

A Business Meeting of the Albemarle County School Board was held on June 11, 2020 at 6:30 p.m., via Zoom, Charlottesville, Virginia 22902.

PRESENT: Mr. Jonno Alcaro; Mr. Graham Paige; Ms. Katrina Callsen; Dr. Kate Acuff; Ms. Ellen Moore Osborne; Mr. David Oberg; and Ms. Judy Le.

ABSENT: None.

STAFF PRESENT: Dr. Matthew Haas, Superintendent; Ms. Debbie Collins, Deputy Superintendent; Dr. Clare Keiser, Assistant Superintendent; Dr. Bernard Hairston, Assistant Superintendent; Dr. Christine Diggs, Chief Technology Officer; Dr. Patrick McLaughlin, Chief Strategic Planning Officer; Mr. Jay Thomas, Director of Secondary Education; Mr. Jackson Zimmermann, School Finance Officer; Ms. Rosalyn Schmitt, Chief Operating Officer; Mr. Ross Holden, School Board Attorney; and Ms. Jennifer Johnston, Clerk to the School Board.

Agenda Item No. 1.1. Closed Meeting.

At 5:30 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 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; and Subsection 7 for consultation with legal counsel and briefings by staff members or consultants pertaining to actual or probable litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body. Ms. Callsen **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

AYES: Ms. Callsen, Dr. Acuff, Ms. Le, and Mr. Alcaro.

NAYS: None.

ABSENT: Ms. Osborne, Mr. Oberg, and Mr. Paige.

Motion carried by a 4:0:3 vote.

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

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

NAYS: None.

Motion carried by a 7:0 vote.

Mr. Oberg offered a **motion** for the school year 2020-2021 to appoint the administrators provided to the Board in closed meeting. Dr. Acuff **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: None.

Motion carried by a 7:0 vote.

Agenda Item No. 1.3. Call to Order.

At 6:30 p.m., Mr. Alcaro called the meeting of the Albemarle County School Board to back to order.

Mr. Alcaro said that the meeting is being held electronically pursuant to Virginia state law and Albemarle County ordinance because the Covid-19 pandemic makes it impracticable and unsafe to assemble a quorum physically in a single location. The meeting is being streamed live on the Albemarle County Public School's website, and public comment may be offered through the Zoom waiting room feature in accordance with the School Board's protocol or by written submission.

Agenda Item No. 1.4. Moment of Silence.

Agenda Item. No. 2.1. Approval of Agenda.

Dr. Acuff offered a **motion** to approve the agenda. Mr. Paige **seconded** the motion. **Roll was called, and the motion passed by the following recorded vote:**

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

NAYS: None.

Motion carried by a 7:0 vote.

Agenda Item No. 3.1. Approval of Consent Agenda.

- 3.1. Approval of Consent Agenda
- 3.2. Donations and Reimbursements to School Division FY 2019-20 – 3rd Quarter
- 3.3. FY 2020/21 Fee Schedule
- 3.4. Personnel Action
- 3.5. Authorization to Sign in the Absence of the Superintendent
- 3.6. For Action: Policy Reviews and revisions
- 3.7. Title I, Part A Grant Application 2020-21
- 3.8. Title I, Part C Grant Application 2020-21
- 3.9. Title II, Part A Grant Application 2020-21
- 3.10. Title III, Part A Grant Application 2020-21
- 3.11. Title IV, Part A Grant Application 2020-21
- 3.12. Crozet Elementary Additions and Renovations – Schematic Design
- 3.13. IDEA Preschool Grant

Mr. Paige offered a **motion** to approve the consent agenda without item 3.12. Ms. Le **seconded** the motion. Mr. Oberg said that with Item 3.12 community members are upset that they were not included in discussions on this addition and renovation. He asked if a vote could be delayed a week in order for community members to provide input. Ms. Schmitt said it could be delayed. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: None.

Motion carried by a 7:0 vote.

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

Agenda Item No. 5.1. Public Comment.

Ms. Amanda Moxham lives in the Rio magisterial district. She said that the renaming process is racist. She also talked about banning confederate imagery.

Mr. Matthew Christensen lives in the Rio magisterial district. He spoke about banning confederate imagery. He also spoke about removing school resource officers from schools.

Mr. Doug Lowe lives in the White Hall magisterial district. He spoke about the addition and renovation to Crozet Elementary School.

Ms. Joanne Robertson spoke about the school resource officers in schools.

Mr. Vernon Liecthi is president of the Albemarle Education Association. He spoke about CDC guidance on COVID protocol.

Agenda Item No. 6.1. Spotlight on Education.

Mr. Oberg said tonight he has the privilege of leading two celebrations of excellence. Especially over the past several weeks, with school buildings closed and their resources limited, we have been reminded of the irreplaceable contributions by the professionals in our school division who serve our community's children and families. While the public health provisions currently in place have complicated how these services have been delivered, they have not diminished their need or value. Nor the passion or ingenuity with which they have been delivered. This certainly has been true these past few months but how about for those for whom this has been true for more than 40 years? He asked Assistant Superintendent, Dr. Clare Keiser, to help us recognize 64 of our employees who are retiring this year. One fourth have served our community with distinction for 30 or more years, including three whose careers have spanned more than 40 years.

He then read a quote sent in the midst of the darkness around the social isolation and fears forced upon us by the coronavirus and the spread of covid-19 illness. "Art is as natural as sunshine and vital to our nourishment. We're pleased to bring you a small slice of artwork created by local schoolchildren." This notice was sent to the residents of Hospice of the Piedmont. In the midst of covid-19, Mindy Moran, our lead instructional coach for the arts, was the recipient of a request to share the joy of our students with Hospice residents. Mindy reached out to art instructors across all of our schools and grade levels to ask for their help. Hundreds of students, as part of their curriculum in April, produced visual art expressions that were shared with Hospice residents. The project was another powerful demonstration of using art to serve our community. Mindy says there was only one requirement—To Bring a Smile to a Worried Face. Mindy has a guest with her that I will ask her to introduce. I hope they will say a few words about this project, what they learned and the impact it had upon them. I understand Mindy also is arranging for some 1,800 pieces of art from our community exhibits at Stonefield that was interrupted by covid-19, to now be displayed in an online gallery. Please share that link with us when it is ready.

Agenda Item No. 6.1. Announcements.

Mr. Oberg offered a **motion** to appoint the teachers and employees for the 2020/2021 school year as provided in closed meeting. Ms. Le **seconded** the motion. **Roll was called, and the motion passed by the following recorded vote:**

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

NAYS: None.

Motion carried by a 7:0 vote.

Mr. Thomas provided information on the high school graduation 2020 video.

Ms. Le said that she would like to discuss school resource officers during other business.

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

Dr. Diggs said that technology is in place so that next year the anti-racism policy link will be pushed out to all students and staff on their laptops.

Ms. Collins provided an update on the work of the Return to School Taskforce.

Mr. Alcaro said that over the last several days the Board has received concerns about school resource officers in Albemarle County Schools. We are sensitive to these concerns. The school resource officer program will be discussed in this meeting with follow-up discussions at future meetings. A formal thorough review of the program may be requested by the School Board. We will dedicate a work session to the evaluation of the school resource officer program to determine future steps.

Agenda Item No. 8.1. Tackling the Student-Stress Dilemma – Progress Updates

Dr. McLaughlin and Mr. Thomas provided for the Board's consideration an update on elevating the high school experience. In May 2019, the Board received a report on the study of and strategies devised to mitigate the high levels of stress that impact our high school students. This presentation recapped the ideas we presented in May and provide updates on the work that has been completed since that time.

Ms. Callsen asked how staff was addressing the rigor of students taking multiple AP classes.

Mr. Alcaro asked what the enrichment period would encompass.

Dr. Acuff asked at what age do students start getting homework.

Mr. Oberg asked how moving to seven periods encourages students to take more elective classes.

Dr. Acuff asked if students had been surveyed as to the types of electives that they would take.

Mr. Paige asked how unweighted grades be communicated to college admissions.

Agenda Item No. 8.2. Survey and Optional Calendar for Return to School Plan

Dr. McLaughlin provided for the Board's consideration information on a survey and optional calendar for the return to school plan. As the school division develops plans for a return to school following our COVID-19 closure one option that may be considered is a shift to the 2020-2021 school calendar to begin classes after Labor Day. A draft calendar and community survey has been created to gather feedback, and a joint ACPS/Charlottesville City Schools calendar committee will be reconvened to discuss this option.

Mr. Oberg offered a motion to instruct staff to move forward with the survey to determine the appropriate start date. Mr. Paige seconded the motion. Roll was called, and the motion carried by the following recorded votes:

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

NAYS: None.

Motion carried by a 7:0 vote.

Mr. Paige asked how will staff ensure that we receive input from families that have limited access to the internet.

Agenda Item No. 8.3. 2nd Quarter 2019/2020 Financial Report.

Mr. Zimmermann provided for the Board's information the 2nd Quarter 2019/2020 financial report. The second quarter financial reports representing October, November, and December 2019 are presented for the Board's consideration.

This report is the new format which was first presented during the December 5, 2019 Board meeting. The report provides more detailed information regarding quarterly expenses and revenues. It also provides information on the budgeting and expenditure of funds by state category, and the changes that both the Board and staff have made during the year that affect these categories. All lines are numbered to assist in clearly guiding readers of the report when specific information is discussed.

Revenues: March 31 Average Daily Membership (ADM), upon which state revenues are estimated, is projected to be 13,912. This is ~179 students more than budgeted. State revenues are anticipated to increase based upon this revised ADM. State revenues have been re-projected for the current General Assembly and reflect revised, robust sales tax collections along with adjustments as part of the governor's proposal and potential actions by the General Assembly. These changes in state revenues are projected to yield ~\$1.6M beyond initially budgeted. Local and Federal revenues are estimated to meet budget. A more detailed presentation of revenues received to date is presented on page 2 of the report.

Expenses: Compensation and benefits expenses are estimated for this report and include known information through January 2020 payroll for projection purposes. Monthly compensation and operational expenses by state category are presented on page 3. Detailed operational expenses by department and school are shown on pages 4-6 of the attached report. Page 7 of the report provides information regarding changes made during the year that affect each state category.

Balance of Revenues over Expenses: Reported December 31 revenues exceed expenses by nearly \$9.7M. Reported state revenues collected totaled slightly more than \$22M.

Special Revenue Funds: Special revenue funds are presented on pages 8-10.

School Fund Balance: Beginning fund balance is ~\$4.5M. Fund balance use in FY19-20 is budgeted to be ~\$1.2M. Due to a combination of estimated lapse savings and increased state revenues, the projected available fund balance at the end of FY19-20 is ~\$6.1M. Staff is preparing proposals to utilize a substantial portion of fund balance for one-time purchases as part of the FY20/21 budget. Should the Board adopt the recommended one-time proposals as part of the FY20/21 budget, available fund balance beginning FY20/21 would be ~1% of the anticipated adopted budget. This information is presented on page 11.

Agenda Item No. 8.4. 3rd Quarter 2019/2020 Financial Report

Mr. Zimmermann provided for the Board's consideration the 3rd quarter 2019/2020 financial report. The third quarter financial reports representing January, February, and March 2020 are presented for the Board's consideration.

This report is the new format which was first presented during the December 5, 2019 Board meeting. The report provides more detailed information regarding quarterly expenses and revenues. It also provides information on the budgeting and expenditure of funds by state category, and the changes that both the Board and staff have made during the year that affect these categories. All lines are numbered to assist in clearly guiding readers of the report when specific information is discussed.

Revenues: Local – Schools revenue collections are anticipated to decline, primarily due to building rental declines, donation declines, and a reduction due to the cancellation of Spring sports. March 31 Average Daily Membership (ADM), upon which state revenues are calculated is 13,913.71. This is ~181 students more than originally budgeted. State revenues are anticipated to decrease, even though we have more students, primarily due

to potential reductions in sales tax and lottery proceeds. State revenues are projected to decline ~\$1.7M below initially budgeted. These estimates are subject to substantial variation as the state has declined to provide localities with information regarding sales and lottery projections during the pandemic closures. Projections are difficult since collections lag by 2 months and there is a lack of statewide data availability. Sales tax and lottery proceeds are received for the current year through August, therefore 3 full months of collections remain with no state guidance regarding projections. Since the General Assembly declined to reflect lower sales tax collections into their April estimates, all reductions in sales and lottery collections are borne solely by each locality, and not offset by any state commitment to Basic Aid. Local transfer revenues are anticipated to decline by more than \$2.6M. Federal revenues are estimated to meet budget. A more detailed presentation of revenues received to date is presented on page 2 of the report.

Expenses: Compensation and benefits expenses are estimated for this report and include known information through May 2020 payroll for projection purposes. Monthly compensation and operational expenses by state category are presented on page 3. Detailed operational expenses by department and school are shown on pages 4-6 of the attached report. Page 7 of the report provides information regarding changes made during the year that affect each state category.

Balance of Revenues over Expenses: Reported March 31 revenues exceed expenses by more than \$13.9M. Reported state revenues collected totaled slightly more than \$36M.

Special Revenue Funds: Special revenue funds are presented on pages 8-10. School Fund Balance: Beginning fund balance is ~\$4.5M. Fund balance use in FY19-20 is budgeted to be ~\$1.2M. Due to the pandemic, with substantial anticipated declines in revenues, the financial picture is very uncertain. Projected available fund balance, while shown at the end of the report, may be highly variable (i.e. the variance may easily be 7 figures). Staff has directed departments and schools to minimize operational expenses in the current year to ensure availability of fund balance in next fiscal year.

Mr. Oberg offered a **motion** to receive the 2nd and 3rd quarter financial reports. Dr. Acuff **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: None.

Motion carried by a 7:0 vote.

Agenda Item No. 8.5. School Board Salary Public Hearing and Approval.

An elected school board may pay each of its members an annual salary that is consistent with the salary procedures, and no more than, the salary limits provided for local governing bodies.

The School Board has adopted the procedure currently used by the Board of Supervisors in setting its members' salary pursuant to Virginia Code section 15.2-1414.3. Specifically, the School Board will establish its members' salary by affirmative vote annually between May 1st and June 30th. Before setting its salary each year, the School Board is required to hold a public hearing and provide notice as specified in Virginia Code sections 15.2-1426 and 1427. If the salary increase is approved by an affirmative vote, then the increase will take effect on July 1.

The maximum salary is set by statute based on the County's population according to current Census data, and may be increased each year by an inflation factor not to exceed 5 percent. The Board may adjust its salary annually after a public hearing following the same procedures used for the original setting of the salary.

Currently, school board members receive an annual salary of \$6,907. The current chairman stipend is an additional \$1,800 annually and the vice-chairman receives a stipend of \$35 per meeting chaired.

The Board of Supervisors' salary cap is tied to population based on U.S. Census data, and it has the legal authority to increase its salary by ordinance in an amount not to exceed 5 percent annually. The Board of Supervisors also pays its Chairman a stipend of \$1,800 annually, and the Vice-Chairman a stipend of \$35 per meeting chaired.

Typically, the School Board increases its salary by the same increase provided to classified staff. If the Board follows the same increase as classified, then the salary beginning July 1, 2020 would remain at \$6,907.

Mr. Alcaro opened the public hearing. Having no one speak, the public hearing was closed.

Dr. Acuff offered a **motion** to set the School Board salary at \$6,907 with a chairman stipend of \$1,800 and a vice-chairman stipend of \$35 per meeting chaired. Ms. Le **seconded** the motion. **Roll was called, and the motion passed by the following recorded votes:**

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

NAYS: None.

Motion carried by a 7:0 vote.

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

The Board took a break from 8:34 p.m. until 8:45 p.m.

School Resource Officers

Ms. Le thanked all of those who have reached out to her about removing school resource officers from schools. The overwhelming majority of those the Board has heard from demand the removal of school resource officers from schools. She said that she supports removing a police presence from our schools. She urged staff to find a safe environment for students by removing a police presence and focusing on mental health.

Dr. Acuff believes the mental health infrastructure should be increased. She said that the presence of police in schools can be traumatic for some students. Given the mental health issues and trauma of school disruptions, it is a good time to look at the school resource officer program.

Ms. Callsen agrees with Ms. Callsen and Dr. Acuff. She does not feel that the SROs need additional training. Most say that the work they do is social work rather than police work. She feels that the division should focus on increase funding to address mental health issues. She also thinks that the Board needs to address confederate imagery from schools.

Mr. Paige said that the SRO program may need revamping. However, after listening to Ms. Le, the program should be eliminated. The money saved from eliminating the program should go in to mental health, CRT training, and finally implementing a way to build better race relationships within the Division including the removal of confederate imagery in schools.

Ms. Osborne said that there is no data that shows the SRO program makes schools safer. She favors putting the money spent on the program put in to other areas such as mental health.

Ms. Callsen asked if the SRO program is eliminated, does the Division lose that money?

Mr. Oberg said that when he moved to Virginia the idea of an SRO was foreign to him. He has always wondered why we had SROs in the Division. Given what has been happening nationally, he feels that the program should be eliminated. He would like a recommendation from staff. He would also like the Board to vote on the removal of confederate imagery in schools.

Dr. Haas then shared his thoughts on the school resource officer program and next steps for the Division.

Dr. Acuff said that is important to look at all the functions within the school resource officer program in order to make sure they are covered if the program is eliminated.

Mr. Paige asked how much an independent audit of the SRO program would cost.

Mr. Alcaro said that he feels this decision should be a unanimous vote of the Board. We still need to have some form of relationship with the Police Department. He would like the decision made no later than the July meeting.

Ms. Callsen said that she is okay with taking the time to review the program, however, she would like to know what the extra time would allow the Division to do in analyzing the program. She would also like the Division to conduct a survey on how parents feel about the SRO program.

Mr. Oberg said that he would like to know how students feel about the SRO program.

Dr. Haas said that staff will come back at the next meeting with a plan for what can be done.

Agenda Item No. 10.1. Closed Meeting – if needed. None.

Agenda Item No. 11.1. Closed Meeting Certification. None.

Agenda Item No. 4.1. Adjournment.

At 9:45 p.m., hearing no objections, Mr. Alcaro adjourned the meeting of the Albemarle County School Board.

Chairman

Clerk