

A Business Meeting of the Albemarle County School Board was held on October 13, 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, Mr. Jonno Alcaro (arrived at 6:06 p.m.), Ms. Ellen Osborne, Ms. Judy Le, Mr. David Oberg, Dr. Kate Acuff, and Student Representative Brisa Caballero-Chigo.

ABSENT: None.

STAFF PRESENT: Dr. Matthew Haas, Superintendent; Ms. Debora Collins, Deputy Superintendent; Dr. Clare Keiser, Assistant Superintendent; Dr. Patrick McLaughlin, Assistant Superintendent; Ms. Rosalyn Schmitt, Chief Operating Officer; Mr. Dan Redding, Executive Director of Human Resources; Dr. Jason Sears, Director of Talent Development; Dr. Chad Ratliff, Human Resources; Dr. Sarah Lynn, Compensation Program Manager; Ms. Megan Maynard, Lead Coach; Ms. Katina Dudley, Lead Coach; Mr. Jay Thomas, Executive Director of Secondary Education; Mr. Ross J. Holden, School Board Attorney; Ms. Jennifer Johnston, Clerk to the School Board.

Agenda Item No. 1.1. Closed Meeting.

At 5:45 p.m., Mr. Paige called the meeting of the Albemarle County School Board to order.

At 5:46 p.m., Dr. Acuff offered a **motion** that in accordance with Virginia Code Section 2.2-3708.2 due to a medical condition, School Board Member David Oberg, Whitehall Magisterial District, be permitted to participate electronically from a remote location in the open and closed meetings of the Albemarle County School Board on Thursday, October 13, 2022. Mr. Alcaro **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: None.

ABSENT: Mr. Oberg.

Motion carried by a 6:0:1 vote.

Ms. Callsen 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 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 or consideration of the acquisition of real property for a public purpose or 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 a public body 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, Ms. Le, Dr. Acuff, Mr. Paige, Mr. Alcaro, Mr. Oberg, and Ms. Callsen.

NAYS: None.

ABSENT: Mr. Oberg.

Motion carried by a 6:0:1 vote.

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. Alcaro, Ms. Callsen, Mr. Paige, and Mr. Oberg.

NAYS: None.

Motion carried by a 7:0 vote.

Agenda Item No. 1.3. Call to Order.

At 6:30 p.m., Ms. Callsen, Vice-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. Alcaro **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, Mr. Paige, and Ms. Callsen.

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 Information: Policy Review and Revision
- 3.3 Middle School Advisory: For Approval
- 3.4 COVID-19 Status Update
- 3.5 SOL Achievement Targets
- 3.6 Annual Class Size Report
- 3.7 For Action: Policy Review and Revision
- 3.8 Transportation Update
- 3.9 Personnel Action
- 3.10 High School Academic Schedules
- 3.11 Personnel Action – Athletic Coaches
- 3.12 Minutes

Ms. Osborne offered a **motion** to approve the consent agenda. 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. Osborne, Mr. Oberg, Paige, and Ms. Callsen.

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. Spotlight on Education.

Student Representative Caballero-Chigo said that over the past two months, the state department of education has released data on the standards-of-learning test results for all of Virginia’s public-school students. Here in our school division, while all students matched or exceeded the state pass rate average in Mathematics, pass rates in several student demographic groups were from eight to 11 percentage points below the average.

Mathematics, with the strength it brings to students in analytical thinking, comprehension and problem-solving, is a core academic skill. Success in math often leads to success in all academic areas. At the foundational level, in our elementary schools, one of the more continuing challenges for our younger students is mastering fractions. Angela Stokes, the principal at Stone-Robinson, talks about the value of authentic learning for her students. For her, it's the ability to understand and design applications that solve real world problems. Enter Center I and our two guests this evening, Jeff Prillaman and Josh Sime. For a number of years, Jeff led Albemarle High School's Math, Engineering and Science Academy, which utilized the concept of student-led projects to solve real world problems. Josh is a Western Albemarle senior, whose academic resume includes AP classes in Physics, Calculus and History and dual enrollment classes in State and Local Government, Math and English. In his limited spare time, he's a key member of the school's very successful varsity basketball team. He was attracted to Center I by the opportunity to pursue his interest in video game design. Putting his own problem-solving skills to work, Josh took a suggestion from Jeff to heart and set about to design and publish a video game that not only held the interest of young students but taught them math as well. A few weeks ago, he met with about two dozen Stone-Robinson students, who quickly became his focus group. The result is a plan to have a game published by early next year that can benefit not only Albemarle County students but elementary school students throughout the country. She invited Jeff Prillaman and Josh Sime to join us at the podium to tell us a bit more about this important student project.

Agenda Item No 5.2. Announcements.

Dr. Haas recognized principals in attendance at the meeting.

Dr. Haas shared with the Board his recent visit to Hollymead Elementary School.

Dr. Haas noted that he visited Monticello High School with Mr. Paige and Ms. Osborne.

Dr. Haas shared with the Board information on On-time Graduation and Drop-out Rates for the Division.

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

Mr. Paige said that he attended the Reframing the Narrative event at Albemarle High School.

Ms. Callsen said that she attended the volunteer kick-off event with Dr. Irizarry. It was a wonderful event.

Ms. Le said that she attended the Technical Eats food bus at CATEC. It was a wonderful event.

Agenda Item No. 7.1. Public Comment.

Ms. Susan Carter is a Transportation employee. She spoke about her request for FMLA leave and staff's response that she would need to find coverage.

Ms. Marcella Brideson is a teacher. She spoke about the Employee Voice and Action Committee proposal. She said that it is not what it is being made out to be.

Ms. Mary Miller is a student teacher. She spoke about being asked to remove her shirt that stated protecting trans kids because it was a political statement.

Ms. Sarah Harris is a parent from the White Hall magisterial district. She spoke in support of protecting transgender students.

Ms. Bekah Saxon represents the Albemarle Education Association. She spoke in support protecting transgender students.

Mr. Jordan Barr is a parent. He prayed over the Board meeting inviting God back into schools.

Mr. Vernon Liechti is a teacher and president of the Albemarle Education Association. He spoke about the High School Schedule report on the consent agenda

Ms. Nancy Muir lives in the White Hall magisterial district. She spoke about SB656. She asked that the Board develop a policy to address this bill that was signed into law.

Agenda Item No. 8.1. Human Resources Hiring Update.

Dr. Keiser, Mr. Redding, Dr. Sears, Dr. Ratliff, and Dr. Lynn provided for the Board's consideration the Human Resources hiring update. The Human Resources Department will provide an update of hiring of teachers, administrators, and support staff for the 2022-2023 school year.

Ms. Callsen said the diversity focus is important because it has been shown to help with achievement gap. She does not think 1% gain in diversity is a strong point.

Mr. Alcaro said that the diversity gain is not enough. He would like to see the explanation for why diverse applicants are not coming to Albemarle County Public Schools.

Dr. Acuff asked how the Division recruits and if something different needs to be done. She also asked how many individuals get education degrees but do not go into the education field.

Ms. Callsen noted the high vacancy rate in support staff and if the Board needed to focus on that area as well.

Ms. Callsen asked what the exit surveys are saying.

Dr. Acuff asked if the exit survey questions would include areas of housing costs, student debt, etc.

Mr. Paige asked if the plans have been put in place for the Grow Your Own project.

Mr. Alcaro said that it is important to have teachers of color. He asked staff to expand how they recruit teachers of color.

Agenda Item No. 8.2. Compensation Study Report.

Mr. Redding and members of Segal Group, Inc. provided for the Board's consideration an overview of the compensation study report. ACPS has partnered with the Segal Group, Inc to complete a total compensation assessment. The findings of the assessment will be shared, inclusive of comparison to a new market, to determine the school division's competitive position for pay and benefits. This information is intended to guide both immediate and future decisions regarding compensation and benefits for employees.

Dr. Acuff asked about the cost to raise bus driver salaries and whether it included the vacant positions.

Ms. Le asked when the City of Charlottesville is scheduled to implement the pay increase for bus drivers.

Ms. Osborne asked if there was a reason that the Board needed to wait until the November business meeting to take any type of action.

Mr. Alcaro asked if we were only looking at starting salaries. He also asked about the impact of "straightening the line" in the market several years ago.

Ms. Callsen asked what would be included in the November recommendations because the bus driver issue is an immediate need to be addressed. What can we do for our bus drivers?

Mr. Alcaro said that he would like more information on staff's recommendations and then decide at the October 27, 2022 meeting.

Ms. Le asked if the 32 bus driver vacancies included the individuals who were currently in training.

Dr. Acuff said that she is happy with the new market proposed by Segal. She said that the Board needs to decide where the Division should be on the scale. She then said that she would be more comfortable voting on the bus driver issue at the next meeting.

Ms. Osborne said that we have identified the deficiencies which is why we had money set aside to address the issue. The bus driver issue is glaring and needs to be addressed now.

Ms. Callsen asked what is the benefit of waiting to address the bus driver salary issue.

Mr. Oberg said that the Board should vote in two weeks on recommendations.

Ms. Callsen offered a **motion** to match the bus driver salary of Charlottesville City (\$21/hour). Ms. Osborne **seconded** the motion. Mr. Oberg asked why match the salary rather than going above what they pay. **Roll was called, and the motion failed by the following recorded votes:**

AYES: Ms. Callsen, Ms. Osborne, and Mr. Paige.

NAYS: Dr. Acuff, Mr. Alcaro, Ms. Le, and Mr. Oberg.

Motion failed by at 3:4 vote.

Ms. Callsen asked if the recommendations for the compensation study be provided to the Board at the October 27th meeting.

Agenda Item No. 8.3. Break.

There was a break from 9:05 p.m. until 9:16 p.m.

Mr. Oberg left the meeting at 9:05 p.m.

Agenda Item No. 8.4. Employee Voice in Decision Making.

Dr. Keiser and Mr. Derek Frazier, teacher, provided for the Board's consideration an update on the employee voice in decision making implementation. The Board will be updated on the Employee Voice in Decision Making Steering Team's plan for the implementation of the ACPS Employee Voice and Action Committee (EVAAC). This plan has been developed based on the Board's motion that staff "explore meaningful meet and confer options and other alternatives for mutual interaction between management and staff to be established by School Board Policy to provide staff a resonant voice in the operation of the ACPS."

Dr. Acuff asked if the committee would always meet as a committee of the whole or would there be subcommittees.

Ms. Callsen asked if the financial impacts would be included in the next budget proposal.

Ms. Osborne asked what is the measure of success for the committee.

Ms. Callsen asked if the committee would be able to present a recommendation to the Board.

Ms. Osborne said that it is important that Board members show up to the meetings when invited.

Ms. Callsen asked how this committee would work with the Albemarle Education Association.

Ms. Le asked about the thinking around inviting two Board members rather than two Board members serving on the committee.

Ms. Le asked about the representation from the Superintendent's Office on the committee.

Agenda Item No. 8.5. High School Redesign.

Mr. Thomas, Ms. Maynard and Ms. Dudley provided for the Board's consideration an update on the high school redesign. During the past 5 years, ACPS has been rethinking high school opportunities for students. In this presentation, an update on Freshman Seminar and Career Learning Communities will be presented. How do we extend the opportunities beyond what we currently offer? How do we redesign high schools to be better tomorrow than they are today?

Mr. Alcaro said that originally there were challenges to Freshman Seminar. How are teachers being selected now to teach Freshman Seminar?

Ms. Callsen said that she has questions about Freshman Seminar. The Board has not been hearing positive experiences with Freshman Seminar.

Student representative Cabellero-Chigo asked how much student input was solicited for Freshman Seminar. As a student she does not see the same level of enthusiasm as presented. She also said that there is no diversity in what was presented. Finally, she asked how Freshman Seminar aspects are intertwined in the school.

Ms. Osborne asked if staff has considered a focus group of students to solicit input on Freshman Seminar.

Ms. Le said that Freshman Seminar limits electives for students. She asked if elective enrollment is down since Freshman Seminar started.

Dr. Acuff asked if the career community would pull the academy model apart.

Dr. Acuff asked if we have the right faculty to teach in the career communities.

Ms. Le asked there would be more impact on transportation with the career communities.

Mr. Alcaro asked about the impact of career communities on the Capital Improvements Program.

Dr. Acuff asked if staff has looked at hybrid learning for the career communities.

Agenda Item No. 9.1. Other Business by Board Members/Superintendent. None.

Agenda Item No. 10.1. Closed Meeting. None.

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

Agenda Item No. 12.1. Adjournment.

At 10:35 p.m., hearing no objections, Ms. Callsen adjourned the meeting of the Albemarle County School Board.

Chairman

Clerk