



**MINUTES  
SCHOOL BOARD MEETING  
CHARLOTTESVILLE CITY SCHOOLS  
Hilton Richmond, 12042 West Broad Street, Richmond  
Friday, May 19, 2017 (3:00 PM)**

**1.1 Call to Order:** Board Chair Juandiego Wade called the meeting to order at 3:00 p.m.

**2.1 Roll Call:**

The following Board Members were present:

Dr. Adam Hastings	Dr. Sherry Kraft
Ms. Amy Laufer	Ms. Jennifer McKeever
Mr. Edmund Michie	Ms. Leah Puryear
Mr. Juandiego Wade	

The following Board Members were absent:

None

The following Staff Members were present:

Dr. Rosa Atkins	Dr. Kendra King
Mr. Jeff Faust	Mr. Ed Gillaspie
Mr. James Henderson	Ms. Carole Nelson
Ms. Leslie Thacker	Ms. Beth Cheuk

The following Staff Members were absent:

Ms. Jennifer Herring

**Approval of Proposed Agenda:** Dr. Hastings made a motion, seconded by Ms. McKeever to approve the proposed agenda. Upon a roll-call vote being taken, the motion carried with Dr. Hastings, Dr. Kraft, Ms. Laufer, Ms. McKeever, Mr. Michie, Ms. Puryear, and Mr. Wade voting yes. 7 ayes, 0 nays.

**Items for Discussion**

**3.1 Teacher Compensation:** Kim Powell, Director of Finance, and senior staff provided information on Attracting & Retaining a Strong Talent Pool of teachers. The objective of this agenda item is to share the latest comparative information regarding teacher wages to support the Board in preparing for the next budget cycle.

Updates will be provided regarding teacher salary rankings and cost of living considerations.

Dr. Atkins noted that CCS and ACPS started this discussion at the same time. The talent poll is decreasing to discussions are occurring on how to attract and obtain the best and brightest talent.

Information presented included:

- Background Facts and Factors
- Teacher Experience
- Competitive Market
- Salary Comparisons
- Cost of Living Considerations
  - Overall

- Housing
- Utilities
- Food

Scenario 1 Summary:

- Increasing the starting teacher salary (Step 0) by \$1,264 or 2.8% breaks into the top quartile
  - Roughly equivalent to 2017-2018 CCS Step 3 (\$46,425 vs. CCS Step 3 @ \$46,533)
- Charlottesville slips back out of the top quartile by Step 5 using the current scaling
  - Scaling is the percentage increase between the steps on a scale
- Estimated Cost to break in the top quartile for the Teacher scale is ~\$936,394

Scenario 2 Summary:

- Estimated Cost to break into the top quartile and stay there for the Teacher scale is ~\$3.5 Million
- Requires increase to average scaling (percentage increase between steps) to ~1.8%
  - Current average scaling less than 1.5%
  - Scales in the top quarter of the competitors have step increases more in line with inflation
  - Inflation rate expected to trend between 2%-2.5% to 2020
- Multi-year approach would require average pay rate increases of 4% to 5% over a 3 to 4 year period
  - Double or more the rate of recent salary actions
  - Working with moving targets

Dr. Hastings asked that we get away from cost of living as the measure.

Mr. Michie noted that he would like to include a full benefit comparison with competitors. Would like to see us document the number of qualified applicants for vacancies and also suggested a bulletin board applicants/employees to assist in finding roommates.

The Board reached consensus for Dr. Atkins to reach out to Dr. Moran to discuss partnering with Albemarle County Public School for a joint salary study. If the cost and if the cost in in excess of \$32,000 it must come back before the Board.

Study: what would it cost to be competitive and have the vendor determine what competitive is (multiple scenarios).

**3.2 Strategic Planning 2017-2023:** Jeff Faust, Director of Technology, provided an update on the 2017-2023 Strategic Planning process including information from the [Change Log from the April 19, 2017 School Board Strategic Plan Work Session](#). Mr. Faust also provided an update on recent parent feedback group meetings.

Dr. Atkins noted that the state is scaling back on its emphasis of SOL's as the only measure noting however, that there are consequences when a school does not pass. She also noted that the division uses reading SOL scores to identify gap groups and that the Board would need to be willing to identify another measure if it wants to move away from using SOL scores.

There was discussion related to minimizing the impact of SOL testing and using other measurements that allow for rich learning experiences.

Mr. Faust noted that the strategic plan language does not include a focus on SOL testing.

Mr. Henderson highlighted the importance of explicit instruction to all students while scripted instruction is used to accelerate specific content to students who are struggling.

**3.3 School Modernization Update/Discussion:** Ed Gillaspie, Assistant Superintendent of Administrative Services, presented an update on School Improvements, Modernization and Capacity. Information presented included a timeline of past discussions. Currently at or above functional capacity.

Joint School Board/City Council Meeting in August, 2016

- Enrollment, growth, and elementary growth in particular
- Existing CIP and CIP process
- Need for separate funding for modernization and improvement
- Desire to take closer look at enrollment trends, capacity, growth, and school by school improvements and modernizations

October, 2016

- Engaged VMDO Architects to look at enrollment trends, capacity, growth, and recommend school by school improvements and modernization projects

Improvements and Modernization Study - VMDO

- Incorporates ideas from staff
- Incorporates recommendations from the Facility Improvement Planning Committee
- City Council - \$1M appropriation each year over 5 years
- Report will give school specific recommendations

Capacity and Enrollment – Expanded Scope

Weldon Cooper Center for Public Service will provide some projections on potential

Capacity and Enrollment – Expanded Scope

- Kindergarten enrollment (Weldon Cooper)
- Development impacts (Weldon Cooper)
  - Occurring and planned
- Cohort survival (Weldon Cooper)
- Room by room analysis
  - Room use (art, music, specials)
  - Room size
- Functional capacity rate
- Overall square footage
- Acreage and parcel qualities
- Non-resident enrollment
  - The kindergarten cohort at Greenbrier, Venable, and Burnley-Moran are larger than last year and those schools are currently not accepting non-resident students.
  - Dr. Atkins asked for Board input on whether to continue to accept non-resident applicants. The Board agreed to let the principals continue accepting non-resident applicants and to accept them using their best judgement based on enrollment.

The was discussion related to how to approach modernization to provide equity across schools.

**Enrollment and Capacity Study**

- Process for engagement:
  - Board
  - City Council
  - Community
  - Timeline
  - Short and long term

**Modernization Report**

- Committee
- Staff
- Board
- Project Selection by September 30

Mr. Michie noted that there should be some research to see if redistricting would address any of the capacity issues.

Dr. Atkins noted that there may also be a need for mobile units. Mr. Gillaspie noted that they cost approximately \$60,000 (bathroom facilities would have additional costs). There are also leasing options. Dr. Atkins noted that there may be a need for one mobile unit at Venable.

Ms. McKeever noted she would like to see a learning cottage at Johnson and that she would like to see the division to continue to accept non-resident students.

Next steps:

- The Board will receive a written summary of the VMDO and Weldon Cooper study in advance
- The Board will meet with City Council to receive the full VMDO and Weldon Cooper presentation

**3.4 Profile of a Virginia Graduate and VDOE Accountability Matrix (Strategic Planning):** The Board tabled this item and will discuss it at the May 20, 2017 meeting.

4.1 **Adjourn:** The meeting adjourned at 6:37 p.m.



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Juandiego R. Wade, School Board Chair



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Leslie Thacker, School Board Clerk