

A Work Session of the Albemarle County School Board was held on February 24, 2022 at 6:30 p.m., via Zoom, Charlottesville, VA 22902.

PRESENT: Mr. Graham Paige, Ms. Katrina Callsen (arrived at 5:33 p.m.), Mr. Jonno Alcaro, Ms. Ellen Osborne; Ms. Judy Le; Dr. Kate Acuff; and Mr. David Oberg.

ABSENT: None.

STAFF PRESENT: Dr. Matthew Haas, Superintendent; Ms. Debbie Collins, Deputy Superintendent, Dr. Clare Keiser, Assistant Superintendent, Dr. Bernard Hairston, Assistant Superintendent, Mr. Ross Holden, School Board Attorney, Dr. Patrick McLaughlin, Chief of Strategic Planning, Ms. Rosalyn Schmitt, Chief Operating Officer, Dr. Christine Diggs, Chief Technology Officer; Ms. Maya Kumazawa, Director of Planning and Budget; Ms. Daphne Keiser, Assistant Director of Human Resources; Mr. Dan Redding, Director of Human Resources; Mr. Brodie Downs, Assistant Director of Human Resources; Ms. Claudine Cloutier, Compensation and Benefits Manager for Human Resources; Ms. Lara Andrake, Health Care Analyst for Albemarle County; Student Representative Elizabeth Albarran; and Ms. Jennifer Johnston, Clerk to the School Board.

Agenda Item No. 1.1. Closed Meeting.

At 5:45 p.m., Dr. Acuff 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 for the discussion, consideration, or interviews of prospective candidates for employment and the assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; subsection 3 for discussion and consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body; and subsection 8 for consultation with legal counsel employed or retained by the School Board regarding specific legal matters requiring the provision of legal advice by such counsel. Ms. Le **seconded** the motion. **Roll was called and the motion passed by the following recorded votes:**

AYES: Ms. Osborne, Mr. Alcaro, Ms. Le, Dr. Acuff, Mr. Oberg, and Mr. Paige.

NAYS: None.

ABSENT: Ms. Callsen

Motion carried by a 6:0:1 vote.

Agenda Item No. 1.2. Closed Meeting Certification.

At 6:30 p.m., Ms. Callsen 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. Ms. Le **seconded** the motion. **Roll was called and the motion passed by the following recorded votes:**

AYES: Mr. Alcaro, Ms. Le, Mr. Oberg, Ms. Osborne, Ms. Callsen, Dr. Acuff, and Mr. Paige.

NAYS: None.

Motion carried by a 7:0 vote.

Agenda Item No. 1.3. Call to Order.

At 6:30 p.m., Mr. Paige, Chair, called the meeting back to order.

Mr. Paige said that the meeting is being held electronically pursuant to Virginia state law and Albemarle County ordinance because the Covid-19 pandemic makes it impracticable and unsafe to assemble a quorum physically in a single location. The meeting is being streamed live on the Albemarle County Public School's website, and public comment may be offered through the Zoom waiting room feature in accordance with the School Board's protocol or by written submission.

Agenda Item No. 1.4. Moment of Silence.

Agenda Item. No. 2.1. Approval of Agenda.

Mr. Alcaro offered a **motion** to approve the agenda. Dr. Acuff **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

AYES: Mr. Oberg, Dr. Acuff, Ms. Le, Ms. Osborne, Mr. Alcaro, Ms. Callsen, and Mr. Paige.

NAYS: None.

Motion carried by a 7:0 vote.

Agenda Item No. 3.0. Consent Agenda

- 3.1 Approval of Consent Agenda
- 3.2 For Action: Policy Reviews and Revisions
- 3.3 For Information: Policy Reviews and Revisions
- 3.4 COVID-19 Status Update
- 3.5 For Information: Galaxie Farm Temporary Construction Easement
- 3.6 Personnel Action
- 3.7 For Approval: Warehouse Space Lease Renewal
- 3.8 For Action: Rivanna Water and Sewer Authority Quitclaim Deed
- 3.9 Virginia 457 Deferred Compensation Plan Resolution
- 3.10 Addendum to the Superintendent's Contract Agreement

Mr. Alcaro offered a **motion** to approve the consent agenda. Ms. Osborne **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

AYES: Ms. Le, Dr. Acuff, Ms. Osborne, Mr. Alcaro, Ms. Callsen, Mr. Oberg, and Mr. Paige.

NAYS: None.

Motion carried by a 7:0 vote.

Agenda Item No. 4.0. Items Pulled from the Consent Agenda. None.

Agenda Item No. 5.1. Announcements.

Dr. Haas recognized Principal Jennifer Underwood and Principal Reed Gillespie who were in attendance at the meeting.

Dr. Haas shared with the Board that he attended along with two board members the Topping Out Ceremony at Crozet Elementary School.

Mr. Paige said that the Yancey Community Center in partnership with the division's Community Engagement Department provided a presentation on culturally responsive teaching.

Agenda Item No. 6.0. School Board/Superintendent Business. None.

Agenda Item No. 7.1. Public Comment.

Mr. Joe Grassi is a student. He spoke about the importance of Henley Middle School, as well as all middle schools, maintaining recess for students.

Mr. Chris Seaman is parent from the White Hall District. He expressed his disappointment with the division's position on masking effective March 1.

Mr. Vernon Lechti is president of the Albemarle Education Association. He spoke about the division's COVID mitigation strategies.

Agenda Item No. 8.1. FY 2022/23 Budget Development Work Session #2

Ms. Kumazawa introduced the budget development work session on organizational development and human resources.

Mr. Downs provided for the Board's consideration information on the proposed compensation increase in the funding request.

Mr. Alcaro asked for more information on the compensation study that will be taking place. He also asked if the monies were strictly for the study or did it include money to address recommendations coming out of the study.

Mr. Paige asked about the statistic of 27% of teachers that left the division was due to compensation. He also asked if there were other reasons provided with a high percentage rate. Finally, he asked if the new teacher salary – based on the proposed increases – would keep Albemarle County competitive with surrounding counties.

Dr. Acuff noted that she was glad the compensation study would look at national comparisons.

Ms. Cloutier and Ms. Andrade provided for the Board's consideration information on the health care fund recommendation in the funding request.

Dr. Acuff asked about the employer increase for health care.

Mr. Alcaro asked if there were sufficient reserves in the health care fund.

Ms. Le asked when employees would see a rate change for health care.

Mr. Paige asked if employees would be given advance notice of any proposed premium increases that would be passed to employees. He also asked that with the proposals will the health care reserve remain within acceptable boundaries.

Dr. Acuff asked if there had been discussion about prescription costs.

Mr. Redding provided for the Board's consideration information on the Human Resources redesign.

Dr. Acuff asked how long it takes to stand up an HRIS.

Ms. Keiser provided for the Board's consideration information on the proposed substitute program improvements.

Mr. Paige asked about the response to the improvements from retired teachers.

Dr. Keiser provided for the Board's consideration information on the proposal on small elementary school assistant principals.

Mr. Oberg said that this proposal is important. Dr. Acuff agreed.

Ms. Kumazawa provided for the Board's consideration an overview of the next several meetings leading up to the adoption of a budget. She asked if Board members would like any specific information.

Ms. Le asked how the social and emotional support counselors intersect with the school counselors.

Dr. Acuff asked for more information on the capital improvements program and what the County Executive proposed in the local government funding request for capital.

Mr. Paige asked for an update on the language immersion program.

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

Dr. Haas thanked staff for the presentations.

Dr. Haas provided the Board with an overview on where the division is with moving to optional masking on March 1st. He noted that schools are prepared to deal with any issues that may arise.

Agenda Item No. 10.1. Closed Meeting. None.

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

Agenda Item No. 12.1. Adjournment.

At 8:19 p.m., hearing no objections, Mr. Paige adjourned the meeting of the Albemarle County School Board.

Chairman

Clerk