

A Business Meeting of the Albemarle County School Board was held on June 9, 2022 at 6:30 p.m., Albemarle County Office Building, Lane Auditorium, 401 McIntire Road, Charlottesville, VA 22902.

PRESENT: Mr. Graham Paige, Ms. Katrina Callsen (arrived at 6:09 p.m.), Mr. Jonno Alcaro (arrived at 6:20 p.m.), Ms. Ellen Osborne, Mr. David Oberg, Ms. Judy Le, and Dr. Kate Acuff.

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; Student Representative Kofi Mason; Ms. Jasmine Fernandez, Special Project Coordinator; Ms. Karen Water-Wicks, Director of Community Education; Mr. Steve Saunders, Principal of Greer Elementary School; Ms. Susie Lee, School Counselor at Greer Elementary School; Ms. Megan Wood, Principal of Lakeside Middle School; Ms. Paula Gately, teacher at Brownsville Elementary School; Ms. Jennifer Johnston, Clerk to the School Board.

Agenda Item No. 1.1. Closed Meeting.

At 5:30 p.m., Ms. Osborne offered a **motion** that the Albemarle County Public 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 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 7 for consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture 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. Dr. Acuff **seconded** the motion, **and the motion passed with Mr. Alcaro and Ms. Callsen.**

Agenda Item No. 1.2. Closed Meeting Certification.

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

NAYS: None.

ABSTAIN: Mr. Alcaro.

Motion carried by a 6:0:1 vote.

Mr. Alcaro abstained from the vote because he was not in attendance at the meeting.

Mr. Oberg offered a **motion** to approve the appointment of employee A for the position set forth by the administration. Ms. Le **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: None.

Motion carried by a 7:0 vote.

Mr. Oberg offered a **motion** to approve the appointments of administrators as set forth by the Human Resources Department. Ms. Le **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

AYES: Ms. Callsen, Ms. Osborne, Mr. Alcaro, Ms. Le, Dr. Acuff, Mr. Oberg, 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 of the Albemarle County School Board 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.

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

AYES: Ms. Osborne, Ms. Callsen, Mr. Alcaro, Ms. Le, Dr. Acuff, Mr. Oberg, 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 Review and Revision
- 3.3 For Information: Policy Review and Revision
- 3.4 Program Evaluation: Data Analyst and Reporting Specialist
- 3.5 COVID-19 Update
- 3.6 Evaluations Planned for School Year 2022-2023
- 3.7 Bus Driver Recruitment and Retention Grant FY22
- 3.8 Minutes
- 3.9 Personnel Action
- 3.10 FY 2022/23 Fee Schedule
- 3.11 2022-2023 Title I, Part A Grant Application – Review & Approval
- 3.12 2022-2023 Title I, Part C Migrant Grant Application – Review & Approval
- 3.13 2022-2023 Title II, Part A Grant Application – Review & Approval
- 3.14 2022-2023 Title III, Part A Grant Application – Review & Approval
- 3.15 2022-2023 Title IV, Part A Grant Application – Review & Approval
- 3.16 Contract Addendum
- 3.17 Budget Adjustment for Salary Increase

Ms. Osborne offered a **motion** to approve the consent agenda minus Item 3.10. Ms. Le **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

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

Item 3.10: Dr. Acuff said that she would like to see the athletic fees removed from the fee schedule and asked what the cost to the division would be to make this happen. Board members agreed that they could support removing the athletic fee from the schedule.

Ms. Le asked about the AP fee that is listed on the schedule. She inquired on the cost of removing that fee from the schedule as well. Dr. Haas said that staff could review the request and bring information back to the School Board.

There was Board consensus to absorb the athletic fee for the current year, and more information to be provided for the removal of the athletic fees and AP fees for future years.

Ms. Callsen offered a **motion** to approve item 3.10 minus the athletic fees. Mr. Oberg **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: None.

Motion carried by a 7:0 vote.

Agenda Item No. 5.1. Spotlight on Education.

Student representative Mason said that this week, we completed our high school graduation ceremonies for our four high schools, with 1,033 students earning diplomas. The state tells us that about half of all high school graduates in the Commonwealth receive Advanced Studies Diplomas, indicating that they have mastered an especially rigorous curriculum. Here in our school division, according to the most recent statistics from the state, nearly two out of every three of our graduates earned an Advanced Studies Diploma, well above the state average. Niche, the national education assessment organization that uses millions of data sources to arrive at their rankings, gives their highest score, an A-plus, to our school division for our college preparation programs. Many of our students who graduated this past week will begin their college education as incoming freshmen in a few months. In a few years, however, it will be possible for our graduates to not only receive their high school diploma on graduation day, but to also have earned more than 60 college credits. They will have a range of options before them. They can enter college as a junior, enter college as a freshman, even with 63 college credits so that they are able to qualify for freshman privileges such as housing or they can go right into the workforce with an associate's degree. That is because of a new program this year, our Early College Scholars Program, which is housed at Monticello high school but includes students from Albemarle and Western Albemarle as well. This year, there were nearly 50 sophomore students in the inaugural class with a goal of continually expanding enrollments each year. Teresa Goodin, who leads the program, was not quite sure what to expect from this new program, particularly given the participation of students from other high schools. Ms. Goodin is here to tell us a little bit about how this first year unfolded, lessons learned and why this program is so important to a division that has placed such a high premium on student choice. Also, with Ms. Goodin, are two students who were in the program this year, Haniyya Sanad from Monticello and Kamryn Buckwalter from Albemarle. Haniyya and Kamryn briefly will share why this program was such a great fit for them and talk about their experiences this first year.

Agenda Item No 5.2. Announcements.

Mr. Paige recognized Mr. Mason for his service as the student representative on the School Board.

Dear Kofi:

First things first. Congratulations on your remarkable academic and service career with our school division, which reached a high point this week with the Advanced Studies diploma you earned from Albemarle High School.

Of course, for our Board the high point of your accomplishments occurred twice a month when you joined us as the representative for the more than 13,000 students in our school division. When we created this position, we hoped our student representative would contribute a perspective about which we only could speculate. You removed all speculation.

As we worked through the important challenges and opportunities before our students, their families and our staff, it was refreshing to hear your views on what mattered most and what would work best. One of our founding principles for this position was to help make students better community leaders and we found in the process that you made us better as well.

Among the goals you outlined as student representative was to make information more accessible to underserved communities so they could utilize the vast resources available to them and to address systemic inequities that impact student access, achievement and success. We want you to know that although your term as student representative is coming to an end, our devotion to achieving your goals will continue to strengthen.

Thank you for the benefit of experiencing your thoughtfulness, your advocacy for students and your strong moral compass.

Best wishes for much extraordinary success as you prepare to embrace new and even more limitless opportunities to make our world a better place.

Mr. Paige read the following resolution recognizing Dr. Bernard Hairston.

WHEREAS, following more than 40 years in public education as a teacher, school administrator, community leader and now, as an Assistant Superintendent of Albemarle County Public Schools, Dr. Bernard Hairston will be retiring on June 30, and,

WHEREAS, Dr. Hairston's contributions to student learning over more than four decades has reflected the words of the Rev. Dr. Martin Luther King, Jr., who, speaking of the purpose of public education in 1967, advised students to never allow "anybody to make you feel that you are nobody. Always feel that you count, that you have worth and that your life has ultimate significance," and,

WHEREAS Dr. King also advised that our lives begin to end the day we become silent about things that matter. "There comes a time when one must take a position that neither is safe, politic nor popular but he must do it because conscience tells him it is right," he said, and,

WHEREAS, few matters are more urgent, carry a higher moral purpose or is more essential to our prosperity as a nation than is the equality of opportunity in education, and,

WHEREAS, Dr. Hairston's impact is experienced through such programs as Bullying Prevention, African American Teaching Fellows, M-Cubed, Culturally Responsive Teaching and his work with students to develop one of our nation's first Anti-Racism policies adopted by a public school division, and,

WHEREAS, the performance of programs developed by Dr. Hairston have received national and state awards of excellence for Albemarle County Public Schools, and,

WHEREAS, among his honors is his selection as the Industrial Arts Teacher of the Year for the state of Virginia, and,

WHEREAS, Dr. Hairston's work has not been limited to this school division, he having twice received national recognition for a regional student mentorship program and having made possible more than \$160,000 in scholarships to students in nine school divisions, and

WHEREAS, teachers and students today in classrooms across the division are benefiting from research-based strategies and techniques that are true to our school division's goals of thriving students, affirming and empowering communities and in providing equitable, transformative resources, and,

WHEREAS, Dr. Hairston has dedicated his career to creating greater awareness and commitment within our school community of the responsibility to lift all children and lower and remove all barriers, not because it is politic but because it is right,

NOW THEREFORE BE IT RESOLVED, that the Albemarle County School Board express its appreciation and gratitude to Dr. Bernard Hairston for his life-changing contributions to thousands of our students, their families and our staff that will endure long after his retirement, and,

BE IT FURTHER RESOLVED that the Board extend its best wishes to Dr. Hairston, Gwen Hairston and their family that this next important phase in their lives be healthy, joyful and rewarding.

Ms. Callsen notified the Board that the June 13th retreat has been cancelled. It will be rescheduled to a later date.

Dr. Haas presented Dr. Hairston with a gift of a marble apple for his service to Albemarle County Public Schools.

Dr. Hairston shared information about the Equity Conference being held on June 11, 2022.

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

Dr. Hairston recognized those teachers who received their CRT certification.

Agenda Item No. 7.1. Public Comment.

Ms. Helena Kilmon spoke in support of collective bargaining.

Ms. Amy Gaertner spoke in support of collective bargaining.

Ms. Cheryl Knight is a teacher. She thanked Mr. Mason for his service on the Board and standing with teachers when discussing collective bargaining.

Mr. Kayden Wright is a student at Albemarle High School. He spoke in support of increasing school security.

Ms. Amanda Moxham lives in the Rio magisterial district. She said that the Gallup survey data was skewed. She also said that the school environment is not teaching or focusing on anti-racism.

Mr. Vernon Liechti is president of the Albemarle Education Association. He spoke about the engagement survey. He also spoke in support of collective bargaining.

Ms. Lara Harrison lives in the Rio magisterial district. She thanked Ms. Le and Mr. Paige for supporting collective bargaining.

Ms. Mary McIntyre is a teacher who lives in the Rio magisterial district. She spoke about collective bargaining as well as the employee engagement data presented at the last meeting.

Ms. Erin Wise Ackenbom is a teacher. She spoke in support of collective bargaining.

Ms. Martha Layman is a special education teacher at Red Hill Elementary School. She spoke in support of collective bargaining.

Agenda Item No. 8.1. Superintendent's Recommendation Regarding the Naming of Mary C. Greer Elementary School.

Ms. Water-Wicks, Ms. Lee, and Mr. Saunders provided for the Board's consideration Dr. Haas' recommendation for the naming of Mary C. Greer Elementary School. The superintendent's recommendation is to maintain the name of the school.

This item will be placed on the July 14, 2022 consent agenda for approval.

Agenda Item No. 8.2. Culturally Responsive Teaching Certification Presentations.

Dr. Hairston said that the ACPS homegrown Culturally Responsive Teaching model was initiated in 2008 by a team of Diversity Resource Teachers. They promoted the notion that students of teachers who are properly trained in Culturally Responsive Teaching pedagogy will outperform similar students of non-trained teachers in Culturally Responsive Teaching. To prove this hypothesis, tools for professional training and structures to validate the assumption were developed. In 2015-16, six educators received training and field-tested a certification process. The end goal was accomplished by validating the quality of the training and how it transferred to everyday planning and effective instructional delivery practices, strategies, and routines. Four of the six met the criteria. This year 158 educators met the requirements to receive a credential in Culturally Responsive Teaching. Many of these educators will be featured presenters and celebrated at the seventh annual equity conference on June 11, 2022.

He then introduced Ms. Megan Wood and Ms. Paula Gately who presented abbreviated versions of their certification portfolios. Ms. Wood shared her transformative leadership shifts as a middle school principal. Ms. Gately shared evidence of her student's growth based on lessons learned from characteristic number two of the credentialing process. She has documented intentional steps taken to validate her approach to teaching to and through culture as she planned curriculum and instruction that was differentiated, rigorous, and relevant as an elementary teacher.

Mr. Alcaro said that he has been asking to see how the work is happening, and the presentation showed him what he asked about.

Ms. Callsen asked how Ms. Wood developed her reading list. She also asked how many administrators completed the CRT certification process this year.

Dr. Acuff asked how time allocation has changed since completing the process. She also asked if there is evidence of improvements in social and emotional health.

Mr. Paige asked if Ms. Gately would follow up with her two focus students next year to ensure that the gains being seen in the current year continued next year.

Ms. Le asked at what point do you consider having a critical mass participating.

Dr. Acuff noted that in years past there seemed to be more participation at the elementary and middle school levels. She asked if there has been an increase in participation at the high school level.

Agenda Item No. 8.3. Break.

There was a break from 8:55 p.m. until 9:05 p.m.

Mr. Oberg left the meeting during the break.

Agenda Item No. 8.4. Anti-Racism Policy Implementation Update.

Dr. Hairston and Ms. Fernandez provided for the Board's consideration an update on the anti-racism policy implementation. The first of the four principles of the Anti-Racism Policy directs staff to establish and sustain a school community that shares the collective responsibility to address, eliminate, and prevent actions, decisions, and outcomes that result from and perpetuate racism. A division-wide steering committee composed of staff members from schools, departments, and division leadership was established to oversee the implementation of the policy. They are tasked with carrying out the 17 regulations. This report will update the implementation status and offer recommendations for moving forward.

Dr. Acuff asked when the middle school curriculum would be brought to the Board for review and if it was in August, what school year would the curriculum be implemented?

Agenda Item No. 8.5. School Board Salary Public Hearing and Approval.

Mr. Paige said that an elected school board may pay each of its members an annual salary that is consistent with the salary procedures, and no more than, the salary limits provided for local governing bodies. The School Board has adopted the procedure currently used by the Board of Supervisors in setting its members' salary pursuant to Virginia Code section 15.2-1414.3. Specifically, the School Board will establish its members' salary by affirmative vote annually between May 1st and June 30th. Before setting its salary each year, the School Board is required to hold a public hearing and provide notice as specified in Virginia Code sections 15.2-1426 and 1427. If the salary increase is approved by an affirmative vote, then the increase will take effect on July 1. The Board may adjust its salary annually after a public hearing following the same procedures used for the original setting of the salary. Currently, school board members receive an annual salary of \$7,183. The current chairman stipend is an additional \$1,800 annually and the vice-chairman receives a stipend of \$35 per meeting chaired. Typically, the School Board increases its salary by the same increase provided to classified staff. If the Board follows the same increase for employees (10.2% - includes mid-year salary increase), then the salary beginning July 1, 2022 would be \$7,916. Cost implications for the 2022-23 fiscal year depends on the amount the school board votes to set for their annual salary. The school board will also need to determine the chairman and vice-chairman stipend at the same time that the school board salary is set.

Mr. Paige opened the public hearing. Having no one speak, the public hearing was closed.

Ms. Callsen offered a **motion** to set the School Board Member salary at \$7,916 with a chairman stipend of \$1,800 and a vice-chairman stipend of \$35 per meeting chaired commencing on July 1, 2022. Mr. Alcaro **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: None.

ABSENT: Mr. Oberg.

Motion carried by a 6:0:1 vote.

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

Dr. Acuff noted that her and Ms. Callsen would be sending out a rescheduled retreat date.

Agenda Item No. 10.1. Closed Meeting. None.

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

Agenda Item No. 12.1. Adjournment.

At 9:30 p.m., hearing no objections, Mr. Paige adjourned the meeting of the Albemarle County School Board.

Chairman

Clerk