

**MINUTES**  
**ALBEMARLE COUNTY SCHOOL BOARD**  
**SUPERINTENDENT'S PRESENTATION OF THE DRAFT FUNDING REQUEST**

Thursday, February 20, 2025

[Video Link](#)

In light of inclement weather, potentially hazardous road conditions, and the Governor's declaration of a state of emergency across the Commonwealth, this meeting was conducted virtually via Zoom to ensure the safety of all participants.

**ROLL CALL - UPON THE ROLL BEING CALLED, THE FOLLOWING WERE PRESENT:**

**BOARD MEMBERS** - Dr. Kate Acuff, Dr. Rebecca Berlin, Ms. Judy Le, Ms. Ellen Osborne, Mr. Graham Paige, Ms. Leslie Pryor, Ms. Allison Spillman.

**ABSENT** – None

**ALSO, IN ATTENDANCE** - Superintendent Matthew Haas; School Division Counsel Josiah Black; Assistant School Division Counsel Erin Stone; Assistant Superintendent Clare Keiser; Assistant Superintendent Daphne Keiser; Assistant Superintendent Chandra Hayes; Assistant Superintendent Patrick McLaughlin; Chief Operating Officer Rosalyn Schmitt; Public Affairs and Strategic Communications Officer Helen Dunn; and Clerk of the Board Christine Thompson

**AGENDA ITEM NO. 1.0 OPENING ACTIVITIES**

**Agenda Item No. 1.1 Call to Order** - At 6:30 p.m., Chair Acuff called the Albemarle County School Board meeting to order.

**Agenda Item No. 1.2 - Roll Call**

**Agenda Item No. 1.3 - Moment of Silence**

**AGENDA ITEM NO. 2.0 APPROVAL OF AGENDA**

**Agenda Item No. 3.1 Approval of Agenda** – Ms. Le offered a **motion** to approve the agenda. Ms. Spillman seconded the **motion**. **A voice vote was taken, and the motion passed with the following recorded votes:**

**AYES:** Ms. Osborne, Ms. Pryor, Ms. Spillman, Ms. Le, Dr. Berlin, Mr. Paige, and Chair Acuff

**NAYS:** None

**ABSENT:** None

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

## AGENDA ITEM NO. 3.0 BUDGET WORK SESSION

### Agenda Item No. 3.1 Superintendent's Presentation of the [Draft Funding Request](#) -

Superintendent Matthew Haas presented the proposed 2025-26 Funding Request for Albemarle County Public Schools.

**Agenda Item No. 3.2 Budget Work Session #1** – This item was rescheduled and incorporated into the March 6, 2025, Work Session.

## AGENDA ITEM NO. 4.0 OTHER BUSINESS

### Agenda Item No. 9.1 Other Business by the Board Members and the Superintendent –

Ms. Le offered a **motion** to nominate Ms. Leslie Pryor to sit on the Discipline Committee. Mr. Paige Seconded the nomination. Ms. Pryor accepted the nomination. **A voice vote was taken, and the motion passed with the following recorded votes:**

**AYES:** Mr. Paige, Ms. Le, Dr. Berlin, Ms. Osborne, Ms. Pryor, Ms. Spillman, and Chair Acuff

**NAYS:** None

**ABSENT:** None

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

**Superintendent Haas thanked** Deputy Public Affairs & Strategic Communications Officer Jennifer Butler for her dedication and the long hours she invested in preparing the budget presentation for the evening's meeting.

**Superintendent Haas** addressed a recent public comment made during a public board meeting last month regarding teacher compensation in Albemarle County Public Schools (ACPS). The speaker claimed that a first-year teacher in ACPS earns "roughly \$60,000"--an amount said to be less than in Rockingham County, where the cost of living is lower.

Clarifications provided:

- ACPS's starting salary for a teacher on the bachelor's scale is nearly \$3,000 higher than Rockingham County's.
- Rockingham County does not offer a master's degree pay scale, so comparisons on that basis cannot be made.
- While Rockingham County has 42 steps on its teacher pay scale, ACPS has 32 steps.
  - At step 32, ACPS's pay is \$15,050 higher than Rockingham's at the same point.
  - ACPS's maximum bachelor's scale salary is \$3,867 higher than Rockingham's step 40.

Salary growth since FY20:

- Since Superintendent Haas's first budget in FY2019–20, ACPS has increased salaries by approximately 29% through compounded annual raises.
- In FY2021, there was no raise due to the pandemic, but that was addressed with two salary increases the following year.
- A staff member earning \$50,000 in FY20 would now earn approximately \$64,600, reflecting a gross increase of 26% and a compound increase of 29%.

Closing remarks:

The Superintendent emphasized the importance of fact-based public discussion, acknowledged Rockingham County as a strong and competitive district, and reaffirmed ACPS's commitment to monitoring compensation to remain competitive in attracting and retaining high-quality educators. The Superintendent encouraged the public to reach out directly for accurate and transparent information.

## Board Member Comments – Community Tragedy in Crozet

- **Mr. Paige** addressed the recent shooting in Crozet, describing it as a tragedy affecting three families, including the family of the young man who committed the shooting.
  - He noted that the individual was a graduate of Western Albemarle High School and attended James Madison University.
  - The family had repeatedly sought mental health support and tried to invoke red flag laws to restrict his access to firearms but were unsuccessful.
  - Mr. Paige emphasized the need to improve mental health systems and red flag laws in Virginia and called for greater attention to families in crisis.
- **Dr. Acuff** thanked Mr. Paige for his remarks, calling them an important addition to the discussion.
- **Ms. Spillman** also thanked Mr. Paige and added a local perspective from Crozet.
  - She shared that Region Ten is meeting with her and other community members to assess mental health and trauma support needs.
  - Region Ten has also offered to connect with ACPS staff to provide support where needed.
  - She reassured the public that community efforts are underway to ensure people receive the help they need following the traumatic event.

**Agenda Item No. 9.2 Closed Meeting – none**

**Agenda Item No. 9.3 Closed Meeting Certification – none**

**AGENDA ITEM NO. 9.0 ADJOURNMENT** - At 7:24 p.m., hearing no objections, Chair Acuff adjourned the meeting of the Albemarle County School Board.



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Clerk



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Chair