teachers because of growth in our schools.

**Agenda Item No. 8.1. Public Comment.**

Mr. Matthew Christensen lives in the Rio Magisterial District. He attended the trial of those arrested on August 30, 2018. He said that the Board needs to take responsibility for what they do and what they don't do.

Ms. Tanesha Hudson- lives in the Rio Magisterial District. She thanked Dr. Haas for being open to talking to constituents. She said that the Board needs to look at statistics and data on IEPs because students are not getting the services that they are supposed to be getting yet the Division receives money. She said that the anti-racism policy needs to go out to all parents and students for signature. She said that staff needs to look further for black teachers.

Ms. Ana Mallow is a resident of the Rio Magisterial District. She said that if don't pay teachers well, you are not going to retain teachers.

Ms. Aubrey Israel Hampton is a parent. She thanked the students that worked on the anti-racism policy. A few things stood out to me, what will happen to the child that is harmed by a racist incident will be cared for?



There is a need for restorative justice. How will the reporting system be made public? Is it available at every school? The Board is going to oversee discipline, what training is the Board going to receive?

Ms. Star Peterson thanked the students for the hard work on the policy. There is a desire to stop racism then the Board should ban racist imagery. Racism is a serious problem in Albemarle County Schools.

Mr. Ken Horne lives in the Jack Jouett Magisterial District. He thanked the students for their hard work on the anti-racism policy, but the School Board needs to ban racist imagery. He feels that the Board's behavior on August 30<sup>th</sup> is racist and it should not be allowed to continue. He said that the Board needs to ban hate imagery.

Ms. Megan Bloom is a resident of the City of Charlottesville. She seconded all the good that went into the anti-racism policy. We need to engage the community in its development. She said that the Division needs to compensate teachers and ban racism.

Ms. Lara Harrison is a parent. It has been suggested that public comment be added at the beginning and at the end of the meeting to accommodate everyone. She has questions about the survey and whether it is going out in other languages and whether response demographics are being collected to make sure the responses are from a diverse population. She said that the CRT training should be mandatory.

Mr. Don Gathers lives in the City of Charlottesville. When you know better, we should do better. You can't throw around terms like inclusion, equity and not make advancement towards this with the minority student body. He said that the Board should ban the racist imagery.

Mr. Walt Heinecke lives in the City of Charlottesville. He said that the Board needs to take the high road and do the right thing by banning racist imagery.

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

Mr. Koleszar said that he will be hosting a Town Hall meeting on December 5, 2018 at Monticello High School. It will be an open discussion. More information will be sent out through the Communications Office.

Ms. Callsen said that it would be helpful to have a timeline for bringing back the dress code back to the Board for discussion.

Ms. Callsen said that she thinks there is some merit to having public comment at the beginning and at the end of our meetings. Mr. Oberg said that he agrees that we could try public comment at the beginning of the meeting with a limited amount of time dedicated to it. Dr. Acuff said that she will take it under advisement.

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

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

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

At 10:13 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