

A Work Session of the Albemarle County School Board was held on May 26, 2022 at 6:30 p.m., Albemarle County Office Building, Lane Auditorium, 401 McIntire Road, Charlottesville, VA 22902.

**PRESENT:** Mr. Graham Paige, Ms. Katrina Callsen (arrived at 5:35 p.m.), Mr. David Oberg (electronically), Ms. Ellen Osborne, Ms. Judy Le, and Dr. Kate Acuff.

**ABSENT:** Mr. Jonno Alcaro.

**STAFF PRESENT:** Dr. Matthew Haas, Superintendent; Ms. Debbie Collins, Deputy Superintendent; Dr. Clare Keiser, Assistant Superintendent; Ms. Rosalyn Schmitt, Chief Operating Officer; Dr. Bernard Hairston, Assistant Superintendent; Mr. Ross Holden, School Board Attorney; Ms. Jennifer Johnston, Clerk to the School Board.

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

At 5:15 p.m., Dr. Acuff offered a **motion** that 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 1 for the discussion, consideration, or interviews of prospective candidates for employment and the assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body; subsection 3 for discussion and consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body; 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. Ms. Le **seconded** the motion, **and the motion passed with Mr. Oberg, Ms. Callsen and Mr. Alcaro absent.**

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

Ms. Callsen 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. Ms. Le **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

**AYES:** Ms. Le, Ms. Osborne, Dr. Acuff, Ms. Callsen, and Mr. Paige.

**NAYS:** None.

**ABSENT:** Mr. Oberg and Mr. Alcaro.

**Motion carried by a 6:0:1 vote.**

Ms. Osborne offered a **motion** to authorize the purchase of real property A for an amount no more than the current asking price. Dr. Acuff seconded the motion. **Roll was called, and the motion passed by the following recorded votes:**

**AYES:** Ms. Le, Ms. Osborne, Dr. Acuff, Ms. Callsen, and Mr. Paige.

**NAYS:** None.

**ABSENT:** Mr. Alcaro and Mr. Oberg.

**Motion carried by a 5:0:2 vote.**

Ms. Osborne offered a **motion** to approve the proposed personnel actions as presented. Ms. Le **seconded** the motion. **Roll was called, and the motion passed by the following recorded vote:**

**AYES:** Dr. Acuff, Ms. Callsen, Ms. Osborne, Ms. Le and Mr. Paige.

**NAYS:** None.

**ABSENT:** Mr. Alcaro and Mr. Oberg.

**Motion carried by a 5:0:2 vote.**

Ms. Osborne offered a **motion** to appoint Dr. Beth Costa as the principal of Monticello High School. Ms. Le **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

**AYES:** Ms. Le, Ms. Osborne, Ms. Callsen, Dr. Acuff, and Mr. Paige.

**NAYS:** None.

**ABSENT:** Mr. Alcaro and Mr. Oberg.

**Motion carried by a 5:0:2 vote.**

Ms. Osborne offered a **motion** to appoint Michael Craddock as principal of Lakeside Middle School. Ms. Le **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

**AYES:** Ms. Callsen, Ms. Le, Dr. Acuff, Ms. Osborne and Mr. Paige.

**NAYS:** None.

**ABSENT:** Mr. Alcaro and Mr. Oberg.

**Motion carried by a 5:0:2 vote.**

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

At 6:33 p.m., Mr. Paige, 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.**

Mr. Paige said that Mr. Oberg has requested to participate in the meeting electronically due to illness. Ms. Le offered a **motion** to allow Mr. Oberg to participate in the meeting electronically. Dr. Acuff **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

**AYES:** Ms. Osborne, Ms. Le, Ms. Callsen, Dr. Acuff and Mr. Paige.

**NAYS:** None.

**ABSENT:** Mr. Alcaro and Mr. Oberg.

**Motion carried by a 5:0:2 vote.**

**Agenda Item. No. 2.1. Approval of Agenda.**

Ms. Osborne offered a **motion** to approve the agenda. Ms. Le **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

**AYES:** Ms. Osborne, Ms. Callsen, Mr. Oberg, Ms. Le, Dr. Acuff, and Mr. Paige.

**NAYS:** None.

**ABSENT:** Mr. Alcaro.

**Motion carried by a 6:0:1 vote.**

**Agenda Item No. 3.0. Consent Agenda**

- 3.1 Approval of Consent Agenda
- 3.2 COVID-19 Update

- 3.3 Learning Resource Approval
- 3.4 ARP CSLFRF-HVAC Replace & Improvement Grant
- 3.5 For Action: Policy Review and Revision
- 3.6 For Information: Policy Review and Revision
- 3.7 Minutes
- 3.8 Personnel Action
- 3.9 Personnel Action – Athletic Coaches

Ms. Osborne offered a **motion** to approve the consent agenda as amended. Ms. Le **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

**AYES:** Dr. Acuff, Ms. Le, Mr. Oberg, Ms. Callsen, Ms. Osborne, and Mr. Paige.

**NAYS:** None.

**ABSENT:** Mr. Alcaro.

**Motion carried by a 6:0:1 vote.**

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

**Agenda Item No. 5.1. Announcements.**

Dr. Keiser recognized School Division retirees from the 2021-2022 school year.

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

**Agenda Item No. 7.1. Public Comment.**

Ms. Helena Klimon is a teaching assistant. She encouraged the Board to develop a task force to work with the AEA to revise a collective bargaining resolution.

Ms. Liz Koenig is a teacher. She spoke in support of collective bargaining.

Mr. Vernon Liechti is president of the Albemarle Education Association (AEA). He spoke in support of collective bargaining. He addressed some of the reasons the Board voted against the collective bargaining resolution.

Ms. Erin Wise-Ackerbom is a teacher. She spoke in support of collective bargaining.

Ms. Kathryn DeAtley is a teacher. She spoke in support of collective bargaining.

Ms. Bekah Saxon submitted written comments on gun violence. She then yielded her time to Ms. Sue Haney. Ms. Haney is a teacher. She spoke in support of collective bargaining.

Mr. Bill Munkacsy is a teacher. He expressed concerns about the changes to the grading policy.

Mr. John Glass is a teacher. He said that he needs to know that the administration has his back along with all the staff.

**Agenda Item No. 8.1. Unpacking the Gallup Q-12 Engagement Survey.**

Dr. Keiser and Dr. Tim Hodges, Gallup, provided for the Board’s consideration an overview of the results of the Division’s Gallup Q-12 engagement survey. ACPS recently partnered with Gallup, a global analytics and advice firm, to help us better understand and measure our employee engagement and needs. At this work session, the Board will learn more about the survey process and analyze benchmark data for the School Division. In alignment with our strategic plan, this employee engagement survey supports our efforts to attract, develop and retain the highest quality staff.

Dr. Acuff asked if there was a difference in employee engagement between public employers and private employers.

Ms. Osborne asked if there are studies that show divisions with unions have higher student success.

(Mr. Oberg left the meeting at 7:50 p.m.)

Mr. Paige asked if a five (5) was the highest ranking.

Ms. Callsen asked if the first year of the survey should be around the 25<sup>th</sup> percentile. She also asked how COVID may have impacted the results. Finally, she asked if the Board had access to the granular data.

Dr. Acuff asked if the data could be pulled by job title.

Ms. Callsen asked how this information would be shared with employees.

The Board took a break from 8:33 p.m. until 8:43 p.m.

The Board reviewed the survey results through the lens of the following questions:

1. Why is the information important?
2. What are your takeaways?
3. What I wonder ...

Ms. Le said it is clear why the data is important.

Dr. Acuff said that it is important after the last two years of disruption with COVID. She is not surprised that the scores were low.

Ms. Callsen said that she thinks it is important because the data can be broken down beyond the division-wide data. She is excited to see where principals take the data. She asked what help the division would provide to help principals grow using the results.

Ms. Osborne asked if there would be a standardized way to roll out the information from the survey to employees.

Ms. Le said that it was interesting to look at the percentile rankings for each question.

Ms. Callsen said that it is hard to conceptualize the results based on the percentile because it is on a curve.

Dr. Acuff said that she is struck that there is the least engagement at the high school level and that is where there is the least engagement among students.

Ms. Callsen asked how we act on some of the items in order to improve.

Dr. Acuff asked what constitutes meaningful recognition.

Ms. Callsen asked what supports does Gallup provide in order to improve.

Dr. Acuff asked about the range in scores within the elementary schools, and what ideas do we have in looking at that data.

Ms. Le asked how the satisfaction question was asked.

Ms. Callsen said this information would be beneficial with the Meet and Confer process.

Dr. Acuff asked that given where we are starting, is it feasible to see change in a year.

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

Ms. Le asked if \$15 per hour was still a living wage in Albemarle County. She said that the Board should discuss living wage and the costs implications.

Dr. Acuff asked what a teacher aide makes per hour. She agrees that the Board should look at living wage.

Ms. Callsen said that classified staff are often overlooked with a focus more on teachers. She would agree that a living wage needed to be looked at for classified staff.

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

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

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

At 9:19 p.m., hearing no objections, Mr. Paige adjourned the meeting of the Albemarle County School Board.

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Chairman

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Clerk