

A Business Meeting of the Albemarle County School Board was held on July 11, 2019 at 6:30 p.m., Lane Auditorium, Albemarle County Office Building, 401 McIntire Road, Charlottesville, Virginia 22902.

**PRESENT:** Mr. Stephen Koleszar; Dr. Kate Acuff; Ms. Katrina Callsen (arrived at 5:34 p.m.); Mr. Graham Paige; Mr. Jason Buyaki (arrived at 5:36 p.m.); Mr. David Oberg; and Mr. Jonathan Alcaro.

**ABSENT:** None.

**STAFF PRESENT:** Dr. Matthew Haas, Superintendent; Ms. Rosalyn Schmitt, Chief Operating Officer; Ms. Debbie Collins, Deputy Superintendent; Dr. Clare Keiser, Assistant Superintendent; Dr. Bernard Hairston, Assistant Superintendent; Ms. Lindsay Snoddy, Deputy Director of Building Services; Dr. Daphne Keiser, Assistant Director of Human Resources; Mr. Chad Ratliff, Principal of Murray High School and the Community Public Charter School; Mr. Jackson Zimmermann, School Finance Officer; Ms. Maya Kumazawa, Director of Planning and Budget; Mr. Ross Holden, School Board Attorney; and Mrs. Jennifer Johnston, Clerk.

### **Agenda Item No. 1.1. Closed Meeting**

At 5:30 p.m., Mr. Koleszar 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; and subsection 3 for discussion and consideration of the acquisition of real property for a public purpose. Mr. Oberg **seconded** the motion, **and the motion passed with Mr. Paige, Mr. Buyaki and Ms. Callsen absent.**

### **Agenda Item No. 1.2. Closed Meeting Certification.**

Mr. Koleszar 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. Mr. Oberg **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

**AYES:** Mr. Oberg; Dr. Acuff; Mr. Koleszar; Ms. Callsen; Mr. Buyaki; and Mr. Alcaro.

**NAYS:** None.

**ABSENT:** Mr. Paige.

**Motion carried by a 6:0:1 vote.**

Mr. Koleszar offered a **motion** to accept the resignation of employee number 1. Dr. Acuff **seconded** the motion, **and motion passed.**

Mr. Koleszar offered a **motion** to appoint Ms. Cyndi Wells as the principal of Cale Elementary School effective July 15, 2019. Dr. Acuff **seconded** the motion, **and the motion passed.**

### **Agenda Item No. 1.3. Call to Order.**

At 6:34 p.m., Mr. Alcaro 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.**

Mr. Koleszar offered a **motion** to approve the agenda. Dr. Acuff **seconded** the motion, **and the motion passed.**

**Agenda Item No. 3.1. Approval of Consent Agenda.**

- 3.1. Approval of Consent Agenda
- 3.2. STEM Early Learning through the Arts FY18-19
- 3.3. Authorization to Sign in the Absence of the Superintendent
- 3.4. For Information: Policy Reviews and Revisions
- 3.5. Architectural and Engineering Selection Committee for Red Hill Additions and Renovations
- 3.6. CTE Grants FY19
- 3.7. Meriwether Lewis Elementary School Outdoor Canopy
- 3.8. Petty Cash Resolution
- 3.9. Personnel Action – Athletic Coaches
- 3.10. Personnel Action
- 3.11. For Information: Personnel Policies

Mr. Koleszar offered a **motion** to approve the consent agenda minus Policy EFBA, the acceptable use policy, and Policy AFA. Mr. Buyaki **seconded** the motion, **and the motion passed.**

**Agenda Item No. 4.0. Items Pulled from the Consent Agenda.**

**Policy EFBA:** Dr. Acuff said that she did not see any limit on the amount of debt a student could have on account. Mr. Oberg said that he is concerned about the language because it may put employees in a situation where they have to tell a student that they cannot have food. Have these changes been vetted through the equity checklist? Dr. Acuff asked what the tab was for unpaid meals last year. Dr. Haas said that the changes in the policy was an effort to allow for all students to have a good meal at school. Mr. Alcaro asked for staff to look at the language again and bring back to the Board.

**Policy AFA:** Mr. Alcaro asked that the reference to Chairman be changed to Chair.

**Acceptable Use Policy:** Mr. Oberg said that the language referencing teacher or administrator, etc. should be changed to employee rather than pulling out certain employees.

**Personnel Policies:** Ms. Callsen asked for a summary of changes to personnel policies.

**Agenda Item No. 5.1. Spotlight on Education.**

Mr. Oberg said that there are more than 2,000 public schools in Virginia and more than 1.1 million students. As you can imagine, there is a wide variety of programs, instructional resources, facilities and classroom experiences in all of these schools. But they share one thing in common. They all participate in Standards-of-Learning (SOL) testing every year. SOL tests were established back in 1995 by the state Department of Education in the four core content areas—English, Math, Science and Social Studies. Two years later, in 1997, test results were linked to school accreditation. So, these tests have become very important to every school. In fact, so important that the Governor and the state Board of Education, established a recognition program to celebrate the academic excellence these tests can represent. Until this year, the program formally was known as the Virginia Index of Performance (VIP), and schools were eligible to receive achievement awards for the exceptional SOL test performance of their students. There was a complicated formula to determine how many points a school earns for their SOL test results, which qualified the school for an award. In general, though, a school had to have SOL pass rates exceeding 75 percent in all four content areas and it had to show year-over-year increases. Earlier this year, 270 schools out of more than 2,000, qualified for VIP Awards and four of them were from our school division. Murray Elementary received the second highest honor, the state Board of Education’s Excellence Award for SOL test pass rates that exceeded 80 percent in all English, Math, Science and Social Studies; Three schools,

Hollymead, Meriwether Lewis and Stone-Robinson received the next highest honor, the Board's Distinguished Achievement Award, for SOL pass rates that topped 75 percent in all four content areas. These awards were announced by the Governor's office on May 29<sup>th</sup>. On June 20<sup>th</sup>, the state announced its Exemplar Performance School Awards, which now has supplanted the VIP Program. To qualify, schools still must meet rigorous pass rate requirements and also must show evidence that it has narrowed achievement gaps. Only 46 of the state's approximately 1,173 elementary schools, less than four percent, received the highest achievement award under these new standards. Murray Elementary School was among that elite. This evening, we have with us, three principals and one assistant principal from the VIP Class of 2019, the final class, and I'd like to ask them to join us at the podium. They include Mark Green, who led Murray this past year and now is Stone-Robinson's principal; Kristen Williams, Stone-Robinson's principal last year who now is at Woodbrook; Craig Dommer, Hollymead's principal, and Leslie Wills-Taylor, Meriwether Lewis' assistant principal. Congratulations to each of you, your team and your students for your remarkable achievements in 2018.

**Agenda Item No. 5.2. Announcements.** None.

**Agenda Item No. 6.1. Public Comment.**

Mr. Joe Fore lives in the White Hall magisterial district. He encouraged the Board to adopt the recommendation regarding Crozet Elementary School. He expressed concern about the growing Crozet community and growing student population at Brownsville and Crozet Elementary Schools. Crozet's population is expected to double by 2025.

Ms. Sandra Watty expressed concern about the selection of the principal at Cale Elementary School. She was disappointed about the process that no individual from their community was a candidate for the principal position.

**Agenda Item No. 7.1. School Board/Superintendent Business.**

Ms. Collins mentioned that there is professional development going on in the division since last week to include conversations about equity. She invited the Board to stop in.

Mr. Alcaro said that the Board needed to appoint a delegate and alternate for the VSBA Delegate Assembly at the VSBA Annual Conference in November. Mr. Koleszar offered a **motion** to appoint Mr. Oberg as the delegate and Ms. Callsen as the alternate. Mr. Buyaki **seconded** the motion, **and the motion passed.**

**Agenda Item No. 7.2. Board Member Reports.** None.

**Agenda Item No. 8.1. Scottsville Addition and Renovation Schematic Design.**

Ms. Snoddy and Grimm and Parker architectural firm provided for the Board's consideration the Scottsville Elementary addition and renovation schematic design. Per School Board policy, the Board must approve the schematic and design development phases of major construction projects. A proposed schematic design of the Scottsville Addition and Renovations is ready for School Board review and approval. The project will provide an addition onto the building as well as make improvements to the existing building and site. The addition will include 4 classrooms, a new art room, full-size elementary gym, and associated support spaces. Improvements to the existing building will include repurposing the current gym and renovations throughout the building to improve space for both students and staff. Site improvements will include a new bus loop, outdoor learning areas and septic system improvements. The project will also include the removal of all modular classrooms. Architectural firm Grimm & Parker were selected through the RFP process in December 2018 to design the addition and renovations. The project will break ground in Summer 2020 and is scheduled to open for the 2021/22 school year.

The total project budget is \$12.2M. The project's design and construction are funded through the Capital Improvement Program.

Mr. Koleszar asked how much wiggle room was in the timeline. Is there time to finish the construction on-time before school opens?

Mr. Alcaro asked how students will not be distracted during the school day with the construction.

Mr. Koleszar asked how the polling site will be accommodated with the construction.

**Agenda Item No. 8.2. Long Range Planning Advisory Committee 2019 Recommendations.**

Ms. Kumazawa and Ms. Gayle Lovette, Chair of the Long-Range Planning Advisory Committee, provided for the Board's consideration the 2019 recommendations from the Long-Range Planning Advisory Committee. Per policy, the Long-Range Planning Advisory Committee (LRPAC) is formed to "inform and advise the Superintendent and School Board in the development of comprehensive, long-term plans for facilities needs in the most effective and efficient way and in support of the School Division's Strategic Plan." The committee has met monthly for the last 18 months to analyze and discuss the capital needs of the division. The recommendation serves as the first stage in developing the Division's Capital Improvement Program (CIP). Staff will return in August to facilitate the Board's preparation of their CIP recommendation for the September joint Work Session.

## Recommendation

The following 10-year summary and subsequent project descriptions are the recommendation of the 2019 Long-Range Planning Advisory Committee for the FY21-FY31 Capital Improvement Program and Capital Needs Assessments of Albemarle County Public Schools in priority order. *(Amounts are in thousands)*

	Rank	Project	5 Year Total
<b>Maintenance/ Replacement Projects</b>	M1	Facilities and Grounds Maintenance Program	\$45,310
	M2	State Technology Grant	\$3,500
	M3	Technology Replacement Program	\$13,896
	M4	School Bus and Equipment Replacement Program	\$7,500
	M5	Furniture Replacement Program (New)	\$6,000
	<b>Total</b>		
<b>Capital Improvement Plan (CIP) Projects: Years 1-5</b>	1	School Safety Improvements	\$2,000
	2	Data Center	\$1,500
	3	Elevator Additions	\$4,200
	4	Crozet Addition and Improvements	\$20,402
	5	Middle School Facility Planning Study	\$500
	6	Cale Expansion and Site Improvements	\$5,456
	7	AHS/WAHS Renovations	\$36,000
	8	Learning Space Modernization	\$10,000
	9	Elementary School Renovation	\$20,000
	10	Land Acquisition	\$4,500
	<b>Total</b>		
<b>FY21-FY25 TOTAL</b>			<b>\$180,764</b>
<b>Capital Needs Assessments (CNA) Projects: Years 6-10</b>		<b>Project</b>	<b>5 Year Total</b>
		New Elementary School	\$20,000-\$25,000
		High School Center #3	\$20,000-\$30,000
		CATEC	TBD
	Administration Space	\$6,000-\$7,000	

### Boundary Changes

Per Board policy, the committee is tasked to make long-term recommendations for facilities needs in the most effective and efficient way. This may require redistricting to make use of existing capacity. The LRPAC recommendation is based on assumptions that future redistricting will impact the following schools/areas in the next 10 years:

- Baker-Butler & Broadus Wood Elementary:**  
Baker-Butler is currently over-enrolled and capacity conflicts are projected to worsen over time. On the other hand, Broadus Wood, the district directly adjacent to Baker-Butler has ample capacity of approximately 100 seats.
- Brownsville & Crozet Elementary:**  
Projections show Brownsville will have the highest capacity conflicts. A design is funded to expand Crozet, with the assumption of that students will be redistricted from the current Brownsville district.
- Middle Schools:**  
A study is recommended that will consider the possibility of redistricting the middle schools.

Ms. Callsen asked what considerations were taken for the effectiveness of elementary school size.

Mr. Koleszar said that the data for growth at Jack Jouett seemed to be an outlier and asked why there seemed to be so much growth there. He also said that there has been discussion about differentiated staffing and the impact if changes were made. Finally, he expressed skepticism about the value of increased security.

Mr. Buyaki and Mr. Oberg said that security measures are needed at all schools.

Dr. Acuff thanked the committee for their work. She commented that there are large price tags on the renovation of aging buildings with the skyrocketing growth. We need to make the case that these improvements and renovations are important and necessary.

Mr. Koleszar said overall projection in 5-10 years is only 2-3%. It is not skyrocketing growth.

Mr. Alcaro thanked staff and the committee for the presentation. He suggested that the report be provided to the Board of Supervisors. He asked about the development dashboard.

Dr. Acuff said that there was a focus on a \$76 million budget for modernizing two high schools, and she asked if this information match the Fielding Nair report.

**Agenda Item No. 8.3. Break.**

There was a break from 8:14 p.m. until 8:25 p.m.

**Agenda Item No. 8.4. International Baccalaureate (IB) Diploma Program at Murray High School.**

Mr. Ratliff provided for the Board's consideration information on the IB program at Murray High School. Murray High School is in the Candidacy Phase of becoming an International Baccalaureate (IB) World School, potentially offering the Diploma Program to ACPS 11th and 12 graders beginning SY 2020-21.

The IB approach to learning is grounded in the belief that learning how to learn is fundamental to a student's education. IB enables students to become self-regulated learners who know how to ask good questions, set effective goals, pursue their aspirations and have the determination to achieve them. These skills also help to support students' sense of agency, encouraging them to see their learning as an active and dynamic process.

The presentation went into more detail about the IB Diploma Program and the application process, milestones, curricula, and implementation timeline for Murray High School.

Mr. Koleszar asked if the Community Public Charter School enrollment would go up to 90 students. He said that he heard IB was costly and how would those costs be covered. He also expressed concern that some may see the IB program as elite and it may push traditional Murray High School students out of the process.

Mr. Buyaki said that he would like to know more about the costs of IB programs. He also asked how IB courses work with the Virginia Department of Education and if students would still have to take SOLs. He asked how IB courses are looked at by high education institutions. He then asked how IB status would be lost. Finally, he asked why would we not want IB programs in all of our schools.

Dr. Acuff asked what is the difference between a charter school and an IB school program. She then asked how many Community Public Charter School students go on to attend Murray High School.

Ms. Callsen asked about how the IB program would drive student stress levels.

**Agenda Item No. 8.5. Energy Performance Contract Update.**

Ms. Snoddy provided for the Board's consideration an energy performance contract update. The Board voted to proceed with an Energy Performance Contract with Ameresco on September 14, 2017. Ameresco has recently completed the construction phase of the contract, which included the installation of LED lighting and high-efficiency plumbing fixtures. The measurement and verification phase begin July 1, 2019 to ensure actual utility savings meet or exceed projections.

Financing for the Energy Performance Contract was secured through Back of America and issued through the Virginia Small Business Financing Authority. The ongoing utility savings from the project is used to pay for the financing.

Mr. Koleszar asked if we are guaranteed the savings offered in the presentation.

**Agenda Item No. 8.6. Hiring Update.**

Dr. D. Keiser provided for the Board's consideration a hiring update for the Division.

Mr. Koleszar asked if the number of staff needing to be hired is greater or less than last year.

**Agenda Item No. 8.7. 3<sup>rd</sup> Quarter Financial Report.**

Mr. Zimmermann provided for the Board's consideration the 3<sup>rd</sup> Quarter Financial Report. The January 2019, February 2019, and March 2019 Year-To-Date Financial Reports, Operating Expense Reports, and Self-Sustaining Funds Reports are presented for the Board's consideration.

Revenues: March 31 Average Daily Membership (ADM), upon which state revenues are based, was projected to be 13,578. However, September 30 enrollment numbers are slightly lower than original projections by 64 students (although overall enrollment is greater than last school year). State revenues are currently anticipated to slightly exceed projections due to increased lottery funding provided in the governor's amendments and improved sales tax numbers. Local and federal revenues are anticipated to meet budget.

Expenses: Expenses are anticipated to be slightly lower than budgeted. Compensation projections are based upon preliminary June payroll. Due to a number of major system changes implemented in May and June, payroll expenses remain estimated for this report.

Balance of Expenses over Revenues: March revenues exceed expenses by more than \$10M. State revenues collected totaled slightly more than \$31.4 million.

Available Fund Balance: Available fund balance for the beginning of the next fiscal year is preliminarily estimated at nearly \$2.3M. Staff is providing background information regarding the use of balances during the year.

The financial outlook for the division in the current year is positive. Checks will continue to be issued for FY2018-19 through early August with final balancing and adjustments through September.

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

Mr. Buyaki said that he would like to see the true costs of the IB program for the entire division. **There was Board consensus for this information to be provided.**

**Agenda Item No. 10.1. Closed Meeting – if needed.**

Mr. Koleszar 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 3 for discussion and consideration of the acquisition of real property for a public purpose. Mr. Oberg **seconded** the motion, **and the motion passed.**

**Agenda Item No. 11.1. Closed Meeting Certification.**

Mr. Koleszar 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. Mr. Oberg **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

**AYES:** Mr. Oberg; Dr. Acuff; Mr. Koleszar; Ms. Callsen; Mr. Buyaki; and Mr. Alcaro.

**NAYS:** None.

**ABSENT:** Mr. Paige.

**Motion carried by a 6:0:1 vote.**

Mr. Koleszar offered a **motion** to accept the personnel appointments as discussed in closed meeting. Mr. Oberg **seconded** the motion, **and the motion passed.**

**Agenda Item No. 12.1. Adjournment.**

At 9:46 p.m., hearing no objections, Mr. Alcaro adjourned the meeting of the Albemarle County School Board.

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Chairman

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Clerk