



**SCHOOL BOARD MEETING
CHARLOTTEVILLE CITY SCHOOLS
Charlottesville High School Media Center, 1400 Melbourne Road
Thursday, January 5, 2023 (5:00 PM)**

1.1 Call to Order: Dr. Katina Otey, Chief Academic Officer called the meeting to order at 5:01 p.m.

2.1 Moment of Silence: Dr. Otey asked all those present to observe a moment of silence.

3.1 Pledge of Allegiance: The Board began the meeting with the Pledge of Allegiance to the Flag of the United States of America.

4.1 Roll Call of Board Members:

The following Board Members were present:	Mr. James Bryant	Ms. Lashundra Bryson Morsberger
	Ms. Emily Dooley	Dr. Sherry Kraft
	Ms. Lisa Torres	Mr. Dom Morse
	Ms. Jennifer McKeever	Student Rep Vivien Wong

The following Board Members were absent: None

The following Staff Members were present:	Dr. Katina Otey	Ms. Kim Powell
	Ms. Maria Lewis	Mr. Pat Cuomo
	Ms. Denise Johnson	Ms. Beth Cheuk
	Ms. Renee Hoover	Ms. Julia Green
	Ms. Leslie Thacker	

The following Staff Members were absent: Dr. Royal A. Gurley, Jr. Ms. Carolyn Swift

Board Organization

5.1 Elect a Chair: In accordance with School Board Policy, BCA, School Board Organizational Meeting, the School Board will elect a Chair of the Board. Ms. Bryson-Morsberger made a motion, seconded by Dr. Kraft, to approve Mr Bryant as Chair of the Board. Upon a roll-call vote, the motion\ carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr. Morse, and Ms. Torres, voting aye. 7 ayes, 0 nays.

5.2 Elect a Vice Chair: In accordance with School Board Policy, BCA, School Board Organizational Meeting, the School Board will elect a Vice-Chair of the Board. Ms. Torres made a motion, seconded by Ms. Dooley, to approve Mr. Morse as Vice-Chair of the Board. Upon a roll-call vote, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr. Morse, and Ms. Torres, voting yes. 7 ayes, 0 nays.

5.3 Appoint Clerk and Deputy Clerk of the Board: In accordance with School Board Policy, BCA, School Board Organizational Meeting, the School Board will, upon recommendation of the Superintendent, appoint a Clerk and Deputy Clerk of the Board. Ms. McKeever made a motion, seconded by Ms. Torres, to approve Julia Green as Clerk and Leslie Thacker as Deputy Clerk of the Board. Upon a roll-call vote, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr. Morse, and Ms. Torres, voting yes. 7 ayes, 0 nays.

Action

6.1 Approval of Proposed Agenda: Ms. Torres made a motion, seconded by Dr. Kraft, to approve the proposed agenda. Upon a roll-call vote, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr. Morse, and Ms. Torres, voting yes. 7 ayes, 0 nays.

Student and Staff Recognitions

7.1 Recognition - Preston Burton and Golf Team: Beth Cheuk, Supervisor of Community Relations, and Andy Jones, Athletic Director, recognized the 2022 Class 3 state champion in golf, Preston Burton, and his CHS teammates, who placed fourth in the team competition at states. Coach Josh O'Grady shared comments of recognition and congratulations.

7.2 Recognition - Sherri Eubanks Retirement: The School Board recognized Sherri Eubanks for her dedication to Charlottesville City Schools' students as she is retiring after 34 years of driving and leading the City Transit's Pupil Transportation Office. Ms. Powell read aloud a letter of appreciation and thanked Ms. Eubanks for all her hard work.

7.3 Teachers of the Year Recognition: Dr. Katina Otey, Chief Academic Officer, recognized the Teachers of the Year for each Charlottesville City School. These teachers were nominated and selected at the school level by their colleagues. A committee then worked to review submissions by each candidate in order to identify a Division Teacher of the Year.

All public and accredited nonpublic schools are invited to participate in the Mary V. Bicouvaris Virginia Teacher of the Year Program. This award honors teachers who represent the best in teaching in the Commonwealth of Virginia and across the nation. Since 1964, Virginia has participated in the National Teacher of the Year Program, a project of the Council of Chief State School Officers (CCSSO). In 2006, Virginia's Teacher of the Year Program was renamed in honor of the 1989 Virginia and National Teacher of the Year, Dr. Mary V. Bicouvaris. Charlottesville City Schools is participating in this program starting this year.

The 2022-2023 Teacher of the Year are:

- Burnley-Moran Elementary: Joan Evans
- Clark Elementary School: Caitlin Natale
- Greenbrier Elementary School: Sarah Scavone
- Jackson-Via Elementary School: Heather Grunden
- Johnson Elementary: Kristi Hartwell
- Venable Elementary School: Sharlene Abney Chang
- Walker Upper Elementary School: Amy Wissekerke
- Buford Middle School: Patricia Luke
- Charlottesville High School: Pamela Brown
- Lugo-McGinness Academy: Samantha Woodall

Dr. Otey announced that Sharlene Abney Chang was selected as the 2022-2023 Charlottesville City Schools' Teacher of the Year. Ms. Chang will be submitted for consideration for the Virginia Region V Teacher of the Year.

8.1 Comments from Members of the Community: Ms. Leah Puryear congratulated Mr. Bryant for being elected as Board Chair and shared reflections of Mr. Bryant's service.

Mr. Bryant's brother, Francis Bryant, shared comments of congratulations with those present.

Laila Singletary, CHS Student, asked the Board to fund her expenses to attend the "National Youth Leadership Forum: Law & CSI".

8.2 Public Comment 2023-2024 Budget: There were none.

9.1 Adoption of Consent Agenda: The following items were included in the consent agenda; [Personnel Recommendations](#), [Minutes - October 12, 2022 School Board Meeting](#), [Minutes - December 1, 2022 School Board Meeting](#), and [Business, Financial, Routine Reports](#). Dr. Kraft made a motion, seconded by Ms. McKeever, to approve the adoption of the consent agenda. Upon a roll-call vote, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Dr. Kraft, Ms. McKeever, Mr. Morse, and Ms. Torres, voting yes. 6 ayes, 0 nays. Ms. Dooley abstained from this vote.

Action Items

10.1 Approval - 2023-2024 Program of Studies: Dr. Katina Otey, Chief Academic Officer; Rashaad Pitt, CHS Principal; Rodney Jordan, Buford Principal; and Ms. Stephanie Carter, Director of CATEC, presented recommended changes to the 2023-2024 Program of Studies for Board information on December 1, 2022. The item was presented for approval.

Ms. McKeever expressed concerns around the changes to Physics offerings at CHS and stated that she will not be voting in support of the Program of Studies.

Dr. Kraft made a motion, seconded by Ms. Dooley, to approve the 2023-2024 Program of Studies. Upon a roll-call vote, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Mr. Morse, and Ms. Torres, voting yes and Ms. McKeever voting nay. 6 ayes, 1 nays.

10.2 Approval - 2023-2024 School Year Calendar: Dr. Katina Otey, Chief Academic Officer, presented the 2023-2024 Draft School Calendar (Draft #1C) for Board information on December 1, 2022. The item was presented for approval.

Dr. Kraft made a motion, seconded by Ms. Dooley, to approve the proposed 2023-2024 School Year Calendar 1C. Upon a roll-call vote, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, and Ms. Torres, voting yes and Mr. Morse voting nay. 6 ayes, 1 nays.

10.3 School Names - Clark Elementary and Venable Elementary: At the December 2, 2022 School Board meeting, recommendations were presented from the Naming of Facilities Committee regarding the renaming of Venable Elementary School and Clark Elementary School. The recommendation presented for Venable was Trailblazers Elementary, and the recommendation for Clark was Friendship Elementary. Following Board discussion about the Clark recommendation, the Board requested that the community share opinions via email to the Board about the choice for Clark. A board member requested that the committee meet again to affirm the decision made earlier, and that meeting occurred in December. The committee determined that they needed more staff input on the choice, and the staff was surveyed.

For the January meeting, the committee recommended that the Board vote on the recommendation for Venable Elementary School, renaming it Trailblazers Elementary School. An update was presented about the Clark name (Clark staff preferred the name Summit to Friendship, and community members' emails supported Summit over Friendship). The committee did not request that the Board take action for Clark.

Ms. Torres stated that there are a lot of emotions around this topic and that she would like the community to know that the process included the creation of a committee to meet and develop the best process to ensure consistency and to provide data points and recommendations to the Board for consideration. She added that while student, staff,

and community voices matter, the intent was to make a recommendation for the Board, but ultimately, the final decision rests with the Board.

Mr. Morse shared that the name Trailblazers is a good compromise in that it honors those who desegregated Venable Elementary while following the direction that schools should not be renamed after people.

Dr. Kraft shared that the process is complicated and noted the importance of being allowed to adjust the process moving forward as needed.

Ms. Dooley made a motion, seconded by Dr. Kraft, to approve the renaming of Venable Elementary School to Trailblazers Elementary School. Upon a roll-call vote, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Mr. Morse, and Ms. Torres, voting yes and Ms. McKeever voting nay. 6 ayes, 1 nays.

There was discussion about whether the Board should take action on the Clark renaming at this meeting or provide additional guidance to the committee on what other information the Board would need to make a decision.

Ms. McKeever shared that she supports taking action on renaming Clark as Summit Elementary.

Ms. Bryson Morsberger shared that she received input from Clark staff that their perception was that Clark student voices (which had preferred Friendship to Summit by a narrow margin) were not being heard, unlike the Venable students' choice of Trailblazers. She also noted that there were comments that if board members dismiss the student and committee voices, then what is the point of having a committee.

Ms. Dooley noted that she is comfortable voting for the renaming of Clark since while Friendship got the most votes, a majority of Clark students did not vote for Friendship Elementary.

Ms. McKeever made a motion, seconded by Ms. Torres, to approve the renaming of Clark Elementary School to Summit Elementary School. Upon a roll-call vote, the motion carried with Mr. Bryant, Ms. Dooley, Dr. Kraft, Ms. McKeever, and Ms. Torres, voting yes and Ms. Bryson Morsberger, Mr. Morse voting nay. 5 ayes, 2 nays.

Items for Discussion

11.1 [2023-2024 Budget Development Update](#): Renee Hoover, Director of Finance, provided an update regarding the projected state funding for fiscal year 2023-2024 based on the Governor's budget proposal that was released in December.

Information presented included:

- Budget Priorities
 - Building Up Foundational Skills
 - Supporting Social, Emotional, and Mental Health for Students & Staff
 - Meet or Exceed Competitive Staff Compensation & Benefits
- Governor's Proposed Budget - School Divisions
 - Second Year of 2022 - 2024 Biennial Budget
 - Biennial Budget Adopted in June 2022 included 10% Salary Action for SOQ positions broken into 5% for FY 2023 and 5% for FY 2024
 - Technical Adjustments and Proposals have been made to the FY 2024 Budget
- Governor's Proposed Budget -Technical Adjustments
 - Revised the Adjusted Daily Membership (ADM) based on September's Fall Membership
 - All budget revenue lines calculated on ADM were adjusted to reflect the increased value
 - Updated the Estimate Projections on State Sales Tax Revenue Dedicated to K-12
 - Projected increase based on Governor's Proposed is \$2.5 million due to enrollment growth
- Governor's Proposed Budget - One-Time, 1% Retention Bonus?

- FY 2024 for Funded SOQ Instructional and Support Positions on September 1, 2023. Schools divisions are required to provide local matching funds. Local staff eligible for the bonus payment can be hired at any point during FY 2023 but must also remain employed with the same school division in FY 2024.
- Amount provided in the VDOE Calc Tool is \$86k.
- Governor's Proposed Budget - Teacher Performance Bonuses?
 - Includes \$50.0 million in the second year as a one-time appropriation for teacher performance bonuses. A bonus of \$5,000 per individual would be awarded to top performing teachers identified by VDOE in conjunction with local school divisions, using VDOE criteria.
- ARP ESSER Spending Plan

11.2 [2022-2023 Recruitment Plan](#): Maria Lewis, Director of Human Resources, presented an update to the Board on the 2022-2023 staff hiring, recruitment and retention efforts. Information presented included 2022-2023 Hiring Trends, Recruitment and Retention Efforts.

Ms. Torres asked for additional data around the diversity recruitment efforts from years past. Ms. Lewis responded that she will pull that data and share it back out with the Board. Ms. Torres asked if 30, 60, 90 day check-ins are still taking place. Ms. Lewis responded that staff checks in with new teachers in many different ways such as in person, virtual or by email.

Ms. Dooley inquired about exit surveys. Ms. Lewis responded that human resources staff sends out separation letters to the employee that includes a URL link to the exit survey.

11.3 [Policies IIA and IAB - Instructional Materials / Supplementary Materials](#): Dr. Katina Otey, Chief Academic Officer, presented Policies IIA and IAB for Board information. Senate Bill 656 requires that local School Boards adopt policies concerning instructional materials with sexually explicit content. This item will be presented for action on February 2, 2023.

11.4 [Student and Family Engagement Update](#): Bianca Johnson, Coordinator of Student and Family Engagement, presented an update on Student and Family Engagement. Information presented included information on support drives for essential needs items as well as information on the Buford Eats partnership with the Blue Ridge Area Food Bank. Zach Nissen, Director of Programs for the Blue Ridge Area Food Bank, and Sheena Washington, Buford Guidance Secretary, presented information about Buford Eats partnership.

Ms. Johnson recognized the Chris Long Foundation for the Ed Zone partnership to provide essential needs for students.

Board Response to Written Reports

12.1 [School Board Member Committee Reports](#): Board members shared updates on recent activities in this written report.

13.1 [Comments from Members of the Community](#): Mitsuko Clemmons-Nazeer congratulated Mr. Bryant for his election as Board Chair.

14.1 [Board Member Comments](#):

- Ms. Bryson Morsberger requested information regarding teacher compensation for those who provide time and support beyond their assigned duties.
- Ms. Torres congratulated Mr. Bryant and Mr. Morse for their new positions as Chair and Vice Chair.
- Dr. Kraft thanked Ms. Torres for the incredible job that she has done as Chair.
- Mr. Bryant welcomed Ms. Wong for her term as the Student School Board Representative and thanked Ms. Torres for her work as Chair. Mr. Bryant also shared his vision and priorities for his term as Chair.

15.1 Superintendent's Comments: Dr. Katina Otey, Chief Academic Officer, wished students and staff a happy new year, congratulated those selected as Teachers of the Year and Ms. Abney the winner of the Charlottesville City Schools Teacher of the Year. Dr. Otey also thanked those who organized the Teacher of the Year reception, and congratulated the Jefferson School African American Heritage Center for their 10th Anniversary.

16.1 Work Session Wrap-Up: There were seven request from the Board:

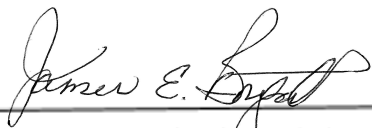
- Would like the very clear data from the naming committee available to everyone (historical data, why the changes is occurring, data reports)
- Would like to have monthly updates from the naming committee throughout the process
- Would like a comparison of the diversity data from 21-22 and 22-23
- Provide retention data of Instructional Assistant
- Provide update on exit survey
- Provide updates on the 30-60-90 pilot and if this process is will used in the future
- Information about how compensation for overloads is included in contract

17.1 Upcoming Meetings: Mr. Bryant read the upcoming meetings.

18.1 Adjourn: The meeting adjourned at 7:34 p.m.

A video of the January 5, 2023 meeting can be located at:

https://drive.google.com/file/d/1Zavj5dpalwvY_KXxjzcE8GeB9FCYdeXO/view?usp=sharing



James Bryant, School Board Chair



Julia Green, School Board Clerk