

MINUTES

REGULAR MEETING OF THE ALBEMARLE COUNTY SCHOOL BOARD

Thursday, August 8, 2024

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

BOARD MEMBERS - Dr. Kate Acuff, Ms. Judy Le, Ms. Ellen Osborne, Mr. Chuck Pace

ABSENT – Dr. Rebecca Berlin, Mr. Graham Paige, and Ms. Allison Spillman

ALSO, IN ATTENDANCE - Superintendent Matthew Haas; School Division Counsel Josiah Black; Assistant Superintendent Clare Keiser; Assistant Superintendent Patrick McLaughlin; Assistant Superintendent Daphne Keiser; 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 Le called the Albemarle County School Board meeting to order.

Agenda Item No. 1.2 - Roll Call

Agenda Item No. 1.3 - Pledge of Allegiance

Agenda Item No. 1.4 - Moment of Silence

AGENDA ITEM NO. 2.0 APPROVAL OF AGENDA

Agenda Item No. 2.1 Approval of Agenda – Chair Le offered a motion to approve the agenda with an amendment to adjourn the meeting post-public comments due to weather conditions and a State of Emergency declared by the Governor. Dr. Acuff seconded the **motion. A voice vote was called, and the motion passed with the following recorded votes:**

AYES: Mr. Pace, Ms. Osborne, Dr. Acuff, and Chair Le.

NAYS: None

ABSENT: Dr. Berlin, Mr. Paige, Ms. Spillman.

Motion carried by a 4:0:3 vote.

AGENDA ITEM NO. 3.0 APPROVAL OF CONSENT AGENDA

- 3.1 Approval of Consent Agenda
- 3.2 Personnel Action
- 3.3 Approval of the Minutes
- 3.4 Religious Exemption #1
- 3.5 Religious Exemption #2
- 3.6 Religious Exemption #3
- 3.7 Religious Exemption #4
- 3.8 Religious Exemption #5
- 3.9 For Action: School Crisis Plans
- 3.10 For Action: Policy Review and Revision
- 3.11 For Information: Policy Review and Revision
- 3.12 Solar Power Purchase Agreement for Ten ACPS Facilities
- 3.13 For Action: Establishment of Meeting Time, Date and Place
- 3.14 Southern Feeder Pattern Elementary School Name Recommendation
- 3.15 Donations & Reimbursements to School Division FY24 - 1st-3rd Quarters

Ms. Osborne offered a motion to approve the Consent Agenda. Dr. Acuff **seconded the motion. A voice vote was called, and the motion passed with the following recorded votes:**

AYES: Mr. Pace, Ms. Osborne, Dr. Acuff, and Chair Le.

NAYS: None.

ABSENT: Dr. Berlin, Mr. Paige, Ms. Spillman.

Motion carried by a 4:0:3 vote.

AGENDA ITEM NO. 4.0 ITEMS PULLED FROM CONSENT AGENDA – Policy JGDB was pulled under item 3.10 to allow the Albemarle County Special Education Advisory Committee (SEAC) to review the proposed changes.

AGENDA ITEM NO. 5.0 ANNOUNCEMENTS

Agenda Item No. 5.1 Spotlight on Education – The Spotlight scheduled for this meeting will be brought back at the September 12, 2024, meeting.

Agenda Item No. 5.2 School Board and Superintendent Business

❖ Assistant Superintendent, Dr. Clare Keiser provided updates on the New Teacher Academy and the hiring status.

This week, ACPS welcomed 156 new teachers at the New Teacher Academy, where they started to build relationships within the school division, learned about ACPS resources, and were introduced to our curriculum and support structures. The sessions focused on creating positive classroom environments and maintaining high expectations. Topics included Responsive Classroom, Developmental Designs, and specific curriculum orientations for elementary and secondary teachers.

Dr. Keiser thanked Dr. Acuff for her welcoming remarks and acknowledged the collaboration of our Professional Learning, Instruction, Technology, and Human Resources Departments, along with school principals and assistant principals, for making the academy a success.

Hiring, as of this afternoon, we have a 1.3% teacher vacancy rate, which is an improvement over last year, with a teacher fill rate of 98.7%. We are continuing our efforts to achieve a 100% hire rate and are focusing on diversifying our teaching staff, with about 15% of new hires being teachers of color. Current vacancies include 26 full or part-time positions, with ongoing recruitment for three special education roles and various other positions.

The Human Resources department is actively working to fill these positions and others in non-teaching areas such as transportation, where we continue to recruit drivers following a successful recruitment fair. We are committed to maintaining our recruitment efforts across all positions and will provide a detailed report at the September Board meeting.

❖ Chief Operating Officer, Ms. Rosalyn Schmit, was pleased to provide a positive update on the transportation situation. Following our last Board meeting, we faced a challenge with unassigned drivers for 7 bus routes. Fortunately, by Monday, we managed to secure drivers for these routes, much to the relief of the affected families.

We now have a comprehensive plan to cover all routes for the upcoming school year. This achievement is the result of a collaborative effort involving various teams:

- Our HR and communication teams excelled in widespread and innovative advertising.
- Our routing team optimized route efficiency.
- Our division employees helped by referring potential applicants.
- Our new employees responded enthusiastically to serve their community, supported by our trainers who prepared them for safe and successful service.
- A special thanks to all our returning drivers and to Ms. Gellner for her passionate leadership.

Looking ahead, our focus will shift to retention. We aim to enhance engagement strategies, training, student management, and foster a positive professional work culture. We encourage families and students to support our drivers by adhering to bus rules and showing respect and kindness.

Our recruitment efforts will continue, including incentives like a \$2,000 sign-on bonus and a \$1,000 referral bonus. We are committed to improving our service further by eliminating stacked routes, reducing ride times, and enhancing access to various educational programs.

We appreciate the ongoing support from the Board, staff, and community as we strive to recruit more drivers and ensure we support and retain our current team.

AGENDA ITEM NO. 6.0 PUBLIC COMMENT – There were no public speakers.

AGENDA ITEM NO. 7.0 – SCHOOL DIVISION BUSINESS

The items below will be presented at the September 12, 2024 School Board Meeting:

- Department of Instruction Update - PreK-12 Literacy with Instructional and Implementation Alignment
- Sustainability Program Update + Advisory Committee for Environmental Sustainability (ACES) Annual Report
- Middle School Master Plan

ADJOURNMENT - At 6:38 p.m., hearing no objections, Chair Le adjourned the meeting of the Albemarle County School Board.

Chair

Clerk