

A Special Meeting of the Albemarle County School Board was held on December 7, 2017 at 6:00 p.m., Lane Auditorium, Albemarle County Office Building, 401 McIntire Road, Charlottesville, Virginia 22902.

**PRESENT:** Mr. Jonno Alcaro; Mr. Stephen Koleszar; Mr. Graham Paige; Mrs. Pamela Moynihan; Dr. Kate Acuff; Mr. David Oberg; and Mr. Jason Buyaki.

**ABSENT:** None.

**STAFF PRESENT:** Dr. Pamela Moran, Superintendent; Dr. Matthew Haas, Deputy Superintendent; Mr. Dean Tistadt, Chief Operating Officer; Dr. Patrick McLaughlin, Strategic Planning Officer; Ms. Lorna Gerome, Director of Human Resources; Mr. John Gray, Assistant Director of Human Resources; Dr. Clare Keiser, Assistant Director of Human Resources – Teacher Quality; Mr. Jackson Zimmermann, Assistant Director of Fiscal Services; Ms. Amanda Farley, Senior Assistant County Attorney; and Ms. Jennifer Johnston, Clerk of the 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 7 to discuss and consider the consultation with legal counsel regarding actual or probable litigation involving an employment matter; such discussion in open session would adversely affect the negotiating or litigation posture of the Board. Mr. Buyaki **seconded** the motion, **and the motion passed.**

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

At 6:00 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 vote:**

**AYE:** Mr. Buyaki, Mrs. Moynihan, Mr. Oberg, Mr. Alcaro, Dr. Acuff, Mr. Paige, and Mr. Koleszar

**NAY:** None.

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

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

At 6:00 p.m., Dr. Acuff, Chairman, called the meeting to order.

**Approval of Agenda.**

Mr. Alcaro offered a **motion** to approve the agenda. Mr. Paige **seconded** the motion, **and the motion passed.**

**Agenda Item No. 1.4. Pledge of Allegiance.**

**Agenda Item No. 1.5. Moment of Silence.**

**Agenda Item. No. 2.1. Waiver Request to VA School Board and Request for Added Course.**

Dr. Haas presented for the Board's consideration and discussion a waiver request made to the Virginia Department of Education October 3<sup>rd</sup>. He received an invitation from VDOE for Dr. Moran and Dr. Acuff to make a formal request to the Virginia School Board to waive the requirement to add weight to AP courses. This request may take the form of a letter and will be added to the Virginia Board of Education agenda. This will give

us an opportunity to present our Profile of a Virginia Graduate work to the Virginia Board of Education to gain approval of our waiver request as well as approval of what we currently call “Freshman Seminar.”

Gaining approval from the Virginia School Board will be just on step in the process to remove weights from our high school grades. While the High School Committee and many counseling staff have advocated for this move, we will need to have a communication campaign to inform parents of students impacted by the change: students in the graduating class of 2026 (current fourth-graders).

We have chosen to implement this change with this class, because we currently have a fifth-grader taking a high school course for weighted credit.

Mr. Oberg said that he would like some solution for the students in high school now.

Mr. Koleszar said that he would like staff to bring a recommendation to the Board for capping AP courses.

**There was Board consensus for the waiver request to be placed on the next consent agenda for approval.**

### **Agenda Item No. 2.2. State of the Division**

Dr. McLaughlin presented for the Board’s consideration the State of the Division report. The Albemarle County Public School division prides itself in being a high-performance school system that is competitive with the state and nation’s top districts. On a daily basis, we challenge every student to excel and perform to the best of his/her ability. We believe all students should master the concepts of our curriculum while exemplifying Life Long Skills. Our goal is for every student, K – 12, to have a rigorous learning experience and graduate from high school being Citizenship, Workforce, and College ready and be prepared to be successful in a global community. During this time, staff will present a few highlights from the State of the Division Report.

Dr. Haas shared the report with the Board via email on October 24th with this link:

<https://www2.k12albemarle.org/acps/division/report/2016-17/Pages/default.aspx>

During the meeting, staff asked for feedback from the Board.

1. What pleases you?
2. What surprises you?
3. What concerns you?
4. What is the report missing?

Dr. Acuff asked if the percentage of students taking the SATs has changed.

Mr. Koleszar feels that the equity dashboard is confusing.

Mr. Paige asked what criteria is used to identify gifted students. Which category does most of the nominees for gifted services come from?

Mr. Buyaki asked about the on-time graduation rate. Does staff collect information on why those students are not graduating on time?

Dr. Acuff said that she would like to see the demographics of the students who are initially nominated for the gifted program.

Mr. Paige expressed concern about the number of out of school suspensions for black students. He also asked that trend data be included in future reports.

Mr. Koleszar feels that the Board and staff need to focus more on the important data points that show the division is meeting its priorities. He also expressed concern about the data on Hispanic absenteeism, and the number of out of school suspensions for African-American males. He would also like to see longitudinal data for student surveys. He was concerned about several of the results.

**Agenda Item No. 2.3. Academy Transportation.**

Dr. Haas presented for the Board's consideration information on providing transportation across the division for academies. We are bringing this item back from the November 8th special meeting for the Board to have the information one more time prior to voting on it at the December 14th meeting. At that meeting it will be placed on the consent agenda for action. Each comprehensive high school operates an academy with a specialized focus:

- Albemarle HS: Math, Engineering & Science Academy (MESA)
- Western Albemarle HS: Environmental Studies Academy (ESA)
- Monticello HS: Health and Medical Science Academy (HMSA)

Currently, students can apply to any academy but they have to provide their own transportation if they want to attend a school out of their district. In alignment with the School Board's current strategic priorities (create a culture of high expectations for all; identify and remove practices that perpetuate the achievement gap; ensure that students identify and develop personal interests.), students should have the opportunity to attend an academy at another school and should not be disadvantaged by not being able to provide his/her own transportation.

Staff will present a budget initiative to fund a shuttle system that transports students from a satellite stop in the student's district to an academy out of their district. Open Houses for Academies take place in November and December. Applications are due in January. Commitment to this funding is needed earlier than the budget cycle to best inform students as they apply to the various academies.

Additional transportation costs will have operating impacts and potential capital impacts as well.

Mr. Alcaro asked what would determine if the academy transportation pilot was successful.

This item will come back to the Board at the next meeting for approval.

Dr. Haas presented to the Board the idea of how a pilot academy center for the division would work.

Mr. Alcaro asked Dr. Haas about the open enrollment concept for applying for attendance at an academy.

**Agenda Item No. 2.4. Break.**

The Board did not take a break.

**Agenda Item No. 2.5. Department of Human Resources Annual Report and Teacher Compensation Strategy Discussion.**

Ms. Gerome, Mr. Gray, and Dr. Keiser presented for the Board's consideration the Department of Human Resources Annual report including information on our 2017 staffing and highlights of ongoing initiatives.

Mr. Koleszar said that staff should look at setting a percentage of new hires from outside of the division that is more than the one percent reported.

Dr. Acuff asked what the minority make-up was of the division's teaching staff.

Mr. Paige asked how many of the minority teachers were from the African-American Teaching Fellows.

Dr. Acuff asked if there was difficulty hiring math and science teachers.

Ms. Gerome then provided the Board with an overview of the discussions and work that has taken place regarding teacher compensation.

Mr. Koleszar said that the division should be strongest in compensation at the 5, 10 and 15-year range because that is when teachers may jump for more money.

Mr. Oberg expressed concern about Mr. Koleszar's comment because it sounds like teachers who have longevity in the division are no longer valued.

Mr. Alcaro asked what percentage of the teaching force was located at the 20 and 25 point on the scale.

Mrs. Moynihan asked what the average salary of an employee in Albemarle County and the City of Charlottesville. She said that the salary needs to be fair to what others are paid in the same area.

There was Board consensus to straighten the line. The Board would also like to make the change in one year rather than over multiple years.

**Agenda Item No. 2.6. FY2018/19 Budget Input.**

Mr. Zimmermann provided for the Board's consideration preliminary information was presented to the Joint Boards on Wednesday, November 8 regarding the 5-year forecast. Revenues presented are typically conservative with local reassessments not yet completed and a new state biennial budget forthcoming.

Mr. Buyaki asked what about a previous update on the reduction for the division in the VRS payment. He feels that straightening the teacher salary line is important and should be the critical priority of the Board for the coming year.

Dr. Acuff asked if there was funding for a planning year for world languages for implementation in two more schools.

Mr. Koleszar said that he would like the division to look at funding for alumni associations at the high schools. He would also like to look at expanding scholarship opportunities for the Extended Day Enrichment Program.

Mr. Alcaro said that he would support funding for alumni association support.

Mr. Paige said that his priority for the budget are equity and access, teacher compensation and world languages.

Dr. Acuff said that she would support funding for a survey of students post high school.

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

Dr. Acuff said that last week the Student Advisory Council hosted a meeting with Senator Creigh Deeds talking about mental health. The meeting was very productive, and students provided concrete recommendations.

Dr. Acuff suggested that next year after the VSBA Annual Convention the Board hold a work session or have time to discuss the sessions attended and the information gathered by individual board members. Mr. Paige noted that Hampton schools are doing a lot of work with academies and suggested that staff look into what they offer.

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

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

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

At 8:24 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