

A Business Meeting of the Albemarle County School Board was held on October 10, 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 (arrived at 6:30 p.m.); and Mr. Jonathan Alcaro.

ABSENT: Mr. Oberg.

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. Sheila Hoopman, Capital Projects Manager; Ms. Lindsay Snoddy, Assistant Director of Building Services; Mr. Jay Thomas, Director of Secondary Education; Mr. Ross Holden, School Board Attorney; and Mrs. Jennifer Johnston, Clerk.

Agenda Item No. 1.1. Closed Meeting

At 6:00 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 3 for discussion and consideration of the acquisition 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. Koleszar **seconded** the motion, **and the motion passed with Mr. Buyaki and Mr. Oberg 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. Mr. Koleszar **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: None.

ABSTAIN: Mr. Buyaki.

ABSENT: Mr. Oberg

Motion carried by a 5:0:1:1 vote.

Mr. Buyaki abstained because he was not in attendance at the closed meeting.

Agenda Item No. 1.3. Call to Order.

At 6:31 p.m., Mr. Alcaro, 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.

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.

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- 3.2. For Information – Family Life Education Curriculum
- 3.3. Exemption from Compulsory Attendance
- 3.4. VHSL Esports Pilot for the Spring
- 3.5. Personnel Action
- 3.6. Personnel Action – Athletic Coaches
- 3.7. Leave Policy GCC
- 3.8. Revision to Policy GCJ – Licensed and Classified Staff Schedules, Time Tracking, and Compensation

Mr. Koleszar offered a **motion** to approve the consent agenda. Mr. Paige **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 earlier this calendar year, our middle school students took a survey based upon the state department of education's 16 career clusters. The goal was to determine the professional fields that were of greatest interest to our students as they prepare to enter high school. This survey results are being used to influence and design future academic program offerings in high school. The most popular career field chosen by our middle school students was the arts and related video and digital communications. Part of the attraction that the arts had for our students undoubtedly is its high degree of creativity and expression, the critical thinking that inspires outstanding performances and the personal connections that link performers to audiences. He thinks there's another incentive—the simple proposition that excellence matters. This brings him to this evening's honorees. The 2019 Grand Champions in Show Choir and Women's Choir, from Albemarle High School. Being a Grand Champion is quite a distinction. It symbolizes that you are the best among the finest competitors, not just in Virginia but regionally and even nationally. It is, however, not an unusual distinction for Albemarle High School vocalists. During Jennifer Morris' tenure as the school's long-time Choral Director, her students have been Grand Champions or have won highly competitive championships more than 20 times. These accomplishments have been earned by freshman, sophomore, junior and seniors year after year after year. It says something about the consistency of an approach that appeals to the deepest potential for greatness within every one of our students. It is, of course, what we want for all students. Ms. Morris, for the football fans among us, the New England Patriots and Bill Belichick, can learn a great deal about dynasty-building from you. Ms. Morris also is in her sixth year as the only Director of the Arts and Letters Pathway at Albemarle High School. She joined the Board this evening with a few of her shining stars.

Agenda Item No. 5.2. Announcements.

Dr. Haas recognized Equity Committee members for their work.

Mr. Holden addressed confusion from the last meeting where one speaker was granted five minutes to speak. School Board policy allows a speaker five minutes if they are representing an organized group.

Ms. Callsen said that she visited Greer Elementary PTO meeting without saying she was a Board member. The PTO received an update on culturally responsive teaching.

Agenda Item No. 6.1. Public Comment.

Reverend George Bates is an alumnus of Albemarle County Public Schools. He spoke in support of maintaining the name of Cale Elementary School.

Ms. Amanda Moxham is a parent. She encouraged the Board to change names of racist schools, ban confederate imagery, and take police out of schools and board meetings.

Mr. Miles Moxham is a student. He read a statement from a Stone Robinson Elementary School, Walton Middle School and Monticello High School alumni who was unable to attend the meeting. The statement spoke in support of changing the name of Cale Elementary School.

Ms. Tannis Fuller lives in the Scottsville magisterial district. She spoke in support of changing the name of Cale Elementary School.

Mr. JB Hurt lives in Albemarle County. He spoke in support of maintaining the name of Cale Elementary School. He noted that the renaming process is flawed.

Ms. Daisy Rojas lives in the Rio magisterial district. She encouraged the Board to not name schools after individuals.

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

Dr. Hairston provided the Board with an update on professional development for teachers over the last four weeks regarding equity and equitable practices. He also provided the Board with an update on the anti-racism policy roll-out.

Dr. Haas addressed several items mentioned during public comment:

- 1) The anonymous reporting act does not include a drop down to report racial intimidation or harassment. Response: He pulled the app up on his phone and the list of choices to report includes racial intimidation or harassment.
- 2) Airhorns being used in the hallways of Albemarle High School. Response: Airhorns are used typically as the last call for students to report to their buses. However, if airhorns are being used for other purposes he will ask the principal to investigate.
- 3) Unknown what happened when the Albemarle 26 were sent back to Stone Robinson Elementary. Response: The students and parents were told that there were no registration forms, but forms were found at the school secretary's desk.

Dr. Haas said that next week he and Dr. Hairston will be presenting the equity checklist to the Region V superintendents. They hope that other divisions will use a similar checklist in their work.

Ms. Collins shared with the Board the on-time graduation rate for the Division. She said that it remains above the state average.

Mr. Paige asked when the anti-racism posters would be available.

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

Agenda Item No. 8.1. Red Hill Addition and Renovations Schematic Design.

Ms. Hoopman and Mr. Jim Henderson, Mosely Architects, provided for the Board's consideration the schematic design for the Red Hill addition and renovations. On April 25th, the School Board agreed to move forward with Phase II of the Red Hill Addition & Renovation project, scheduled to be complete and occupied in August 2021. Phase 1 of the project, including classroom and media center modernization, was completed in 2016/17. This will be Phase 2 of the Red Hill upgrades, and it will include a gym addition, site improvements, and renovations to the existing building. The total budget for this phase of the project is \$5.3M. The addition will add 6,300 square feet, comprised of a new gymnasium and support spaces such as staff offices and storage space. The current gym at Red Hill will be renovated and repurposed. Site work will include additional parking, site improvements, and outdoor learning areas. Existing spaces to be renovated include the cafeteria, bathrooms, hallways, and kitchen equipment. Architectural firm Mosely Architects were selected in July to design the

addition. Funding for the Red Hill Addition & Renovations, including design funding, is part of the 2019/2020 Capital Improvements Program.

Mr. Koleszar offered a **motion** to approve the schematic design for the Red Hill addition/renovation project and authorize moving to the design development phase. Dr. Acuff **seconded** the motion. Mr. Alcaro asked for discussion. Mr. Koleszar asked if there would be separate access to the library as there will be to the gym. Mr. Buyaki said that there seems to not be enough natural light in the library, and asked if there was a way to bring in more natural light. Mr. Buyaki asked for projected capacity increase based on the proposal. Dr. Acuff where the trailers would be located during the renovation. **The motion passed.**

Agenda Item No. 8.2. Scottsville Addition and Renovations Design Development.

Ms. Snoddy and Mr. Steve Mundt from Grimm & Parker provided for the Board's consideration the Scottsville addition and renovations design development. 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 was approved on August 8, 2019. 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.

Dr. Acuff asked about the age of the original structure. She said that this is a good illustration of how learning and collaboration spaces have changed.

Mr. Alcaro asked about the security doors and the main entrance to the school.

Agenda Item No. 8.3. 2020 – 2021 Comprehensive High School Program of Studies, Middle School Elective Offerings.

Mr. Thomas provided for the Board's consideration the 2020 – 2021 Comprehensive High School Program of Studies and middle school elective offerings.

Mr. Koleszar asked if the Cybersecurity program at Center 1 will impact the program at CATEC.

Dr. Acuff asked if all classes for the early college program would be available at all high schools.

Mr. Alcaro summarized the purpose of the early college program.

Mr. Buyaki asked if there were plans for FFA courses or programs.

Dr. Acuff asked about the projections for class size with the National Defense Cadet Corp.

Ms. Callsen asked about the impact of limiting AP concerns and access to those courses for some students.

Agenda Item No. 8.4. ACPS Board Status Report for 2019-20 Priorities, Equity Report Recommendations, and State of the Division Report.

Dr. Haas provided for the Board's consideration a status report for 2019-20 Priorities, equity report recommendations, and the state of the division report. At the request of the School Board, Dr. Haas provided a brief status report for the Board's three biennial priorities as revised during your summer retreat for 2019,

recommendations from the ACPS 2018 Equity Report presented to the Board during the same retreat and again in final draft form at the September 26, 2019 School Board meeting, and a short preview of the State of the Division Report coming on the heels of the 2018-19 school year.

He provided these three status reports in one document because it is time to stop thinking of them as separate entities. We should continue to braid the work into a recursive process to eliminate competition for Board attention and staff resources to include valuable staff time. Our work should be aligned toward the same focus of high-quality teaching and learning and providing the best experience possible for students, staff, and families. Equity is the frame for this work and not an addition to it. It is the work.

Further, he is aligning all of these status updates within the funding request development that has officially begun its lift-off with the October 2nd Joint School Board and Board of Supervisors Work Session on Compensation.

Everything we do should be driven by our comprehensive ACPS Strategic Plan in accordance with School Board Policy AF, titled "Commitment to Accomplishment." Please take time to read this policy to understand the gap between where we are now with strategic planning and where we should be in terms of having and enacting a comprehensive strategic plan. We are taking steps to close that gap, including making our data and progress on funded strategies transparent to our Board and school community. I also think that one strategy for which our Board members have pushed is establishing goals or targets is a lever for comprehensive planning. While we are not used to doing this at the division level, it is time to try.

Mr. Buyaki asked if Dr. Haas changed the percentage increase goal how would his strategies to reach the goal change.

Agenda Item No. 8.5. Break.

There was a break from 8:40 p.m. to 8:49 p.m.

Agenda Item No. 8.6. Discussion on Recommendation Regarding the Name of Paul H. Cale Elementary School.

Dr. Haas said that at the September 26, 2019 meeting he recommended to the School Board to change the name of Paul H. Cale Elementary School. The recommendation was consistent with that of the citizen advisory committee assigned with bringing Dr. Haas a recommendation. In addition to changing the school name, Dr. Haas recommended four changes to School Board Policy FA. The policy recommendations called for amending the policy to allow for more than one naming or renaming advisory committee at a time. Further, he suggested combining the directive to future committees to include determining whether to change the name of a school and, if needed, selecting a new name. With regard to the naming practice for future schools and facilities, Haas proposed prioritizing geographical location, and he suggested implementing a standard review cycle for all school names to ensure that names remain relevant to the school division's policies and mission. If the Board approves changing the name of Paul H. Cale Elementary, the Cale advisory committee will reconvene to make a recommendation on a new name for the school.

Mr. Paige offered a **motion** to follow the recommendation of Dr. Haas to rename Paul H. Cale Elementary School. Ms. Callsen **seconded** the motion. Mr. Alcaro asked for discussion. Mr. Alcaro read a statement from Mr. Oberg on the recommendation to change the name of Paul H. Cale Elementary School. Mr. Buyaki said that Mr. Cale did a lot of good in the community. We cannot determine his full quote as reported. Ms. Callsen said that she agrees with Dr. Haas's statement. Mr. Paige said that it has been difficult to reach a decision on the renaming of Paul H. Cale Elementary School. After review of the material provided, he feels that the name of the school should be changed. Dr. Acuff said that she has the same conclusion of Mr. Paige. She said that we are not alone in discussions of renaming schools and/or facilities. She does not feel that schools should be named after people. Mr. Koleszar thanked the committee for their work. He said that we still see racism in the school division after Paul Cale's tenure as superintendent. He feels that it is appropriate to name buildings and facilities

after people but it is also to review names from time to time. Mr. Alcaro thanked he advisory committee for their work. We have to move forward with every opportunity to do so. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: Mr. Buyaki.

ABSENT: Mr. Oberg.

Motion carried by a 5:1:1 vote.

Agenda Item No. 9.1. Other Business by Board Members/Superintendent. None.

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 9:12 p.m., hearing no objections, Mr. Alcaro adjourned the meeting of the Albemarle County School Board.

Chairman

Clerk