

A Work Session of the Albemarle County School Board was held on October 27, 2022 at 6:30 p.m., Albemarle County Office Building, Lane Auditorium, 401 McIntire Road, Charlottesville, VA 22902.

PRESENT: Mr. Graham Paige, Mr. Jonno Alcaro, Ms. Ellen Osborne, Ms. Judy Le, Dr. Kate Acuff, Ms. Katrin Callsen (arrived at 5:17 p.m.), and Student Representative Brisa Caballero-Chigo.

ABSENT: Mr. David Oberg.

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; Ms. Lindsay Snoddy, Director of Building Services; Mr. Matt Wertman, Deputy Director of Building Services; Ms. Maya Kumazawa, Director of Planning and Budget; Mr. Andy Bowman, Local Government Office of Finance and Budget; Mr. Dan Redding, Executive Director of Human Resources; Mr. Brodie Downs, Director of Employee Services; Mr. Ross J. Holden, School Board Attorney; Ms. Jennifer Johnston, Clerk to the School Board.

Agenda Item No. 1.1. Closed Meeting.

At 5:15 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 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. Mr. Alcaro **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: None.

ABSENT: Ms. Callsen and Mr. Oberg.

Motion carried by a 5:0:2 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, and Mr. Paige.

NAYS: None.

ABSENT: Mr. Oberg.

Motion carried by a 6:0:1 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. Ms. Le **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, and Mr. Paige.

NAYS: None.

ABSENT: Mr. Oberg.

Motion carried by a 6:0:1 vote.

Agenda Item No. 3.0. Consent Agenda

- 3.1 Approval of Consent Agenda
- 3.2 For Information: Policy Review and Revision
- 3.3 Evaluation: EAB Membership
- 3.4 For Action: Policy Review and Revision
- 3.5 COVID-19 Status Update
- 3.6 SOL Achievement Targets
- 3.7 Personnel Action
- 3.8 Transportation Update
- 3.9 Minutes

Dr. Acuff offered a **motion** to approve the consent agenda. Ms. Osborne **seconded** the motion. Ms. Osborne asked if the SOL achievement targets were draft. Dr. Haas said that they are flexible targets until more information is available on the root of the gaps. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: None.

ABSENT: Mr. Oberg

Motion carried by a 6:0:1 vote.

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

Agenda Item No. 5.1. Announcements.

Student representative Caballero-Chigo read the following resolution.

WHEREAS, the month of October is designated as National Principals Month, and,

WHEREAS, this celebration calls upon school communities across our nation to recognize the invaluable contributions of these education leaders, which include serving as:

- The primary guarantor of student and staff safety and security;
- The developer, implementer and evaluator of school programs and curricula;
- The planner of school schedules;
- The recruiter and evaluator of a diverse, high performing, innovative and dedicated staff;
- The catalyst for parent engagement and community partnerships;

- The promoter of equal education opportunities for all students that allow each to achieve at the highest level of their potential;
- The chief of emergency and crisis response, and,

WHEREAS, *Atlantic Monthly* has described the responsibilities of a school principal as

- to promote large-scale initiatives and to solve immediate day-to-day problems,
- to carry out multiple and often contradictory tasks and
- to move swiftly between numerous roles in the course of one single day, and,

WHEREAS, Albemarle County Public Schools and Albemarle County gains each day from these extraordinary professionals who quietly and resolutely move us forward in fulfilling our mission to work together as a team to end the predictive value of race, class, gender and special capacities for our children's success through high-quality teaching and learning for all, and,

WHEREAS, our principals build relationships with families and communities to ensure that every child succeeds,

THEREFORE, BE IT RESOLVED, that the Albemarle County School Board express its deepest appreciation to our principals for their selfless, powerful and consistent service to the students, families and residents of our county and to the staff in our schools with whom they join to bring *Learning for All* to life into every single home.

Ms. Schmitt invited the Board to the Ribbon Cutting ceremony at Crozet Elementary on November 4, 2022.

Ms. Collins provided the Board with information on the Making Connections professional development event that will take place on November 7, 2022.

Dr. Haas said that he drove a bus route last week for Woodbrook Elementary. He also shared with the Board other activities he participated in over the week.

Agenda Item No. 6.1. School Board/Superintendent Business. None.

Agenda Item No. 7.1. Public Comment.

Ms. Julia McGill is the Stony Point Elementary librarian. She shared library data from the first quarter of the school year.

Mr. Chris Haley is a parent from the Samuel Miller magisterial district. He spoke in support of allocating funds to support recruitment of qualified teachers from Spanish speaking countries.

Mr. Vernon Liechti is president of the Albemarle Education Association. He spoke about bus driver pay and collective bargaining.

Ms. Liz Koenig is a teacher. She asked that the Board stop the work and use of funds for the Employee Voice and Action Committee until concrete data on costs is provided.

Agenda Item No. 8.1. Compensation Study Follow-Up.

Dr. Keiser, Mr. Redding, and Mr. Downs provided for the Board's consideration recommendations as a result of the compensation study presented at the October 13, 2022 board meeting. During the October 13, 2022

school board meeting, the findings of the recent Compensation Study were shared. At this meeting the Board will hear recommendations and provide guidance related to the comparative market and immediate salary adjustments.

Dr. Acuff said that she supports the proposed comparative market.

Ms. Le offered a **motion** to approve the comparative market as presented by the HR department. Ms. Osborne **seconded** the motion. Ms. Callsen asked why private schools were not included in the market. Mr. Redding said that we can get information easily from public entities versus private schools. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: None.

ABSENT: Mr. Oberg.

Motion carried by a 6:0:1 vote.

Mr. Alcaro asked about the Extended Day Enrichment Program analysis.

Dr. Acuff said that Food Services was listed as a bright spot. She recalls though that staffing for those positions are difficult to fill. She feels that it should be a focus area for the Division.

Ms. Le asked about the timeline for the recommendations. Would the reviews be completed by the dates listed on the phases?

Mr. Alcaro asked if the Board would discuss salary targets within the market.

Dr. Acuff asked if the associated costs for the recommendations include any holdback for further adjustments in the current fiscal year.

Ms. Le asked if we were above our prior market targets.

Mr. Alcaro said that as the Board discusses the budget adjustments to the scale target will be discussed.

Ms. Callsen asked about substitute teacher pay.

Mr. Paige asked what the recommendation was for starting pay for a bus driver.

Ms. Le asked if the City of Charlottesville used a step scale for compensation.

Dr. Acuff asked what feedback was provided by bus drivers when the salary adjustment was presented.

Ms. Le asked how the market targets were developed in the past.

Ms. Callsen said she would like to see potential changes to non-compensation areas to improve employee satisfaction.

Ms. Le offered a **motion** to approve the Phase 1 recommendations. Ms. Osborne **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, and Mr. Paige.

NAYS: None.

ABSENT: Mr. Oberg.

Motion carried by a 6:0:1 vote.

Ms. Le offered a **motion** to approve the Phase II recommendations. Dr. Acuff **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: None.

ABSENT: Mr. Oberg

Motion carried by a 6:0:1 vote.

Ms. Callsen asked if the Division had to use the money from the state for bonuses. She also asked where the guidance came from on the use of the funds. She questioned whether there was another way to use the funds.

Ms. Le asked if there had been discussion about whether everyone should receive the one-time bonus.

Dr. Acuff said that she supports a one-time bonus.

The one-time bonus approval will be placed on the next consent agenda for approval.

Agenda Item No. 8.2. Break.

There was a break from 7:52 p.m. until 8:02 p.m.

Agenda Item No. 8.3. Long Range Planning & CIP Work Session.

Ms. Schmitt, Ms. Kumazawa, Ms. Snoddy, Mr. Wertman, Mr. Bowman, and Mr. Jim Yatzek from MBP. The purpose of this work session is to develop capital plans for the next 5-years, in preparation for the Capital Improvement Plan (CIP) process. The School Board will receive an update on the Long-Range Planning Advisory Committee (LRPAC) report and an update on Maintenance and Replacement Programs. The goal of the work session is to develop a balanced CIP scenario.

An appropriation request for an additional \$1.0 million for the Mountain View Elementary Expansion and Site Improvements projects is contingent upon the Work Session discussion. This capital item is requested for consideration in order to meet the timeline of current bids for the project, as delaying action will require the project to be rebid.

Ms. Le asked if the redistricting could not happen now rather than waiting.

Mr. Alcaro asked about Mountain View. He expressed concern about the proposed school being in the 450 capacity.

Mr. Paige asked if the current expansion at Mountain View would allow for the removal of the learning cottages.

Mr. Paige asked if any of the new roads proposed at the Lambs Lane Campus show up on the schematic design.

Mr. Alcaro asked Dr. Acuff her opinion on the loop road on the Lambs Lane Campus.

Ms. Callsen said that she thinks that the loop road is important.

Mr. Alcaro asked what the plan for costs for the Lambs Lane Campus loop road.

Dr. Acuff asked if the Mountain View project included the cost of land acquisition.

Dr. Acuff asked about the school renovation money that was included in the previous CIP.

Mr. Paige asked for the rationale for removing the renovation money from the proposed CIP.

Mr. Alcaro asked if the recommendation does not include revenue changes.

The Board took a break from 9:12 p.m. until 9:22 p.m.

Dr. Acuff asked if there would be a discussion between the trade-off between classrooms and cafeteria space at Mountain View.

5-Year Needs-Based Request (Is there anything you would change within the order of priorities? Is anything missing? What are your priority projects within the request?)

Ms. Callsen asked how do we factor in the already anticipated costs to the project where money has already been set aside. The increased costs is missing from the high school project. She also asked if bus replacement could be absorbed into the operational budget.

Mr. Alcaro said that he would like to see a priority given to school renovations.

Ms. Callsen said that she would prioritize the Lambs Lane road project.

Dr. Acuff asked if funding for modernization in the past been focused at the elementary level.

Mr. Alcaro suggested that the Board have a 10-year project plan.

Mr. Paige asked about the need for a data center.

Ms. Callsen said that she feels that the need for a data center may not be a priority any more given the changes in technology.

Mr. Paige asked if more detail would be provided regarding the Lambs Lane project.

Dr. Acuff said that we must do schools one and two. She would also favor the elevator additions, the data center, the Lambs Lane project, and the renovations to schools.

Mr. Paige said that he would not eliminate renovations.

Ms. Osborne asked if there was any facility maintenance that could be put off.

Dr. Acuff expressed concerns with the increase in cost due to inflation.

Ms. Osborne offered a **motion** to proceed with Option 1 for the Mountain View Elementary expansion and site improvements project (4-classroom mobile unit addition, cafeteria addition, HVAC+ parent drop-off improvements), and to use the remaining funds for adding capacity where feasible and additional interior needs identified by staff. Ms. Callsen **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, 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.

Ms. Callsen said that she has heard concerns that the language used with the task force being formed is directed only towards black students.

Mr. Paige announced that Mr. Oberg has resigned his position on the Albemarle County School Board effective December 31, 2022. He then shared the timeline for the Board to fill the position.

Agenda Item No. 10.1. Closed Meeting. None.

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

Agenda Item No. 12.1. Adjournment.

At 10:04 p.m., hearing no objections, Mr. Paige adjourned the meeting of the Albemarle County School Board.

Chairman

Clerk