

MINUTES
ALBEMARLE COUNTY SCHOOL BOARD
SUPERINTENDENT'S PRESENTATION OF THE DRAFT FUNDING REQUEST
Thursday, February 20, 2025
[Video Link](#)

In light of inclement weather, potentially hazardous road conditions, and the Governor's declaration of a state of emergency across the Commonwealth, this meeting was conducted virtually via Zoom to ensure the safety of all participants.

ROLL CALL - UPON THE ROLL BEING CALLED, THE FOLLOWING WERE PRESENT:

BOARD MEMBERS - Dr. Kate Acuff, Dr. Rebecca Berlin, Ms. Judy Le, Ms. Ellen Osborne, Mr. Graham Paige, Ms. Leslie Pryor, Ms. Allison Spillman.

ABSENT – None

ALSO, IN ATTENDANCE - Superintendent Matthew Haas; School Division Counsel Josiah Black; Assistant School Division Counsel Erin Stone; Assistant Superintendent Clare Keiser; Assistant Superintendent Daphne Keiser; Assistant Superintendent Chandra Hayes; Assistant Superintendent Patrick McLaughlin; Chief Operating Officer Rosalyn Schmitt; Public Affairs and Strategic Communications Officer Helen Dunn; and Clerk of the Board Christine Thompson

AGENDA ITEM NO. 1.0 OPENING ACTIVITIES

Agenda Item No. 1.1 Call to Order - At 6:30 p.m., Chair Acuff called the Albemarle County School Board meeting to order.

Agenda Item No. 1.2 - Roll Call

Agenda Item No. 1.3 - Moment of Silence

AGENDA ITEM NO. 2.0 APPROVAL OF AGENDA

Agenda Item No. 3.1 Approval of Agenda – Ms. Le offered a **motion** to approve the agenda. Ms. Spillman seconded the **motion**. **A voice vote was taken, and the motion passed with the following recorded votes:**

AYES: Ms. Osborne, Ms. Pryor, Ms. Spillman, Ms. Le, Dr. Berlin, Mr. Paige, and Chair Acuff

NAYS: None

ABSENT: None

Motion carried by a 7:0:0 vote

AGENDA ITEM NO. 3.0 BUDGET WORK SESSION

Agenda Item No. 3.1 Superintendent's Presentation of the [Draft Funding Request](#) -

Superintendent Matthew Haas presented the proposed 2025-26 Funding Request for Albemarle County Public Schools.

Agenda Item No. 3.2 Budget Work Session #1 – This item was rescheduled and incorporated into the March 6, 2025, Work Session.

AGENDA ITEM NO. 4.0 OTHER BUSINESS

Agenda Item No. 9.1 Other Business by the Board Members and the Superintendent –

Ms. Le offered a **motion** to nominate Ms. Leslie Pryor to sit on the Discipline Committee. Mr. Paige Seconded the nomination. Ms. Pryor accepted the nomination. **A voice vote was taken, and the motion passed with the following recorded votes:**

AYES: Mr. Paige, Ms. Le, Dr. Berlin, Ms. Osborne, Ms. Pryor, Ms. Spillman, and Chair Acuff

NAYS: None

ABSENT: None

Motion carried by a 7:0:0 vote

Superintendent Haas thanked Deputy Public Affairs & Strategic Communications Officer Jennifer Butler for her dedication and the long hours she invested in preparing the budget presentation for the evening's meeting.

Superintendent Haas addressed a recent public comment made during a public board meeting last month regarding teacher compensation in Albemarle County Public Schools (ACPS). The speaker claimed that a first-year teacher in ACPS earns "roughly \$60,000"--an amount said to be less than in Rockingham County, where the cost of living is lower.

Clarifications provided:

- ACPS's starting salary for a teacher on the bachelor's scale is nearly \$3,000 higher than Rockingham County's.
- Rockingham County does not offer a master's degree pay scale, so comparisons on that basis cannot be made.
- While Rockingham County has 42 steps on its teacher pay scale, ACPS has 32 steps.
 - At step 32, ACPS's pay is \$15,050 higher than Rockingham's at the same point.
 - ACPS's maximum bachelor's scale salary is \$3,867 higher than Rockingham's step 40.

Salary growth since FY20:

- Since Superintendent Haas's first budget in FY2019–20, ACPS has increased salaries by approximately 29% through compounded annual raises.
- In FY2021, there was no raise due to the pandemic, but that was addressed with two salary increases the following year.
- A staff member earning \$50,000 in FY20 would now earn approximately \$64,600, reflecting a gross increase of 26% and a compound increase of 29%.

Closing remarks:

The Superintendent emphasized the importance of fact-based public discussion, acknowledged Rockingham County as a strong and competitive district, and reaffirmed ACPS's commitment to monitoring compensation to remain competitive in attracting and retaining high-quality educators. The Superintendent encouraged the public to reach out directly for accurate and transparent information.

Board Member Comments – Community Tragedy in Crozet

- **Mr. Paige** addressed the recent shooting in Crozet, describing it as a tragedy affecting three families, including the family of the young man who committed the shooting.
 - He noted that the individual was a graduate of Western Albemarle High School and attended James Madison University.
 - The family had repeatedly sought mental health support and tried to invoke red flag laws to restrict his access to firearms but were unsuccessful.
 - Mr. Paige emphasized the need to improve mental health systems and red flag laws in Virginia and called for greater attention to families in crisis.
- **Dr. Acuff** thanked Mr. Paige for his remarks, calling them an important addition to the discussion.
- **Ms. Spillman** also thanked Mr. Paige and added a local perspective from Crozet.
 - She shared that Region Ten is meeting with her and other community members to assess mental health and trauma support needs.
 - Region Ten has also offered to connect with ACPS staff to provide support where needed.
 - She reassured the public that community efforts are underway to ensure people receive the help they need following the traumatic event.

Agenda Item No. 9.2 Closed Meeting – none

Agenda Item No. 9.3 Closed Meeting Certification – none

AGENDA ITEM NO. 9.0 ADJOURNMENT - At 7:24 p.m., hearing no objections, Chair Acuff adjourned the meeting of the Albemarle County School Board.

Clerk

Chair