



**SCHOOL BOARD MEETING
CHARLOTTESVILLE CITY SCHOOLS
Media Center, 1400 Melbourne Road, 1400 Melbourne Road
Thursday, January 6, 2022 (5:00 PM)**

1.1 Call to Order: Superintendent Dr. Gurley called the meeting to order at 5:01 p.m. Video was streamed live on the Charlottesville City Schools Facebook page (<https://www.facebook.com/CvilleSchools/>).

Dr. Kraft made a motion, seconded by Mr. Bryant, to allow Ms. McKeever to attend the meeting virtually due to personal medical concerns. Upon a roll-call vote being taken, the motion was carried with Mr. Bryant, Ms. Dooley, Ms. Bryson Morsberger, Dr. Kraft, Ms. McKeever, Mr. Morse, Ms. Torres, voted yes. 7 ayes, 0 nays.

2.1 Moment of Silence: Dr. Gurley 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. Dooley

Dr. Sherry Kraft

Ms. Jennifer McKeever

Mr. Dom Morse

Ms. Lisa Torres

Ms. Rachel Rugumayo

The following Board Members were absent:

None

The following Staff Members were present:

Dr. Royal Gurley

Dr. Beth Baptist

Mr. Pat Cuomo

Dr. Katina Otey

Dr. Beth Baptist

Ms. Renee Hoover

Ms. Leslie Thacker

Ms. Julia Green

The following Staff members were absent:

Ms. Kim Powell

Board Organization

5.1 Elect a Chairperson: In accordance with School Board Policy, BCA, School Board Organizational Meeting, the School Board elected a Chair of the Board. Ms. Dooley made a motion, seconded by Ms. McKeever, to approve Ms. Torres as Chair to the board. Upon a roll-call vote being taken, the motion was carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr Morse, Ms. Torres, voted yes. 7 ayes, 0 nays.

5.2 Elect a Vice-Chair: In accordance with School Board Policy, BCA, School Board Organizational Meeting, the School Board elected a Vice-Chair of the Board. Dr. Kraft made a motion, seconded by Ms. Morsberger, to

approve Mr. Bryant as Vice Chair to the board. Upon a roll-call vote being taken, the motion was carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr Morse, Ms. Torres, voted 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 Mr. Bryant, to approve Julia Green as clerk and Leslie Thacker as deputy clerk. Upon a roll-call vote being taken, the motion was carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr Morse, Ms. Torres, voted yes. 7 ayes, 0 nays.

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

7.1 Comments from Members of the Community:

- Christine Esposito spoke in support of a collective bargaining agreement.
- David Koenig also spoke in support of a collective bargaining agreement.

8.1 Board Member Comments:

- Dr. Kraft congratulated and welcomed Ms. Dooley and Mr. Morse as new board members..
- Ms. Torres also welcomed Ms. Dooley and Mr. Morse and congratulated Mr. Snook for being appointed as Mayor.

9.1 Adoption of Consent Agenda: The following items were included in the consent agenda; Personnel Recommendations, [Minutes - December 15, 2021 School Board Budget Work Session](#), [Business, Financial, Routine Reports](#), [2022 School Board Member Committee Assignments](#). Ms. McKeever made a motion, seconded by Dr. Kraft, to approve the consent agenda. Upon a roll-call vote being taken, the motion was carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr Morse, Ms. Torres, voted yes. 7 ayes, 0 nays.

Action Items

10.1 Approval - 2022-2023 Program of Studies: Dr. Katina Otey, Chief Academic Officer; Dr. Eric Irizarry, CHS Principal; Rodney Jordan, Buford Principal; Dr. Adam Hastings, Walker Principal; Ms. Jill Dahl, Program Administrator for Lugo-McGinness Academy; and Ms. Stephanie Carter, Director of CATEC, presented the 2022-2023 Program of Studies for Board information on December 2, 2021. The item is now being presented for action.

Ms. McKeever made a motion, seconded by Dr. Kraft, to approve the program of studies. Upon a roll-call vote being taken, the motion was carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr Morse, Ms. Torres, voted yes. 7 ayes, 0 nays.

10.2 Approval - 2022-2023 School Year Calendar: Dr. Katina Otey, Chief Academic Officer, presented the 2022-2023 School Calendar for Board information on December 2, 2021. The calendar is now being presented for action. Annually, the Charlottesville City School Board is charged with the development and approval of a calendar which must incorporate 180 days or 990 hours of instruction for students served in the school division. A draft of the 2022-2023 school calendar was posted on our website for review and comment. All comments received were taken into consideration when developing the proposed calendar. The calendar which is proposed for the 2022-2023 school year was developed in concert with the Albemarle County Schools at the request of the respective School Boards.

Dr. Kraft made a motion, seconded by Mr. Bryant, to approve the calendar. Upon a roll-call vote being taken, the motion was carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft,, Mr Morse, Ms. Torres, voted yes. 6 ayes, Ms. McKeever voted 1 nays.

Ms. McKeever expressed concerns around the number of long weekends and noted that she would like to see long weekends minimized as much as possible. She stated that she will vote no on the calendar approval and requested information on the makeup of the committee that develops the calendar.

Items for Discussion

11.1 Student and Family Engagement Update: Dr. Katina Otey, Chief Academic Officer, introduced Bianca Johnson, Coordinator of Family Engagement, who presented an update on Student and Family Engagement. Information presented included:

Kim Packet from the Chris Long foundation shared the EdZone which includes:

- Sponsoring needs closets at elementary schools
- Provides a barrier free way for families to access essential items such as soap, toothbrushes, socks, etc.
- Some closets funded already
- Space cleared out at the annex for a centralized

Katherine Donnelly shared the Good Food School Market:

- Grant funded food market for students, families, and staff
 - Weekly or monthly distribution
 - Can be student led, but staff/volunteer run
 - Buford will be the pilot school
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- Ms. McKeever asked what assistance is being given to the community during the recent snowstorm and subsequent power outages and asked if anyone within the Division is reaching out to families to make sure they are okay. Ms. Johnson responded that she was not aware of any other people reaching out to families at this time and added that she has taken hygiene and food items to families in need.
 - Ms. Dooley shared an update on recent family engagement events noting how impressed she has been with the events. She also shared support for providing assistance to families during the current snowstorms and asked how Student and Family Engagement efforts and successes will be assessed. Ms. Johnson responded that one measurement of success could be to look at the amount of inventory and assistance being exhausted and also to collect feedback from those who have been helped.
 - Dr. Kraft asked if the Student and Family Engagement team is accepting donations from the community or are relying on the donors already in place. Ms. Johnson responded that staff is considering taking donations from other community organizations alongside current donors.
 - Mr. Bryant commented that he would like to see more families attending the family engagement workshops being offered.
 - Ms. Torres commented that she would like to see the Division partner with the City in some way to support the community during snow storms like the recent one that resulted in power outages.

11.2 Revision - Policy GCBD-R - Staff Leaves and Absences: Dr. Beth Baptist, Interim Director of Student Services and Achievement and Human Resources, presented a proposed revision to sick leave for Board information.

Dr. Gurley noted that he met with staff regarding leave and absences regulation and would like to propose revisions to support a culture of care. Prior regulations only allowed fathers to take 3 days for the birth of a child. The revised policy changes included:

Parental Leave: Accumulated sick leave may be used for the purpose of an employee taking leave to bond with a newborn or child under the age of eighteen. This includes a newly-adopted child, a child born as the result of a surrogate arrangement, or long-term foster care placement. Usage of accumulated sick leave for the purposes of

bonding with a new child shall not exceed 30 consecutive work days. Parental leave must be taken within one year of the child's birth or placement. If both parents are employees of Charlottesville City Schools, they may use a combined total of up to 30 consecutive days of sick leave for bonding, at the parents' discretion. In the event of adoption, sick time used may include time for travel prior to the adoption when the travel is a documented part of the adoption process. In order to use accumulated sick leave for bonding with a new child, Charlottesville City Schools may require documentation of the birth or placement. Official documents that would be accepted include a report of birth, a birth certificate, an order of parentage, an adoption order, a surrogacy agreement, a custody order, and a foster care placement agreement. Parental leave will run concurrently with an eligible employee's Family Medical Leave Act (FMLA) entitlement and short-term disability benefits.

The board also discussed how the Family Medical Leave Act (FMLA) applies in various situations.

11.3 Collective Bargaining: Dr. Royal Gurley, Division Superintendent, presented information to the Board regarding Collective Bargaining. Information presented included:

- **Collective Bargaining Defined**
 - In a school division, collective bargaining would authorize a union or an employee association to be the exclusive bargaining agent for a specific bargaining unit of employees.
 - Both parties would negotiate in good faith the terms and conditions of employment, with the intention of entering into an enforceable contract, for a certain period of time.
- **Collective Bargaining in Virginia Then vs. Now**
 - Previously school boards did not have the authority to recognize any labor union or enter into a collective bargaining agreement.
 - As of May 1, 2021, legislation passed by the General Assembly in 2020 was made effective, allowing school boards to recognize collective bargaining with employees.
- **Areas for Negotiation in Collective Bargaining**
 - The locality determines what is negotiated for collective bargaining purposes.
 - Traditionally, terms and conditions of employment negotiated in collective bargaining include one or more of the following:
 - Wages
 - Benefits
 - Working Conditions
- **Where are we now?**
 - No collective bargaining agreement currently exists.
 - We have always been willing to address employee concerns in a respectful manner.
 - Our decision making is influenced by what best supports students and staff.
 - On several occasions we have collaborated with the Charlottesville Education Association (CEA) and the Virginia Education Association (VEA), as well as other employee advocates to solve problems and create reasonable solutions for staff.
- **Better Together: Communication**
 - Members of CEA have expressed interest in providing information to school employees about collective bargaining.
 - Presentations will be made at each school during the next staff meeting.
- **Better Together: Creating & Sustaining a Culture of Care**
 - We often are thanked by CEA for what we are doing well in addressing our staff members' concerns and we realize this is an ongoing effort. This effort is successful as a result of our commitment to creating & sustaining a Culture of Care for our teachers and staff.
 - We have successfully managed to support the needs of our staff and students and will continue to do so, whether or not collective bargaining is a part of the path forward.
 - We also welcome further discussions about collective bargaining so employees may learn and become more informed about its process.

- It is the Superintendent’s hope that our employees see that our leadership consistently supports the sharing of ideas and implements changes which ultimately enhance their work experience.
- While collective bargaining is largely used to negotiate wages and benefits, school boards do not have the ability to dictate how much is received from federal, state and local governments.
- I would like to highlight some of the many accomplishments we have made so far—with your help—in creating and sustaining a culture of care for employees at Charlottesville City Schools.
- Promote a safe and inclusive work environment. Fully staffing our nursing staff to address COVID-19 contact tracing protocols.
- Made changes that enhance student learning.
- Solicit feedback through the Teacher/Administration Communication Committee (TACC), Community Conversations, and other informal opportunities.
- Given teachers and staff several unencumbered days off to support mental health & wellness.
- Provided COVID Leave for Teachers directly impacted by cases occurring at school, saving sick leave.
- Provided an increase in the daily/hourly rate for substitutes to encourage more substitutes. Created a school-based salaried substitute positions for each school.
- Enhanced substitute/extra duty pay for teachers and paraprofessionals--Including pay for covering classes.
- Raised the base of teacher starting salaries + provided an increase each year, with the exception of one year.
- Supported professional learning activities for all staff.
- We offer tuition assistance to all employees to increase skills.
- Better Together: Action Steps—Listen & Learn Sessions
 - The school division will provide opportunities for employees to learn more about collective bargaining and what it may have to offer.
 - We will continue to use TACC as a method to gather teacher input.
- Better Together: Action Steps Board Passes a Resolution
 - The school board must determine what stance it will take concerning collective bargaining.
 - The Path Forward should allow you the opportunity to decide what will be the best decision for CCS based on our culture, values and needs of our stakeholders.
 - A resolution should:
 - Allow for the recognition of unions or employee associations as the exclusive bargaining representatives for certain segments of our workforces; and
 - Allow for collective bargaining with such exclusive representatives.
 - Or
 - Would specify that we will not authorize collective bargaining in the school division.
- Better Together
 - As we move forward, we hope you will consider what has been done to create and sustain a culture of care with our staff, in conjunction with what collective bargaining may look like for this school division.
 - There is a possibility that we may find that collective bargaining is not the best path forward. We trust that you as the school board will listen to our staff and make a decision that is in our best interests.

Ms. Jessica Taylor, Charlottesville Education Association (CEA) President and Clark Elementary School first grade teacher, shared information on current efforts to organize for collective bargaining within the Division.

The board thanked Dr. Gurley and Ms. Taylor for presenting the collective bargaining. The board would like to have a presentation so they can learn more about collective bargaining.

Ms. Dooley stated that she campaigned in favor of collective bargaining and would like to know if the rollout will include only teachers. Ms. Taylor responded that current recruitment efforts are focused on teachers but will likely be expanded in the future.

11.4 COVID Update: Dr. Beth Baptist, Interim Director of Student Services and Achievement and Human Resources, presented an update on COVID infections within the Division. The update included:

- Where is Virginia now?
- Daily Numbers for Charlottesville City in January 2022
- COVID Dashboard for CCS (as of 1/5/22)
- UVA Model for Forecasting COVID Transmission
- Layered Mitigation Plans
- Masking
- Data Points for Monitoring COVID

The Board discussed transmission rates at schools which have been low even though the rates are high in the city of Charlottesville.

11.5 2022-2023 Budget Development Update: Kim Powell, Assistant Superintendent for Finance and Operations, provided an update regarding projected state funding for fiscal year 2022-2023 based on the Governor's budget proposal released in December.

- FY 2023 Budget State Revenue Update
- Governor's Proposed Budget – Overview
 - Recomputed Composite Indices for the 2022-2024 biennium;
 - Updated Sales Tax and Lottery revenue estimates;
 - Revisions to the employer rates for fringe benefit contributions paid to the Virginia Retirement System;
 - State share for a 5.0 percent Compensation Supplement effective on July 1, 2022, and another 5.0 percent Compensation Supplement effective on July 1, 2023;
 - Providing additional state funding for early childhood development in fiscal year 2023 and fiscal year 2024;
 - Providing additional hold harmless state funding in fiscal year 2023 and fiscal year 2024 related to pandemic-impacted data used in the biennial re-benchmarking process;
 - Providing additional state funding to expand the Early Reading Initiative to fourth and fifth grades in fiscal year 2023 and fiscal year 2024;
 - Providing additional state funding to support students that are educationally at-risk in fiscal year 2023 and fiscal year 2024;
 - Providing additional state funding to support English Language Learners in fiscal year 2023 and fiscal year 2024, and;
 - Providing state funding for school construction grants in fiscal year 2023.
- School Construction Grant Program
 - School Construction Grants Program – provides \$500M GF in FY23 only for grants for non recurring construction, renovation, technology, and debt service costs. Minimum \$1M allocation per division, with the remainder distributed on Weighted ADM (ADM adjusted for the LCI). Actual March 31, 2022 (from FY 2022) is the enrollment metric used. No local match required. Has carryover provision of unspent funds to FY24 and FY25.
 - \$1,652,910 For CCS FY 2023 (per calc tool) This funding would be appropriated in the special/designated revenues budget (not the general operating fund budget)
- Summary

- Based on the Governor’s Budget Proposal – Estimate \$1.7 Million Additional State Revenue for Operations
- Next the General Assembly gets its turn to consider and make amendments to the budget. In-coming Governor Glenn Youngkin will also have an opportunity to propose amendments after he is sworn into office in mid-January. Links to follow the State budget process: VirginiaGeneralAssembly.gov
- Next School Board Budget Work Session – Saturday, January 15th (8:30 AM, CHS Media Center)

Ms. Hoover provided information on a new school construction grant and noted that staff is watching to see how this grant opportunity develops.

11.6 Transportation/Attendance Update: Kim Powell, Chief Operations Officer, shared key points from the Transportation Update provided by Mr. Garland Williams, Director of Transit. Ms. Powell and Pat Cuomo, Director of Technology, will present an update on Attendance.

- City Pupil Transportation Snapshot
- Pupil Bus Drivers
 - 30 drivers needed for regular routes
 - 40 is the goal to address relief & special needs
 - Since December lost 2 drivers & 2 trainees
 - 3 new trainees on-board but process is delayed due to weather and illness
 - Currently using relief and office staff supervisors to cover the added routes
- Bus Waitlist
 - 3 additional routes added (2 full & 1 double)
 - Waitlist reduced from ~700 to ~300
 - COVID protocols may temporarily reduce driver availability and impact routes
 - We continue to monitor the immigrant student population and the additional impact this may have on transportation demands
- Attendance Snapshot for Nov. & Dec. 2021
- Avg Attendance-November
 - Assigned to Bus - 93.6%
 - Assigned to Waiting List - 96.4%
 - Not Requesting - 95.8%
 - Entire District - 95%
- Avg Attendance Rate
 - Assigned to Bus - 94.3%
 - Assigned to Waiting List - 96.1%
 - Not Requesting - 96.2%
 - Entire District - 95.3%
- Year to Date:
 - Assigned to Bus: 93.7 %
 - Assigned to Waiting List: 95.7 %
 - Not Requesting: 95.8%
 - Entire Division: 94.8%

12.1 Comments from Members of the Community:

- Hannah Helm, CHS Teacher, indicated her support for collective bargaining and also shared concern regarding the new TACC meeting format.
- Bekah Saxon also supports collective bargaining and concerns for the black middle class.

13.1 Board Member Comments:

- Ms. Dooley shared appreciation for the welcome she has received from staff and community members.
- Mr. Bryant welcomed Mr. Morse and Ms. Dooley to the Board.

- Ms. Bryson Morsberger shared her concerns regarding state requirements that schools offer 5-days of in-person instruction per week given the current state of COVID infections.
- Ms. Torres also shared her concern regarding COVID infections in conjunction with hospital capacity issues.

14.1 Superintendent's Comments: Dr. Gurley thanked Ms. Johnson for all her efforts to enhance family engagement within the Division. He also shared appreciation for Ms. Eubanks for all that she does for the Transportation Department and recognized Principals and Assistant Principals for Principals Appreciation Week (January 8-15).

15.1 Work Session Wrap-Up: There were seven requests from the Board:

- Revisit the composition of the calendar committee to be more inclusive
- Work on details for the staff leave regulations
- Presentation regarding collective bargaining for the board and info from Wade
- Message info about importance of masking and research quality masks for staff and students
- More information about the construction grant
- More detail on the 5% teacher raise
- Looking to future and competitive processes

16.1 Upcoming Meetings: Ms. Torres read the list of upcoming meetings.

17.1 Adjourn: The meeting adjourned at 6:06 p.m.

A video of the January 6, 2022 meeting can be located at:

https://drive.google.com/file/d/1Y-S18WyMfWOK_uuSt90Xsv2JeccDUjrd/view?usp=sharing

Lisa Torres, School Board Chair

Julia Green, School Board Clerk