

A Special Meeting of the Albemarle County School Board, was held on January 29, 2019 at 6:30 p.m., Room 241, Albemarle County Office Building, 401 McIntire Road, Charlottesville, Virginia 22902.

**PRESENT:** Mr. Stephen Koleszar (arrived at 6:51 p.m.); Dr. Kate Acuff; Ms. Katrina Callsen; Mr. Graham Paige; Mr. Jason Buyaki; Mr. David Oberg (attended virtually); 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; Mr. Jamie Foreman, Deputy Chief Technology and Innovation Officer; Mr. Jim Foley, Director of Transportation; Mr. Michael Craddock, Lead Coach; Mr. Jackson Zimmermann, School Finance Officer; Ms. Lorna Gerome, Director of Human Resources; Dr. Patrick McLaughlin, Strategic Planning Officer; Mr. Ross Holden, School Board Attorney; and Mrs. Jennifer Johnston, Clerk.

**Agenda Item No. 1.1. Call to Order.**

At 6:30 p.m., Mr. Alcaro called the meeting of the Albemarle County School Board back to order.

**Agenda Item No. 2.1. Pledge of Allegiance.**

**Agenda Item No. 3.1. Moment of Silence.**

Mr. Alcaro asked that the moment of silence be in memory of Mr. Brian Keith a member of the Albemarle High School staff who passed away.

Mr. Alcaro said that Mr. Oberg has requested to participate in the Board meeting electronically. Mr. Oberg said he would like to participate remotely due to medical reasons.

Mr. Buyaki **offered a motion** to allow Mr. Oberg to participate in the meeting electronically. Mr. Paige **seconded** the motion, and **the motion passed**.

**Agenda Item No. 4.1. Approval of Agenda.**

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

**Agenda Item No. 5.1. Public Hearing on Proposed FY 2019-2020 Funding Request.**

Mr. Alcaro opened the public hearing.

Having no speakers, Mr. Alcaro closed the public hearing.

**Agenda Item No. 5.2. Budget Work Session #3.**

Ms. Schmitt said that this is the third Budget Work Session on the proposed Funding Request. She said that the topics that would be covered included initiatives relating to Strategic Objectives #4 and #5 and discussion on department, school, and special revenue fund budgets.

**Objective 4: Website Management/Communications System Upgrade**

Mr. Foreman provided for the Board's consideration an overview of the website management and communications system upgrade budget request. This proposal improves community engagement by upgrading the division's website management and communication system. The upgrade aims to improve the overall effectiveness of our communications and website content management tools. Total cost is \$100,000.00.

Mr. Alcaro asked if the software would be built in-house or are we purchasing a product.

Mr. Buyaki asked how long will it take to implement the system.

Mr. Alcaro asked if the layout of the system would be different.

Dr. Acuff asked about accessibility.

Mr. Alcaro asked what are the objectives to raise from 21% students and 27% parents sharing on web.

#### **Objective 4: Work-Based Learning Management Tool**

Mr. Craddock provided for the Board's consideration an overview of the work-based learning management tool budget request. (\$20,000 budget proposal Job shadowing, Mentorship, Internship and Apprentices)

Dr. Acuff said that the greatest opportunity for internships is at the academies. what is the most opportunity in the county is it online? She also asked how to we get more employers to partner with the division to provide internship opportunities.

(Mr. Koleszar arrived at 6:51 p.m.)

Mr. Paige asked if the system would allow internships to take place with organizations over the internet.

#### **Objective 5: Reduced Tuition for Children of Employees**

Ms. Kumazawa provided for the Board's consideration an overview of the reduced tuition for children of employees budget request. The budget impact of this item is a reduction in revenue of \$61,059.

Mr. Alcaro asked if this included local government employees as well.

Mr. Koleszar asked can we get the state to share for the student.

#### **Objective 5: Education Advisory Board Membership.**

Dr. McLaughlin provided for the Board's consideration an overview of the Education Advisory Board membership budget request.

Mr. Paige asked how this proposal will increase teacher diversity.

Ms. Callsen said that she did not remember the request last year, but the Division joined in October. How did we come to join EAB?

#### **Objective 5: Program Improvements for the Substitute Program.**

Dr. Keiser provided for the Board's consideration an overview of the program improvements for the substitute program.

Mr. Buyaki asked about the incentive payment for retiring teacher with 35 years or more experience who commit to being substitute teachers.

Mr. Buyaki said that he does not agree with the program proposal to reward teachers with 35 years or more of service for limited absenteeism. It should be all employees.

Dr. Acuff asked if there was data on teacher absenteeism within the Division.

Mr. Koleszar said as we get the capability to monitor teacher absenteeism it will be interesting to see how it impacts student achievement.

Ms. Callsen said it is unrealistic to think a teacher is not going to miss a day.

Mr. Paige asked if incentives could be given to those who teach in the rural schools.

Mr. Paige asked could we use our EAB membership to pose these questions to them.

#### **Objective 5: Financial Analyst**

Mr. Zimmermann provided for the Board's consideration an overview of the Financial Analyst budget request.

Mr. Paige said that he hopes this position will help with seeking out minority businesses to work with in the County.

#### **Objective 5: Human Resources Specialist II**

Ms. Gerome provided for the Board's consideration an overview of the Human Resources Specialist budget request.

Mr. Koleszar said that in 2008-2009 we had budget shortfalls and now it looks like we are trying to restore central office staffing.

Dr. Acuff asked if Human Resources is overseeing micro-credentialing.

#### **Objective 5: Bus Driver Compensation**

Mr. Foley and Ms. Gerome provided for the Board's consideration an overview of the bus driver compensation budget request.

Mr. Buyaki asked how many bus drivers work in the Transportation Department. He then asked how many drivers have perfect attendance, how many bus drivers are meeting and/or exceeding the baseline performance measures, and if performance measures are not being met, why are they not being met.

Dr. Acuff asked when we lose bus drivers where are they going. Is it a pay issue?

Dr. Acuff asked when mechanics or other staff drive do they get any type of compensation.

#### **Questions and Answers**

Ms. Schmitt provided for the Board's consideration adjustments to the proposed funding request including updated revenue numbers and additional expenditure considerations.

Ms. Kumazawa opened the floor for questions.

Mr. Koleszar said that every year we go through the same process to develop a compensation recommendation. Are we looking at the right market? Are we reaching out to other localities to see what they are doing? He asked Ms. Gerome if she thought the recommendation for compensation increases were close to what others are doing.

Ms. Callsen said that additional compensation strategies is \$1 million. She would like more information on that item because it is a lot of money.

Dr. Acuff said we have included compensation for extended day because it has hard to fill positions.

Dr. Acuff asked when will you anticipate another revenue update.

Mr. Koleszar said this is a time to transfer money to general fund.

Mr. Alcaro said for next year he would like to see the costs to eliminate fees.

Dr. Acuff said these sessions were put together very well.

**Agenda Item No. 6.1. Other Business by Board Members/Superintendent.**

Mr. Alcaro said the meeting for next Thursday is not needed. The meeting will be canceled.

**Agenda Item No. 7.1. Adjournment.**

At 8:31 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