

A Business Meeting of the Albemarle County School Board was held on August 10, 2017 at 6:30 p.m., Lane Auditorium, Albemarle County Office Building, 401 McIntire Road, Charlottesville, Virginia 22902.

**PRESENT:** Mr. Jonno Alcaro (attended remotely via telephone located at 4881 Parsons Green Lane, Charlottesville, VA); Mr. Stephen Koleszar; Mr. Graham Paige; Mrs. Pamela Moynihan; Dr. Kate Acuff; Mr. David Oberg; and Mr. Jason Buyaki.

**ABSENT:** None.

**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; Ms. Lindsay Snoddy, Assistant Director of Environmental Management; Ms. Lorna Gerome, Director of Human Resources; 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.**

At 5:30 p.m., Dr. Acuff called the meeting of the Albemarle County School Board to order.

Dr. Acuff noted that Mr. Alcaro was not in attendance at the meeting due to a medical reason, and had requested to participate via phone. Mr. Koleszar offered a **motion** to allow Mr. Alcaro to participate in the Board meeting via telephone. Mr. Paige **seconded** the motion, **and the motion passed.**

Mr. Oberg then 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 employment contract of the superintendent; and subsection 1 to discuss and consider the promotion of a member of executive staff; and subsection 7 to discuss and consider consultation with legal counsel regarding probable litigation from an incident on 25 April 2017, the briefing and consultation of which in open session would adversely affect the Board's negotiating or litigating position to discuss and consider the performance, assignment, and resignation of specific employees. Mr. Koleszar **seconded** the motion, **and the motion passed.**

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

At 6:33 p.m., Mr. Oberg 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 vote:**

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

**NAY:** None.

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

Mr. Oberg offered a **motion** to change the terms of the current employment contract of Superintendent Pamela Moran to address Section 5 ("Benefits"), subsection D regarding the now-expired Voluntary Early Retirement Plan (VERIP) benefits enhancements, to wit, to adopt the calculations that were previously agreed to in Amendment # 6 of Dr. Moran's contract and are detailed as follows: 1) A monthly stipend of 150% the normal VERIP benefit calculation and 2) A medical contribution that would be enhanced by 130% of the prevailing employer contribution. The above benefits would be payable for seven (7) years, beginning upon her retirement. Mr. Koleszar **seconded** the motion, **and the motion passed.**

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

At 6:33 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.**

Mr. Alcaro left the meeting at 6:36 p.m.

**Agenda Item. No. 2.1. Approval of Agenda.**

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

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

- 3.1 Approval of Consent Agenda
- 3.2 Minutes
- 3.3 Religious Exemption
- 3.4 Reallocation of Learning Space Modernization Funds
- 3.5 For Information: Crisis Plan Certification
- 3.6 For Information: Policy Reviews and Revisions
- 3.7 Personnel Action
- 3.8 VSBA Policy Agreement

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

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

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

Mr. Paige said that last month, Albemarle County Public Schools was one of nine school divisions across our nation to receive the U. S. Department of Education's Green Ribbon Schools District Sustainability Award. This is among the most prestigious environmental awards in public education. Among our environmental achievements cited by the federal government were: Our use of building automation systems to monitor and control building operations around the clock, Our use of solar panels and wind turbines, the installation of energy efficient heating and air conditioning equipment and the Increased use of LED lighting, which will be the subject of a presentation later in our meeting. All of these measures help to contribute to as much as \$230,000 per year in energy cost avoidance, and, I know our Board is grateful for the work of our entire Building Services team in making these improvements possible. We also would like to thank our educators and students for the innovative ideas they have brought to our operations, both in classrooms studies and in such projects as the solar panels that are reducing electricity costs at six of our schools. Zadi Electra Hunger Lacy is one of those students. A senior at Monticello High School, Zadi represented our school division at the Green Ribbon award ceremonies in Washington D.C. last month. She also has been a leader in another environmental program that is so new, it was not yet listed among our environmental accomplishments.

He then asked Zadi to join the Board at the podium to share about her learning experience in Washington and about this new environmental program at her high school. Also with Zadi was her science teacher, Chris Stanek.

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

Mr. Koleszar said that he attended the summer school graduation on August 3, 2017. Four students graduated.

Mr. Paige said that he attended the closing ceremony for junior chapter of the National Society of Black Engineers.

Dr. Keiser provided the Board with a hiring update. To date, we have hired 136 teachers of which 18% are minorities.

Dr. Acuff asked if staff had any indicated on why the division was more successful with minority hires.

Mr. Paige asked other than math, what other areas is the division having difficulty hiring.

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

Mr. Julian Waters said that he met with a policy advisor for Department of Education in Washington DC. The higher education act is going to be completely rewritten under the new administration. He encouraged the Board to accept the proposal for the cell phone tower at Western Albemarle High School. In addition, he encouraged the Board to explore a study if higher teacher pay would have an impact on lower student expenditures. Finally, he noted he is looking forward to hearing more on the LED lighting proposal.

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

Dr. Moran noted that the High School 2022 work group will be bringing to closure their work and anticipate a report coming to the Board in the early Fall.

Dr. Acuff noted that staff asked for the Energy Performance Contract to be heard prior to the Support Services update.

**Agenda Item No. 8.1. Summer 2017 Support Services Update.**

Mr. Tistadt provided the Board with a presentation updating the Board on the work completed by the Support Services department in the summer of 2017.

Dr. Acuff asked if a playground would be in place at Woodbrook by the time school starts.

Mr. Buyaki asked if the Woodbrook project was on track at this time.

Mr. Oberg complemented the custodial staff at Henley.

Dr. Acuff asked if the pilot of extended arms on buses was only going to be in certain areas of the County.

**Agenda Item No. 8.2. Energy Performance Contract Finance Update (LED Lighting). (Heard prior to the Summer 2017 Support Services Update.)**

Ms. Snoddy provided for the Board points of consideration regarding the energy performance contract finance update. At the July 13th Board meeting, staff presented an update on the possibility of using an energy performance contract to update LED lighting and water fixtures throughout our school facilities. The County Finance Department, through Davenport & Company LLC, issued a Request for Proposals for financing rates for the proposed project and received 9 proposals on August 1, 2017. The financing options and recommendations will be presented by Davenport. Davenport presented this information to the Board of Supervisors at the August 9th meeting. Davenport will provide financing recommendations based on the RFP responses for the following options:

Option 1A: Tax Exempt financing secured by County

Option 1B: Tax Exempt financing secured by School Board

Option 2A: Taxable Bond through Virginia Resources Authority (VRA) secured by County

Option 2B: Taxable Bond through Virginia Small Business Financing Authority (VSBFA) secured by School Board

Funding options 2A and 2B can take advantage of an interest rate subsidy for energy conservation projects, VirginiaSAVES. The program's direct pay credit subsidy offsets the taxable interest rate to potentially lower the financing term for the proposed projects.

Funding option 2B does not contribute to Local Government's debt capacity.

Mr. Buyaki said that in Fiscal Year 2031 there is a projected energy savings of approximately \$400,000, which is about half of previous years. What is the cause of the difference?

Mr. Oberg asked if sequestration happened, would the division be able to refinance. Could the division negotiate the removal of the 2% penalty if sequestration did happen?

Mr. Koleszar offered a motion to approve the financing and application process with the recommendation of Mr. Oberg. Mr. Paige seconded the motion, and the motion passed with Mr. Alcaro absent.

### **Agenda Item No. 8.3. Western Albemarle High School Cell Tower Proposal.**

Mr. Tistadt noted that the information was provided for the Board's consideration regarding a proposal for a cell tower at Western Albemarle High School. Shenandoah Telecommunications Company (Shentel) has identified a gap in coverage in the community surrounding Western Albemarle High School. In an effort to assist Shentel in achieving this goal, Milestone Communications is proposing to build a 135' monopole on the Western Albemarle High School property. The ground equipment required to operate the pole would be located at the foot of the pole, in a fenced and locked compound of approximately 2,600 square feet. The pole would be constructed near the Stadium, behind the Home bleachers and clear of all student activities.

Milestone Communications would enter into a long-term ground lease with the Albemarle County School Board (10 year initial term with four - 5 year renewals) to lease ground space needed to construct the tower. In exchange, Milestone will share 40% of all of the gross revenues that are generated by leasing space to Shentel and any future carriers on the pole. The annual ground rent from each carrier is \$30,000, with a 3% annual escalation, of which the County's portion will be \$12,000. The pole will be constructed to house up to four carriers. The School Board would also receive a one-time site fee payment of \$25,000 at the time of construction and \$5,000 for the second carrier that co-locates on the pole. Note that one section (10 feet) of the pole is reserved for the School District to use, free of charge, for its own equipment needs.

In addition to the economic benefit provided to the school system and its students, wireless coverage and public safety communications would be greatly enhanced in this area for the students and the nearby community.

The Division would receive rental fees and a portion of the cell tower for its own utilization.

There was no Board discussion on this item. It will be placed on the next consent agenda for approval.

### **Agenda Item No. 8.4. FY19 – FY28 Capital Improvement Program Request.**

Ms. Schmitt provided for the Board points of consideration relating to the FY19 – FY28 Capital Improvement Program Request. The process to prepare Albemarle County's Capital Improvement Program (CIP) is underway. This is the first year, or development year, of the two-year submittal and review process. All project requests are eligible to be submitted for the ten-year period of FY 19 – FY 28 including new requests, unfunded requests previously submitted, and projects funded in the FY 18 Adopted CIP to update and confirm the request.

Project requests from all submitting entities will be reviewed and prioritized by the Technical Review Committee and the Oversight Committee in the fall before a recommendation is made to the Board of Supervisors. In preparation, staff must submit the School Board's CIP requests by August 30th.

The Long Range Planning Advisory Committee (LRPAC) presented their recommendation at the School Board meeting on July 13th. Staff will provide a recap of the recommendation as well as alternatives for consideration. In order to meet the deadlines of the county's review process, the School Board must approve their CIP request for FY18-28 at the August 24th School Board Work Session.

Projects ultimately approved by the Board of Supervisors would be funded by the Capital Improvement Program.

Staff asked the Board to provide direction and guidance to staff regarding the final Capital Improvement Program request that should move forward to the Technical Review Committee.

Dr. Acuff asked about the enrollment at Walton Middle School.

Dr. Acuff asked if the learning space modernization was above and beyond what was approved in the bond referendum.

Mr. Koleszar said that staff needs to look at the need for additional elementary seats in the future.

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

There was a break from 7:58 p.m. until 8:06 p.m.

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

Ms. Gerome provided the Board points of consideration related to the teacher compensation review. Currently, the School Board and Board of Supervisors' Total Compensation strategy consists of a shared an adopted market (26 School Divisions, 27 Local governments and several local employers). The target for classified employee salaries is the median of the market, teachers' salaries are targeted at the top quartile, and benefits for teachers and classified staff are targeted at slightly above the market. The Joint Boards follow a process to establish the annual salary increase, teachers step and scale increases and the classified salary scale adjustment. Last December, the School Board approved an evaluation of our current teacher compensation strategy to ensure alignment with Division objectives.

A formalized team of teachers from various schools and levels worked with Gallagher Consultants and HR staff in reviewing our strategy to include; evaluating our adopted market, researching good system/best practice norms for teacher compensation, collecting teacher, principal and senior leadership feedback. This work included data from more than 1,000 teacher responses to an online survey, information from several teacher focus groups and extensive research comparing teacher salaries and cost of living and labor data from eight school divisions in Virginia.

Staff is currently analyzing data to determine budgetary impact.

Based on the conclusions and additional research and analysis, staff has identified recommended changes in our adopted strategy and process for teachers, as follows:

- 1)Realign target to eight of the top performing school divisions in Virginia (using U.S. Department of Education Data reported on Niche.com)
- 2)Normalize the salary data based on cost of labor. The study concluded that the impact of cost of living differences on pay variances among the school divisions was limited and that best practice is to concentrate on

cost of labor.

3) Provide a consistent increase (to include step and scale) in building the teacher scale.

Additionally, staff is currently analyzing salary data, particularly to address areas where we are behind the market, which includes teachers with a Master's Degree, more senior teachers and compensation for stipends and incentive pay.

Staff request the Board's approval to move forward in determining the budgetary impact of the recommendations.

Mr. Koleszar said that for the sake of consistency he does not want to see the market change every year. He also asked if the step should be a certain amount or a certain percentage.

Dr. Acuff asked if the figures shared with the Board were current or several years ago.

#### **Agenda Item No. 8.7. Legislative Packet.**

Mr. Shea provided for the Board points of consideration relating to the proposed legislative packet for the School Division. Steve Koleszar and Jason Buyaki are the Board's representatives on the Legislative Committee. This draft Legislative Agenda is for the Board's consideration in preparation for the 2018 Virginia General Assembly Session. The draft Legislative Agenda is presented as Information for the Board's consideration regarding issues anticipated to be reviewed by the General Assembly. The Board will receive this item for Action at the August 24 meeting. The Board will share its legislative priorities with state legislators during the Board's annual Legislative Luncheon September 12. Staff asked the Board to provide direction on the proposed packet.

Dr. Acuff feels that the language needs to be stronger in the entire packet.

Mr. Koleszar feels that the number one priority should be adequate funding for education.

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

Mr. Koleszar asked about driving simulators. He would be open to a budget initiative to provide the simulation experience again to students.

Mr. Alcaro rejoined the meeting at 8:49 p.m.

#### **Agenda Item No. 10.1. Closed Meeting.**

At 8:50 p.m., Mr. Oberg 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, resignation, and possible license revocation of a specific teacher and to discuss and consider to promotion of a member of executive staff. Mr. Paige **seconded** the motion, **and the motion passed.**

#### **Agenda Item No. 11.1. Certify Closed Meeting.**

At 10:09 p.m., Mr. Oberg 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 vote:**

**AYE:** Mr. Buyaki, Mrs. Moynihan, Mr. Oberg, Dr. Acuff, Mr. Paige, Mr. Alcaro and Mr. Koleszar  
**NAY:** None.

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

Mr. Oberg offered a **motion** that the Board recommend to the Virginia Board of Education that it should revoke the license of the teacher who was the subject of the hearing in closed session. Mr. Buyaki **seconded** the motion, **and the motion passed.**

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

At 10:11 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