

A Business Meeting of the Albemarle County School Board was held on April 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; Mr. Graham Paige; Mr. Jason Buyaki; 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; Ms. Christina Pitsenberger, Director of Food Services; Ms. Jennifer Sublette, Director of Professional Development; Dr. Helen Dunn, Legislative Affairs Officer; Mr. Kevin Kirst, Director of Student Services; Mr. Ross Holden, School Board Attorney; and Mrs. Jennifer Johnston, Clerk.

Agenda Item No. 1.1. Closed Meeting

At 6:01 p.m., Mr. Paige 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 discussion, consideration, or interviews of prospective candidates for employment; subsection 3 for discussion and consideration of the disposition of real property for a public purpose; 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. Mr. Buyaki **seconded** the motion, **and the motion passed with Ms. Callsen absent.**

Agenda Item No. 1.2. Closed Meeting Certification.

Mr. Paige 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. Dr. Acuff **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

AYES: Mr. Paige, Mr. Oberg, Mr. Koleszar, Dr. Acuff, Ms. Callsen, Mr. Buyaki, and Mr. Paige.
NAYS: None.

Motion carried by a 7:0 vote.

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.

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

Agenda Item No. 3.1. Approval of Consent Agenda.

- 3.1. Approval of Consent Agenda
- 3.2. School Security Equipment Grant
- 3.3. Minutes

- 3.4. Personnel Action – Athletic Coaches
- 3.5. Personnel Action
- 3.6. Streaming School Board Meetings
- 3.7. For Action: Policy Reviews and Revisions
- 3.8. For Information: Carl D. Perkins Local Plan for Career and Technical Education

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

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

Agenda Item No. 5.1. Spotlight on Education.

Mr. Alcaro said that tonight, we are celebrating two programs. Our first appropriately enough, comes in the same week that UVA celebrated their first national basketball championship. We previously recognized Layla Boubier, who won our divisional spelling bee and then went on to do something that's only been done three times by an Albemarle County public school student in the past 25 years. She won the regional spelling bee and is on to the national competition next month in Maryland. In fact, the last Albemarle student to win the regional competition, eight years ago, also was from Henley Middle School. I have the privilege this evening of presenting our divisional spelling bee winner and our runner-up with plaques that recognize their outstanding achievements this year. I should point out that thousands of our students in grades 3-8 participated in their school-level spelling bees this year. Those who were school champions qualified for the divisional bee. Among those 21 finalists, fifth grader Gray Tracey, from Murray Elementary School and Layla Boubier, a Henley seventh-grader, stood alone for the final five rounds. Congratulations to both for such a wonderful performance.

He then asked both Gray and Layla to come up to the dais so that the Board can offer congratulations and present them with their awards.

Mr. Alcaro then said we also have with us this evening, Gloria Rockhold, from our Community Engagement program. Gloria spoke briefly at our work session about our revitalized Gold Card program.

This is our program designed to increase opportunities for senior citizens to engage with our schools and students. Before the program redesign, we had approximately 200 members. Tonight, Gloria is going to provide us with the latest numbers, which in a few short weeks, already has eclipsed the old totals compiled over several years.

As Gloria will tell us, the Gold Card is only one leg of a strategy to expand our community outreach, including bringing more seniors into our schools as mentors. With Gloria is one such volunteer.

He then asked Gloria and her guest to tell the Board a little bit more about her plans for the upcoming year.

Agenda Item No. 5.2. Announcements.

Dr. Haas shared with the Board a message he sent out to the school community regarding the social media threat that was made towards schools.

Dr. Diggs said that the Division will be hosting its first image testing festival for students tomorrow at Center 1.

Agenda Item No. 6.1. Public Comment.

Ms. Barbara Cruickshank lives in Earlysville. She asked that Board not approve any additional cell towers on school properties.

Ms. Aubrey Israel Hampton is a parent. She asked that the Board ban hate imagery in schools.

Mr. Matthew Christiansen lives in the Rio magisterial district. He said that the Board should provide a safe environment for students. He asked that the Board ban hate imagery.

Mr. Walt Heineck is a resident of the City of Charlottesville. He said that it is time for the Board to ban hate imagery in the Division.

Ms. Amanda Moxham is a parent. She asked that the Board vote to ban hate imagery from the Division.

Ms. Anna Mallo lives in the Rio district. She spoke about the need to protect students of color in schools.

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

Dr. Haas recognized the Boy Scout in the audience.

Dr. Haas shared some notes from his school visit to the Community Public Charter School and Murray High School.

Dr. Haas shared with the Board the fundraiser for the Blue Ridge Area Food Bank.

Dr. Dunn provided the Board an update on legislation regarding stop arm cameras use on school buses.

Ms. Schmitt said that next week the Board of Supervisors is scheduled to adopt its budget, and then the School Board is scheduled to adopt its budget on April 25. There is a tentative meeting on April 18. Staff would like for the Board to meet in order to address some adjustments and capital projects.

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

Agenda Item No. 8.1. Special Education Advisory Committee Annual Report.

Ms. Stephanie Hicks, Chair of the Special Education Advisory Committee provided for the Board's consideration the Special Education Advisory Committee Report. The Special Education Advisory Committee (SEAC) submits an annual report and recommendations regarding the needs they have identified that relate to the education of children with disabilities. The SEAC reports these needs to the division superintendent for transmission to the local school board. This report will be presented by Stephanie Hicks, Chairperson of the Committee. A copy of the report is attached.

Any recommendations made by the Special Education Advisory Committee that have fiscal implications would be pursued and developed based on direction of the School Board. These initiatives or a redirection of resources would be brought forward through the budget initiative procedures established during the development of the 2019-2020 or 2020-2021 school budget.

2018-2019 Albemarle County Special Education Advisory Committee Annual Report

We are fortunate to have a talented, passionate Special Education community in Albemarle County. Our Special Education Advisory Committee (SEAC) is grateful for our Special Education faculty and staff. We support lifelong learning for students and teachers and have identified several target areas where continuing improvements would benefit students and school personnel.

1. Budget for Growth

Our special education population is expanding quickly in Albemarle County. Mr. Kirst's report shows a continuing upward trend over the last several years. We sincerely hope this is because of the exceptional quality

education and other resources available in our area. To maintain our standard of education for our special education students, we respectfully ask the School Board to proactively plan and budget for this continuing trend.

2. Provide Continuing Professional Development for Mental Health

The governor has proposed a budget that includes a significant increase in school counselors over the next few years. We respectfully ask that Albemarle County go one step beyond this and offer more professional development and continuing education for school personnel. Quoting from the Virginia Superintendent of Public Instruction memo from April 2017- “According to the National Alliance on Mental Illness as many as one in five adolescents’ ages 13 to 18 has a mental health disorder. So, in a classroom of 25 students, five of them may be struggling with issues such as anxiety, depression, or substance abuse.”

We see educating all ACPS employees in recognizing and assisting students experiencing mental health crises as a priority. Both special education and general education students need this additional support.

3. Provide Training for Teachers and Staff to Better Accommodate Executive Function Areas of Need

The executive system is responsible for goal-direction, task-oriented behaviors, self-regulation, behavior inhibition, planning, working memory, impulse control and more. Executive function disorder impairs a student’s ability to analyze, plan, prioritize, schedule, initiate and complete an activity. These students need constant reminders, are unable to change behaviors or plans, and have difficulties creating a new plan when presented with new situations or tasks. They do not deal with contradictions well and cannot adapt to changes or changing situations quickly. They can react excessively or go to a shutdown mode when confronted with social situation beyond their understanding.

While executive function skills can be a challenge for all students, executive function disorder is strongly associated with many diagnoses, including autism spectrum disorder, ADHD, and anxiety. Training teachers to better accommodate executive function areas of need will benefit all students, especially those with special education needs. Helping students gain executive function skills can reduce behavior issues in the classroom allowing more time for academic instruction.

4. Expand and Enhance the Anti-bullying Programs

According to the 2017 Indicators of School Crime and Safety, fourteen percent of 15-year-old students in the US reported that student learning is hindered to some extent or a lot by students intimidating or bullying other students. The proposed increase in the number of school counselor in Virginia would be a solid step toward decreasing bullying issues, but we feel Albemarle County needs to be a leader here, too. Special needs students are reportedly about three times as likely to be bullied as their typically developing peers. Protecting all students, especially our more vulnerable population, needs to be a top priority for our entire school system.

Dr. Acuff asked about what is available to address training for mental health issues.

Mr. Alcaro asked about bullying and its impact on students nationwide, what is the percentage of impact for Albemarle County? He also asked if special education students are more likely to be bullied at a certain level or at all levels.

Agenda Item No. 8.2. Special Education Annual Plan.

Mr. Kirst provided for the Board’s consideration the Special Education Annual Plan. Under the provisions of the Individuals with Disabilities Education Improvement Act (IDEIA), the IDEA Federal Regulations, and the Regulations Governing Special Education Programs for Children with Disabilities in Virginia, local educational agencies are required to submit an annual plan and application for providing special education and related services to children with disabilities in order to secure Federal funds. Albemarle County Public Schools must ensure that its policies and procedures are consistent with the Regulations Governing Special Education Programs in Virginia, the Individuals with Disabilities Education Improvement Act and corresponding Federal Regulations. The Annual Plan consist of the following components:

1. The Annual Plan document, that includes the applications for Section 611 Flow-Through Grant (K-12) and the Section 619 Early Childhood Special Education (PK) Grant.

2. The Part B Set Aside Calculation and Plan is included. It outlines how a portion of the Federal funding was calculated, developed with consultation from private schools and parents and the resulting implementation plan. These funds are used to support children eligible for special education services that are unilaterally placed by their parents in home or private school programs located in Albemarle County.

The approved version of the Annual Plan is expected to be submitted to the Virginia Department of Education on or before May 10, 2019.

This plan was reviewed, as required by Virginia Regulations, by the Special Education Advisory Committee on March 12, 2019.

Ms. Callsen asked where information on “of concern” identification of students could be found for Albemarle County.

Mr. Paige asked if any of our instructors have to visit the regional jail for the program located at the facility.

Dr. Acuff asked if there were challenges in the hiring of special education teachers and assistants.

This item will be placed on the next consent agenda for approval.

Agenda Item No. 8.3. Continued Board Member Discussion on Student Apparel and Expression.

Mr. Alcaro introduced the discussion of student apparel and expression. According to the ACPS School Board Policy regarding standards for student conduct, “Every student has a right to a quality education in an environment that is conducive to learning and free of disruption. Conversely, every student has the responsibility not to deny that right to others. Accordingly, the School Board has adopted policies and regulations designed to encourage good citizenship, reasonable standards of behavior, and a favorable atmosphere for learning and to discourage conduct that adversely affects the health and welfare of the students and staff.”

More specifically, with regard to student apparel, the ACPS School Board Policy states the following standard with regard to student apparel:

“Students are expected to dress appropriately for a K-12 educational environment. Any clothing that interferes with or disrupts the educational environment is unacceptable. Clothing with language or images that are vulgar, discriminatory or obscene, or clothing that promotes illegal or violent conduct, such as the unlawful use of weapons, drugs, alcohol, tobacco, or drug paraphernalia or clothing that contains threats such as gang symbols is prohibited.”

During the time allotted for this agenda item, each Board member is invited to offer a perspective on this standard as invited by the Board Chair.

Mr. Oberg said that he feels that people support the action of Dr. Haas. He feels that under the Tinker standard, the information that the Board has received is that hate imagery is impacting student learning. He feels that the Board should adopt a policy to ban this type of imagery.

Mr. Paige said that appreciates the action of Dr. Haas with the implementation of changes to the dress code. He feels that we need to implement the language into policy. He shared with the Board a recommendation for proposed language for the policy. The language proposed was: “Students are expected to dress appropriately for a K-12 educational environment. Any clothing that interferes with or disrupts the educational environment is

unacceptable. Clothing with language or images that are vulgar, discriminatory, or obscene, clothing that promotes illegal or violent conduct such as the unlawful use of weapons, drugs, alcohol, or tobacco/drug paraphernalia, clothing that contains threats such as clothing with gang symbols or clothing with imagery associated with organizations that promote white supremacy, racial division, hatred or violence will not be permitted in our schools. This includes such organizations as the confederacy and the KKK.”

Mr. Oberg said that the success of Dr. Haas’ work should not stop the Board from making a change in policy. He feels that this work should be prioritized.

Mr. Paige said that he would wait no longer than two months to make a change but feels that the work needs to be done quickly.

Ms. Callsen said that she would like clarity around what was done in Charlottesville City Schools. She feels that we are not showing support to the Superintendent. Her ultimate goal would be to show support of Dr. Haas.

Dr. Acuff said that when Dr. Haas presented his administrative plan the Board did not approve or endorse. She felt that it would be implemented and then a report would be provided to the Board for further action.

Mr. Holden said that the City of Charlottesville School Board adopted a resolution. They did not change the dress code or create a ban that could be overturned.

Ms. Callsen said that she does not want students wearing confederate flags in our schools. Her only fear is that going straight to a non-neutral dress code policy is that it would be overturned. She is wondering if we can do a ban in effect through a resolution without having to change the dress code policy. She would like to proactively support Dr. Haas through an action of the Board.

Mr. Oberg said that he does not feel that he is violating his oath of office. He does not think that a change to the dress code policy would violate the first amendment.

Mr. Paige said that the impact of August 2017 could show that there is an impact on the community and learning environment. He would like to see a ban written into the dress code. He asked Dr. Acuff what law the Board would not be upholding.

Dr. Acuff said that she reads the case law differently. She does feel that the August 2017 events do show a disruption. She then asked Mr. Paige to share with the Board his proposed language for review.

Mr. Alcaro asked if any of the cases that have been reviewed been tried when there was not a ban in place already, and then turn around and put a ban in place due to the outcome of the court case.

Mr. Paige asked if there have been any challenges to bans in other counties or states that were implemented based on the incidents in Charlottesville in August 2017.

Mr. Buyaki asked when the anonymous reporting app will be rolled out. He also asked for data on the instances that have happened since Dr. Haas’ action and if it has been implemented consistently.

Mr. Koleszar said that the Board unanimously approved the anti-racism policy. This shows the Board’s desire to address the implicit bias throughout the community. The confederate flag is the least of the problems that we have. The deeper problems in our system comes from the implicit bias that many of us have and that is where we need to see change. He said that he agrees that the Board needs to do what we feel is right and not be afraid of getting sued. He feels that free speech is very important. He does not feel a need to change the policy. He supports what Dr. Haas has implemented.

Mr. Paige said that we already restrict students in certain ways such as clothing with guns and tobacco. This would not be any different.

Mr. Alcaro said that we are about children. He agrees with Mr. Koleszar. We passed the anti-racism policy which was our role. It was then our role to turn it over to schools to implement. He feels that Dr. Haas was bold and reacting to our community. In August 2017 a lot of people were traumatized. He supports what Dr. Haas is doing. He supports waiting to see how his procedure is playing out before discussion on implementing a ban.

This item will come back to the Board at a future meeting.

Agenda Item No. 8.4. Break.

There was a break from 8:40 p.m. until 8:55 p.m.

Agenda Item No. 8.5. Update on Professional Development and Overview of Plans for the Summer.

Ms. Sublette and Dr. Keiser provided for the Board's consideration an update on professional development and an overview of plans for the summer. As we move into the fourth quarter of the school year, information will be shared on professional learning events from the year as well as the framework for professional learning opportunities over the summer. A focus will be on how professional learning opportunities are designed to support our current ACPS strategic priorities.

Mr. Koleszar asked how many middle and high schools are using developmental design. He also asked how many of the freshman seminar teachers will repeat. He then said that the last time implemented a new learning management system, it went down in flames. Is three hours of Schoology training enough?

Mr. Buyaki said that he would like to see the impact on professional development on teachers.

Mr. Alcaro said that there are about 50 classes of freshman seminars, do teachers teach more than one class of freshman seminar?

Agenda Item No. 8.6. Recycling and Waste Management Update.

Ms. Snoddy and Ms. Pitsenberger provided for the Board's consideration an update on recycling and waste management within the Division. Since the closure of Van der Linde's single-stream recycling facility, our community has changed recycling practices. ACPS changes have included adding recycling carts at all school locations, adding recycling carts to common spaces, and increasing our composting and source reduction efforts. The presentation covers these topics in more detail.

Funding for recycling and waste management is appropriated in the Building Services Department budget. Funding for the compostable service ware items is provided by the Child Nutrition Department budget.

Mr. Koleszar asked where our compostable items end up.

Mr. Paige asked if any of the compost is used at the Western Albemarle High School environmental sciences program.

Dr. Acuff asked if we have eliminated plastics in Food Services.

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

Mr. Oberg said that he will be running for re-election.

Agenda Item No. 10.1. Closed Meeting – if needed. None.

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

Agenda Item No. 12.1. Adjournment.

At 9:52 p.m., hearing no objections, Mr. Alcaro adjourned the meeting of the Albemarle County School Board.

Chairman

Clerk