

A Business Meeting of the Albemarle County School Board was held on December 13, 2018 at 6:30 p.m., Albemarle High School Media Center, 2775 Hydraulic Road, Charlottesville, Virginia 22901.

**PRESENT:** Dr. Kate Acuff; Ms. Katrina Callsen (arrived at 5:55 p.m.); Mr. Stephen Koleszar Mr. David Oberg (arrived at 5:40 p.m.); Mr. Graham Paige; Mr. Jonno Alcaro; and Mr. Jason Buyaki.

**ABSENT:** None.

**STAFF PRESENT:** Dr. Matthew Haas, Superintendent; Ms. Debbie Collins, Assistant Superintendent; Dr. Bernard Hairston, Assistant Superintendent; Dr. Clare Keiser, Assistant Superintendent; Dr. Patrick McLaughlin, Mr. Ross Holden, School Board Counsel; and Ms. Jennifer Johnston, Clerk to the School Board.

**Agenda Item No. 1.1. Closed Meeting.**

At 5:30 p.m., Mr. Alcaro offered a **motion** that the 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. Mr. Koleszar **seconded** the motion, **and the motion passed with Ms. Callsen and Mr. Oberg absent.**

**Agenda Item No. 1.2. Closed Meeting Certification.**

At 6:30 p.m., Mr. Alcaro 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. Buyaki **seconded** the motion. **Roll was called and the motion passed by the following recorded votes:**

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

**NAYS:** None.

**Motion carried by a 7:0 vote.**

Mr. Alcaro offered a **motion** for staff to authorize communication with the appropriate party regarding property 1 as discussed. Mr. Koleszar **seconded** the motion, **and the motion passed.**

**Agenda Item No. 1.3. Call to Order.**

At 6:30 p.m., Dr. Acuff, Chairman, called the meeting 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.**

Mr. Alcaro offered a **motion** to approve the agenda. Mr. Paige **seconded** the motion. Dr. Acuff asked for discussion. Ms. Callsen said that she would like to see public comment at the beginning of the meeting. **The motion passed with Ms. Callsen voting no.**

**Agenda Item No. 3.1. Consent Agenda**

- 3.1 Approval of Consent Agenda
- 3.2 FY18/19 The Community Public Charter School
- 3.3 FY18/19 Individual Student Alternative Education Plan
- 3.4 FY18/19 Title I Grant
- 3.5 FY18/19 Title II Grant
- 3.6 Architectural Selection for Scottsville Addition/Renovation

- 3.7 Minutes
- 3.8 For Action: Policy Reviews and Revisions
- 3.9 For Action: Policy Reviews and Revisions Personnel Policies
- 3.10 2019-2020 School Division Calendar
- 3.11 For Information: Policy Reviews and Revisions: Personnel
- 3.12 For Information: Policy Reviews and Revisions

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

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

**Agenda Item No. 5.1. Announcements.** None.

**Agenda Item No. 6.1. School Board/Superintendent Business.** None.

**Agenda Item No. 6.2. Board Member Reports.** None.

**Agenda Item No. 7.1. Anti-Racism Policy Update.**

Dr. McLaughlin provided for the Board’s consideration a framing of the anti-racism policy work.

Mr. Oberg offered a motion to take a break to allow students time to get arrive for participation in the meeting. Mr. Paige seconded the motion, and the motion passed.

The Board took a break from 6:53 p.m. until 7:03 p.m.

Ms. Kimerlee Dickerson, anti-racism policy group facilitator, along with members of the policy group presented the most recent version of the draft anti-racism policy for the Board’s consideration.

Version 4: Was presented on November 8, 2018. Board members were asked to review the policy, prepare specific questions and or comments of affirmation to guide the students toward finalizing the policy.

Version 5: Includes feedback from the board, a review panel of previous consultants and the equity checklist review.

Version 6: The student policy group presented version five to the Division’s Equity Advisory Committee at their November 11, 2018 meeting.

**Agenda Item No. 7.2. Work Session on Anti-Racism Policy.**

The Albemarle County School Board is committed to establishing and sustaining a school community that achieves the division’s equity mission “to end the predictive value of race, class, gender, and special capacities on student success.

The Board strives to reject all forms of racism as contrary to the division’s mission, values, and goals. The Board desires a culture that embraces the collective responsibility to address, eliminate and prevent actions, decisions and outcomes that result from and perpetuate racism. The Board seeks to acknowledge the importance of considering these possible interactions while working to eliminate racism.

In their July meeting, the Board directed staff to develop an Anti-Racism policy. The above statements are examples of language in the policy draft.

The work session process will evaluate the readiness of the proposed Anti-Racism policy for adoption and establish next steps for this task.

### **Clarifying Questions**

Dr. Acuff asked what the recommendation is for offering the policy in different languages. In general, what language translation do we have of our current policies?

Mr. Alcaro asked for the policy teams definition of restorative justice.

Mr. Oberg asked by who and when will curriculum and instructional materials be evaluated for bias.

Mr. Koleszar asked if anti-racism language was looked at to add to other policies.

Mr. Paige asked if signs would be posted in gyms, auditoriums, and athletic playing fields.

Dr. Acuff asked how proactive is the recommendation to adopt an anti-racist curriculum and provide anti-racist materials.

Mr. Alcaro asked what is the recommendation to get this work out to parents and the community at large.

Mr. Oberg asked about course selection being left up to the parents and students.

Mr. Buyaki asked how do we empower students and families to move into different level courses.

### **Strengths**

Mr. Paige said that all staff will receive CRT training.

Mr. Koleszar said that it addresses the concept of the myth that racism no longer exists.

Mr. Buyaki said that there is enforcement of the policy included, and there is a quarterly report to the Board.

Mr. Oberg said that the committee included feedback that was provided on previous versions.

Ms. Callsen said that the policy includes different forms of racism.

Mr. Alcaro said that the policy rejects all forms of racism.

Dr. Acuff said that the reason for the policy is strongly stated.

Mr. Paige said that school counselors will be responsible for educating students and families.

Mr. Koleszar said that every member of the school community will share collective responsibility for the policy, and educators play a vital role.

Mr. Buyaki said that the Board oversees alternative discipline processes.

Mr. Oberg said that there is increased accountability.

Ms. Callsen that the committee incorporated feedback on previous versions.

Mr. Alcaro said that the language is broad because in the future it may need to change.

Dr. Acuff said that there is the belief that education can take us somewhere.

Mr. Paige said that there is the idea to develop a staff position to oversee the implementation of the policy.

Dr. Acuff said that there is linking of the language to goals and accountability.

Mr. Paige said that there is the idea to develop a committee of students.

### **Weaknesses**

Mr. Paige said that needs to be a way to make sure all middle and high school students have access to all courses provided at all schools.

Mr. Koleszar suggested that in the first section to use simple, clear bullet points.

Mr. Buyaki said that we need to identify where we track and look at it through an equity lens.

Mr. Oberg feels that the why we need an anti-racism policy needs to be stronger.

Ms. Callsen said that there is excessive verbiage. Brevity is better.

Mr. Alcaro said that it is important that the policy be written for all students.

Dr. Acuff expressed concern about the discipline section. Enforcement should include education for racially motivated acts.

Mr. Paige said that there should be a way to see if the same student has the same discipline issues and whether they are race related. Also, it would be good to track if a student responds to education on why the behavior is not appropriate.

Mr. Koleszar feels that classism should be included.

Mr. Oberg said that Board members should be included in training.

Ms. Callsen said that the language around curriculum and instruction should be tighter.

Mr. Alcaro said that with the anonymous reporting app there should be a way to track who files the complaint so that the problem can be addressed.

Dr. Acuff said that there should be language on how staff will be handled who commit racist acts.

Mr. Paige said that he would like to see item 3 under Leadership and item 1 under Enforcement reconciled.

Mr. Koleszar said that each item should not be expected to have the same output.

Mr. Buyaki said that all reports provided to the State or Federal government should be provided to the public.

Mr. Oberg pointed out a typo in item 2 under Curriculum and Instruction.

Ms. Callsen asked if quarterly reporting was ideal. She could see that it could become burdensome.

Mr. Alcaro said that he heard concern from community members about racism within one's own race/ethnicity.

Dr. Acuff expressed concern about quarterly reporting. She feels that the reporting should be semi-annually and she would like to see the specific data points that are being collected.

Mr. Paige said that some schools are more diverse than others. Is there a way to share activities between schools to expose some to more diversity?

Mr. Oberg suggested that the budget could include a staff position to implement and monitor the implementation of this policy.

Mr. Alcaro said that the draft regulation and policy language needs to be consistent.

Mr. Alcaro said that we need to create an environment where students trust the reporting system.

Dr. Acuff said that we are stating an overarching goal to end racism, but maybe we need something about how this overarches everything we do. It may be in how we brand the rollout of this work.

Mr. Paige confirmed that all staff will receive CRT training.

Mr. Koleszar said that it would be helpful to include definitions of implicit bias and unconscious bias. We also need to delineate between policy and budget. There needs to be consistency in language throughout the document.

#### **What do we want to draw consensus around?**

Board members then went through an exercise of putting dots on the items that they felt needed to be discussed and agreed upon.

The four items with the most dots were:

- All staff receive CRT Training.
- All students be included in the policy language.
- To tighten up the language on why we have the policy.
- Bring clarity to certain sections of the policy.

Dr. Acuff said that she is in support of all staff receiving training. She asked how the requirement should be trained.

Mr. Paige said that Dr. Hairston had an outline of how to make the training mandatory.

Dr. Acuff said that is was geared toward CRT training for teachers. CRT training may not be the right training for other staff.

Mr. Buyaki said that the training needs to be system-wide.

Mr. Alcaro said that the training should take place before school starts.

Ms. Callsen said that they are looking at training in three different areas. Does CRT training cover all of those areas?

Mr. Oberg said that he wants to create a policy that will last.

Board members thanked the students and staff who worked on developing this policy.

**Agenda Item No. 7.3. Break.**

The Board did not take a break.

**Agenda Item No. 8.1. Public Comment.**

Ms. Emily Kingsley is a graduate of Western Albemarle High School. She spoke in support of the Hate Free Schools Coalition. She appreciates the policy but there is still a lot of work to do. She asked that the Board ban confederate imagery in schools. She also said that we need to address racism as a culture.

Ms. Lara Harrison is a parent. She said that the Board is not proactive. She asked that the Board ban confederate imagery in schools.

Mr. Ben Dornberg said that the presentation from the students was good, however, the Board's vibe was self-congratulatory. He said he does not understand the Board's rules about addressing individual Board members.

Ms. Amanda Moxham is a parent. She said that the Hate Free Schools Coalition has not been engaged in the development of the anti-racism policy.

Ms. Emily Mathon lives in the Rio Magisterial District. She said that she does not see the Board trying to empower parents. She does not understand why the Board does not respond to public comment. She said that the Board needs to ban confederate imagery as a first step in the anti-racist policy process.

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

Mr. Koleszar said that thinking back on the policy discussion, he asked what the feasibility, practicality and impact would be for reporting quarterly.

**Agenda Item No. 10.1. Closed Meeting.** None.

**Agenda Item No. 11.1. Certify Closed Meeting.** None.

**Agenda Item No. 12.1. Adjournment.**

At 9:31 p.m., hearing no objections, Dr. Acuff adjourned the meeting of the Albemarle County School Board.

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Chairman

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Clerk