

A Work Session of the Albemarle County School Board was held on September 28, 2017 at 6:30 p.m., Albemarle County Office Building, Room 241, Charlottesville, Virginia 22901.

**PRESENT:** Dr. Kate Acuff; Mr. Dave Oberg; Mr. Graham Paige; Mr. Stephen Koleszar; Mr. Jonno Alcaro; and Mrs. Pamela Moynihan.

**ABSENT:** Mr. Jason Buyaki.

**STAFF PRESENT:** Dr. Pamela Moran, Superintendent; Dr. Matt Haas, Deputy Superintendent; Mr. Dean Tistadt, Chief Operating Officer; Ms. Debora Collins, Executive Director of K-12 Education; Mr. Jackson Zimmermann, Executive Director of Fiscal Services; Mr. Jim Asher, Principal of Burley Middle School; Mr. Josh Walton, Principal of Walton Middle School; Ms. Cyndi Wells, Lead Coach for ESOL and World Languages; Ms. Lisa Jones, Principal of Cale Elementary School; Ms. Lorna Gerome, Director of Human Resources; Ms. Amanda Farley, Senior Assistant County Attorney; and Mrs. Jennifer Johnston, Clerk of the School Board.

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

At 6:00 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 promotion of member of executive staff. Mr. Oberg **seconded** the motion, **and the motion passed.**

**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. Koleszar **seconded** the motion. **Roll was called, and the motion passed by the following recorded vote:**

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

**NAYS:** None.

**ABSENT:** Mr. Buyaki.

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

Mr. Koleszar offered a **motion** to approve the agenda. Mr. Oberg **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 – Athletic Coaches
- 3.3 Personnel Action
- 3.4 For Information: Policy Reviews and Revisions
- 3.5 Transfer of Title of Vehicles to CATEC

Mr. Koleszar offered a **motion** to approve the consent agenda. Mr. Paige **seconded** the motion. Mr. Koleszar said that in Policy JED, he is not sure the language is clear enough about dismissal of students for such things as internships. **The motion passed.**

**Agenda Item No. 4.1. Items Pulled from the Consent Agenda.**

**Agenda Item No. 5.1. Announcements.**

Mr. Paige read the following resolution:

**WHEREAS**, on May 14, 1986, a letter was sent by the Director of Personnel for the School Division to Cathy Martin, offering Ms. Martin a position as the office associate for Yancey Elementary School, and,

**WHEREAS**, for more than 31 years, anyone calling the school was greeted by a warm, personal, polite voice, which said, more than 100,000 times over that time period, “Thank You for calling Yancey Elementary School, this is Cathy Martin,” and,

**WHEREAS**, Cathy Martin served six different principals during her career at Yancey, and,

**WHEREAS**, Cathy Martin made “All Means All” a personal code of conduct, making it possible for every student to begin their learning day with a wonderful sense of joy and confidence, and,

**WHEREAS**, the greatness of an organization is determined by its faithfulness to its values, which for Albemarle County Public Schools are young people, excellence, respect and community, and,

**WHEREAS**, Cathy Martin brought these values to life every day at Yancey, as someone who cared deeply about the mission of public education and who so enthusiastically brought the gifts of friendship and support to thousands of parents, students and staff,

**NOW THEREFORE BE IT RESOLVED**, that the Albemarle County School Board congratulates Cathy Martin on the extraordinary contributions she has made to our school division and to her school community over three decades, and says with gratitude, “*Thank You, Cathy Martin for calling Yancey Elementary School your home for so many years and for making it always a welcoming home for so many others.*”

Signed this 28th day of September, 2017.

Dr. Haas introduced new administrative hires in the audience: Rick Vrhovac as principal of Monticello High School, Latisha Wilson as assistant principal of Greer Elementary, and Kristine Peterson, administrative intern at Greer Elementary.

**Agenda Item No. 6.1. School Board/Superintendent Business.**

Dr. Moran shared a video with the Board showing students from Red Hill and Scottsville Elementary Schools and the transition of students from Yancey Elementary.

Dr. Moran announced that she will be retiring as Superintendent of Albemarle County Public Schools as of June 30, 2018. Board members then shared a few thoughts about Dr. Moran.

Mr. Oberg offered a **motion** to approve the following resolution:

**RESOLUTION  
APPOINTING THE SUPERINTENDENT**

**BE IT RESOLVED** by the School Board of Albemarle County, Virginia (the “Board”), that Matthew S. Haas (“Haas”) is hereby appointed the Superintendent for the Albemarle County Public School division pursuant to Virginia Code § 22.1-60, and this appointment shall be effective on and after July 1, 2018; and

**BE IT FURTHER RESOLVED** that Haas shall serve as Superintendent subject to the terms of employment set forth in the Superintendent’s Contract; and

**BE IT FURTHER RESOLVED** that Haas shall have the statutory powers and duties set forth in the *Code of Virginia* (1950), as amended, and any other powers and duties delegated or imposed by a standing or duly adopted policy, motion, resolution, or other action of the Board; and the power and duty to develop and recommend personnel and other policies and revisions to the Board; and

**BE IT FURTHER RESOLVED** that the Board hereby approves the Superintendent’s Contract between the Board and Haas and authorizes the Chair to execute the Agreement on behalf of the Board once it has been approved as to form by School Board Attorney.

Mr. Koleszar **seconded** the motion. **Roll was called, and the motion passed by the following recorded vote:**

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

**NAYS:** None.

**ABSENT:** Mr. Buyaki.

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

**Agenda Item No. 7.1. World Language.**

Ms. Collins, Ms. Wells, Ms. Jones, Mr. Walton and Mr. Asher said that in 2012, ACPS recommitted to a World Language program at the elementary level. In addition to beginning the development of the division’s world language programming at Cale Elementary School (both FLES and Immersion), an expansion timeline was developed to include more elementary schools and the continuation of dual language development through middle school. This work session will provide an update regarding the development of elementary world language in ACPS as well as the next steps as Cale’s first class of FLES/Immersion students matriculate to the middle school in 2018-19.

Mr. Oberg asked what the next steps are since students are leaving elementary school performing at a Spanish I level.

Dr. Acuff asked for the difference between immersion and FLES.

Mr. Koleszar asked if the students in FLES are getting some of the benefits of being in a school where immersion is happening.

Mr. Oberg said that he would like to see an expansion beyond AP Spanish or AP French, so students can continue using the language.

Mr. Koleszar believes that the earlier you learn the language the less likely you are to forget it.

Mr. Paige if there are plans to expand the program to any other elementary schools.

Mr. Alcaro asked if the division has had trouble finding bilingual teachers at Cale.

Dr. Acuff asked if it would be better to expand more broadly in Spanish rather than allowing multiple languages across the division.

Mr. Alcaro asked if there were plans to do immersion at Woodbrook and Meriwether Lewis Elementary Schools with their language programs.

**Agenda Item No. 7.2. Break.**

There was a break from 8:05 p.m. until 8:15 p.m.

**Agenda Item No. 7.3. Strategic Priority Recommendation for 2017 – 2019.**

Dr. Haas provided an overview of the proposed Strategic Priorities for 2017-2019. Every important journey begins with a destination in mind, and starts with a clear view of the horizon ahead. The Horizon 2020 strategic plan for Albemarle County Public Schools (ACPS) is designed to unleash each student's potential and equip them for success both now and in the future. To do this, we aim to foster deep learning experiences that develop essential competencies like communication, collaboration, creativity, critical thinking and problem solving. We seek to inspire the natural curiosity of our students, not through compliance and testing, but by cultivating engaging learning environments, hands-on learning experiences, and real-world learning opportunities. These are important to our larger community and us.

As we reflect on our strategic direction, we imagine what the world will be like when our entering kindergarten students graduate and what skills they will need to thrive in the future. For Albemarle County Public Schools, our destination is a place where every graduate leaves our schools prepared for a lifetime of learning in a rapidly changing world. Successful navigation of the route requires unity of purpose among those making the journey and dedication to following an established plan. The Albemarle County Public Schools Strategic Plan guides us toward the horizon.

At its August 24 meeting, the school board provided feedback on emerging themes that should be used in the development of our new priorities. Based upon that feedback, staff proposed a draft priority for 2017-2019 biennium at the September 14 meeting. The board provided feedback, and staff is proposing the attached priorities for the 2017 - 2019 biennium.

Funding for 2017-2019 priorities has already been either directed in the 2017-18 budget, will be redirected from available funds, or will need to be identified as part of the 2018-2019 funding proposal.

Mr. Koleszar said that he would like to see the word "all" emphasized in some manner. He also expressed that the third sentence could be stronger, and he preferred the word engaged rather than developed. He also noted that there was not mention of high expectations in the information on High School 2022.

Mr. Oberg said that he likes the priorities broken out into three priorities rather than one.

Dr. Acuff asked if Dr. Haas could explain how these priorities are implemented at the school level.

Mr. Koleszar offered a motion to approve the Strategic Priorities for 2017-2019. Mr. Oberg seconded the motion, and the motion passed with Mr. Buyaki absent.

**Agenda Item No. 7.4. FY 2018/2019 Budget Update.**

Mr. Zimmermann presented for the Board's consideration information on initiatives adopted for FY2017/18, continuing initiatives that may impact FY2018/19, and potential new items that may impact FY2018/19 and beyond.

Mr. Alcaro asked about changes to the Comprehensive Services Act.

Ms. Gerome presented for the Board's consideration information on the teacher compensation review and costs associated with changes to teacher compensation.

Mr. Koleszar said that he is uncomfortable with a fluid market that changes from year to year. He would feel more comfortable if the Board chose an average over the last couple of years and use it for the next five years. He also asked if the compensation strategy is changed, would WorldatWork data still be obtained for comparison.

Mrs. Moynihan expressed concern about the proposed new market is not taking into account the difference in the cost of living in the different areas.

Mr. Koleszar said that one thing he feels has caused confusion in our current market is that the shape of the scale changes each year. He feels making a straight line will make the transparency easier. Having a set market will give us stability.

Mrs. Moynihan said that the division is doing well except at the upper levels of the pay scale. She does not see a reason for changing the entire scale.

Mr. Koleszar said that the fact that the division is having rich application pools while others are not, it is a test that we have a competitive pay scale.

Mr. Paige asked if the stipends would be reinstated.

Mr. Koleszar said that he would prefer the same dollar increase versus the same percentage increase. He would provide more increases at the lower end of the scale than the higher end of the scale because those at the higher end of the scale are more settled.

Mrs. Moynihan said we should look at our community's ability to pay for these increases.

Mr. Oberg said that if we adopt a market then we are making a commitment that we are going to meet the expectations of the market. He is not ready to support the proposed new compensation strategy.

The teacher compensation discussion will come back to the Board for further discussion.

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

Mr. Julian Waters said that many parents are concerned that elementary language programs are not offered in more schools. He suggested that the division might partner with UVA for some support. He also suggested that having a bilingual preschool educator may help prepare students for immersion programs in elementary school. Finally, he spoke about teacher compensation and whether or not providing a significant increase in salary may allow for long-term employment of teachers.

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

Mr. Koleszar said that in the budget process he would like to look at eliminating fees for courses.

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

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

**Agenda Item No 12.1. Adjournment**

At 9:51 p.m., Dr. Acuff, hearing no objections, adjourned the meeting of the Albemarle County School Board.

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Chairman

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Clerk