



SCHOOL BOARD MEETING
CHARLOTTESVILLE CITY SCHOOLS
Charlottesville High School Media Center, 1400 Melbourne Road
Thursday, February 3, 2022 (5:00 PM)

1.1 Closed Meeting (Division Annex Conference Room): At 3:58 p.m, Ms. McKeever made a motion to convene into Closed Session as authorized by the Virginia Freedom of Information Act, sections 2.2-3711 (A) (1) of the Code of Virginia to discuss personnel matters. Ms. Dooley seconded the motion, and the motion passed with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr. Morse, and Ms. Torres voting aye. 7 ayes, 0 nays.

1.2 Closed Meeting Certification: At 4:52 p.m., Ms. McKeever made 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. Ms. Dooley seconded the motion, and the motion passed with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr. Morse, and Ms. Torres voting aye. 7 ayes, 0 nays.

The Board recessed from 4:52 p.m. until 5:00 p.m.

1.3 Call to Order: School Board Chair Lisa Torres called the meeting to order at 5:00 p.m.

2.1 Moment of Silence: Ms. Torres 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:

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| 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

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| 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 Board Members were absent: None

5.1 Approval of Proposed Agenda: Dr. Kraft 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.

6.1 Comments from Members of the Community: David Koenig, Lugo-McGinness Academy Teacher, shared comments of concern around Governor Youngkin's actions around education and equity initiatives.

Annie Suttle, parent of Burnley-Moran students, spoke about the new initiative called "Charlottesville United for Public Education".

6.2 Public Comment 2022-2023 Budget: There were none.

7.1 National School Counseling Week: Dr. Beth Baptist, Interim Director of Student Services and Achievement and Human Resources, invited the Board and all those present to recognize National School Counselor Appreciation Week as February 7-11, 2022. This week is also recognized by the Virginia Department of Education. School Counselors were recognized for the many services they provide to students, teachers, parents, and administrators by the Charlottesville City Schools' administration and School Board. Charlottesville City School Counselors: Rebecca Baber, Kelly Shea, Katherine Sublett, Kristin Ullrich, Allison Pillow, Malikka Redden, Hannah Etter, Jaclyn Jacobson, William Ullrich, Mikhal Salzberg, Shamika Terrell, Nikki Eubanks, David Wilkerson, Brianna Hill, Melanie Key, Jermando Towler, and Sandy Sacra.

7.2 Virginia School Boards Association School Board Appreciation Month: Beth Cheuk, Community Relations Coordinator, announced that The Virginia School Boards Association recognizes February 2022 as School Board Appreciation Month and thanked board members for their commitment to the students, staff, and families of Charlottesville City Schools.

7.3 Virginia School Boards Association School Board Clerk and Deputy Clerk Appreciation Week: The VSBA Board of Directors has designated the third week in February as "VSBA School Board Clerk Appreciation Week". The VSBA encourages all school boards to officially designate the third week in February as "School Board Clerk Appreciation Week". The Board recognized Clerk Julia Green and Deputy Clerk Leslie Thacker.

8.1-8 Adoption of Consent Agenda: The following items were included in the consent agenda; Personnel Recommendations, [Minutes - August 5, 2021](#), [Minutes - November 4, 2021](#), [Minutes - December 2, 2021](#), [Minutes - December 9, 2021](#), [Minutes - January 14, 2022](#), and [Business, Financial, Routine Reports](#).

Ms. McKeever made a motion, seconded by Dr. Kraft, to approve the Adoption of 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, voting yes. 7 ayes, 0 nays.

Items for Discussion

9.1 2021-2022 School Calendar Revisions (Makeup Days): Due to the unusual January weather (and with more wintry months ahead of us), the Superintendent recommends that the Board approve the revised 2021-2022 School Year Calendar to restore a portion of the lost instructional time due to snow days. Monday, February 21, 2022 - previously a student and staff holiday will now be a full day of instruction, and Friday, March 4, 2022 - previously a Professional Learning Day will now be a full day of instruction.

The board discussed student holidays and teacher workdays. The board discussed how many hours that they need to have 990 hours compared to being able to give the students the extra time that the division should give our students. Dr. Gurley shared that he heard from the staff that they did not want to take teacher workdays away.

Ms. McKeever made a motion, seconded by Ms. Dooley, to keep Monday, February 21, 2022 as a holiday and approve March 4, 2022 as a full instructional day. Upon a roll-call vote being taken, the motion was carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Ms. Torres, voted yes. 6 ayes, 0 nays. Mr. Morse opposed the motion.

9.2 [Reconfiguration and Sales Tax Update](#): Kim Powell, Assistant Superintendent of Finance and Operations, introduced Wyck Knox, Principal-in-Charge and Project Manager for VMDO, provided an update on the proposed Sales Tax Legislation. Charlottesville has been advocating for legislation in the current General Assembly session that will allow all Virginia localities, or at least Charlottesville, to put a local sales tax for school construction on the local ballot for local decision. The bills Charlottesville City and Schools are advocating for are House Bills [HB 531](#) and [HB545](#) as well as Senate Bills [SB 298](#) and [SB472](#).

Ms. McKeever made a motion, seconded by Dr. Kraft, to authorize the Superintendent to retain the services of Commonwealth Strategy Group for \$20,000 to develop and execute a strategy to secure the General Assembly's passage of SB298 which would add Charlottesville to the list of localities authorized to allow local voters to decide on a local sales tax of up to one percent to fund school construction. The Board also authorizes use of fund balance if needed to pay the engagement fee, and requests that the City join the Board in supporting this engagement as it is critical to gain this revenue source as an option for the Charlottesville community. 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.

9.3 [COVID Update](#): Dr. Beth Baptist, Interim Director of Student Services and Achievement and Human Resources, presented an update on COVID infections within the Division. Information presented included Case Counts for Last Seven Days, Latest UVA Model, Continued Mitigation, and CCS Dashboard-Current through 2/2/22.

The Board expressed their appreciation for Dr. Baptist for her work around COVID. The Board also discussed the various testing and vaccination opportunities within the Division.

9.4 [Revision - Sick Leave](#): Dr. Beth Baptist, Interim Director of Student Services and Achievement and Human Resources, presented a proposed revision to sick leave for Board information. Changes were:

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 each use 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.

9.5 [Private Fiber Network Project](#): Pat Cuomo, Director of Technology, presented information on the proposed Private Fiber Network Project for Board information. Information presented included:

- What is a Private Fiber WAN?: A data race track, owned by CCS, connecting all CCS facilities
- Key Benefits
 - Scalability / Speed
 - Flexibility
 - Cost Savings for Monthly Service
 - Classroom / Services

- Costs & Reimbursements
 - Qualifies for 80% reduction of cost
 - 90% eRate funded if using federal relief \$
 - 10% federal relief funds

| | |
|--|----------------|
| Special Construction (No discount) | \$ 2,800,000 |
| eRate funded at 80% of total cost | \$ (2,240,000) |
| Use of fed. relief funds - 10% of total cost | \$ (280,000) |
| eRate funds additional 10% of total cost | \$ (280,000) |
| Total Local Funds | \$ 0.00 |

- Timeline
 - Select Vendor..... March 2022
 - Contracts and Agreements... April 2022
 - Construction Begins..... July 2022
 - Construction Complete..... May 2023
 - Ready for CCS..... July 1, 2023

Ms. McKeever made a motion to approve the proposed Private Fiber Network Project. Ms. Dooley expressed concern around the process and suggested deferring this vote to allow for community input. The Board will receive this item for action on February 15, 2022.

9.6 Presentation of the 2022-2023 Budget: Dr. Royal Gurley, Division Superintendent, and Kim Powell, Chief Operations Officer, presented the 2021-2022 Proposed Budget for Board information. Information presented included:

- Statutory Guidance
- Who We Are - Enrollment
- Who We Are - Demographics
- COVID 19 and Education
- The Science of Reading
- Mathematics
- Moving Forward
 - Supporting Mental Health
 - Embracing English Language Learners
 - Acceleration of Learning
- Staffing Overview
 - Instructional - 83.37%
 - Site Based: Custodians, Nutrition and Administration - 8.18%
 - Division: Support and Administration - 8.45%
- Budget Priorities & The Strategic Plan
- Current Budget Alignment to the Strategic & Equity Plans
- Addressing Non-Recurring Funding
- Budget Changes & Requests

| Budget Change Recommendations for FY 2023 | | |
|--|--|---------------|
| Strategic Plan | Salary & Benefit Actions | Amount |
| OS7 | Teachers on step plus 3.75% - average increase 5% | 2,015,363 |
| OS7 | Support Staff one step plus 4% - average increase 5% | 349,804 |

| | | |
|----------|--|------------------|
| OS7 | Administrative Staff one step plus 3.75% - average increase 5% | 599,013 |
| OS 7 & 8 | Benefits: Health Insurance | 818,544 |
| OS 7 & 8 | Benefit: Employee Assistance Program | 1,754 |
| OS7 | Revise Nutrition Manager's Pay Scale | - |
| | Total Salary & Benefit Actions | 3,784,478 |

| Recurring & Non-Discretionary Contracts | | |
|---|---|----------------|
| | City Contract: Pupil Transportation | 567,062 |
| | City Contract: Maintenance | 296,459 |
| | City of Charlottesville Stormwater Tax | 15,000 |
| | Contract: CATEC | 34,804 |
| | Contract: Piedmont Regional Education Program (PREP) | (150,000) |
| | Workers Compensation Coverage | 13,403 |
| | Fine Arts: Richmond Ballet | (40,000) |
| | Software Subscriptions/Support/Maintenance | 33,060 |
| | Technology Audit | (34,900) |
| | Total Recurring & Non-Discretionary Contracts | 734,888 |
| School-Based Program Supports & Improvements | | |
| AE2, SS4 | | 3,400 |
| OS 7 & 8 | | 2,250 |
| | Total School-Based Program Supports & Improvements | 5,650 |

| Reductions | | |
|---|------------------|------------------|
| Re-Organization & FTE Adjustments (net) | (852,750) | (17.0) |
| Content Squads: Stipends | (56,000) | |
| Books: K-12 Bookrooms | (60,000) | |
| Internet/Communications | (12,000) | |
| Total Reductions | (980,750) | |
| GENERAL FUND TOTAL NET EXPENSES | | 3,544,266 |
| Revenues | | |
| Increase: State | 1,786,385 | |
| Decrease: CARES II/ARPA | (2,458,460) | |
| City (Estimated Request) | 4,216,341 | |
| GENERAL FUND TOTAL NET REVENUES | | 3,544,266 |

- Summary of All Budgeted Funds

| | Adopted Budget FY 2021-2022 | Proposed Budget FY 2022-2023 | Changes from 2021 to 2022 Budgets |
|--------------------------|--|---|--|
| General (Operating) Fund | 79,335,514 | 83,267,031 | 3,931,517 |
| Special Revenue Funds | 15,053,737 | 23,649,200 | 8,595,463 |
| Total Funds | 94,389,251 | 106,916,231 | 12,526,980 |

- Next Steps

The Board highlighted the importance of staff compensation to ensure a highly qualified teaching staff.

Board Response to Written Reports

10.1 [Transportation Update](#): Kim Powell, Chief Operations Officer, prepared this Transportation Update written report for Board information. There were no questions or comments from the Board.

10.2 [School Board Member Committee Reports](#): Board Members entered an update on recent committee meetings into the written report. There were no questions or comments from the Board.

11.1 [Comments from Members of the Community](#): Bekah Saxon, Virginia Education Association, shared concerns around Governor Youngkin’s political agenda around masking and equity initiatives. She also shared concerns that VSBA did not join other education associations in calling for the Governor to shut down the tip line to report instances of teaching “Critical Race Theory”.

Jessica Taylor, Charlottesville Education Association and teacher at Clark, shared an update on efforts around Collective Bargaining. She also expressed concern about Governor Youngkin’s actions that affect schools.

12.1 [Board Member Comments](#): Ms. McKeever and Ms. Bryson Morsberger both expressed concerns around the climate for educators and Governor Youngkin’s actions related to masking and equity. Ms. Bryson Morsberger also expressed appreciation for keeping mitigation strategies in place.

Mr. Bryant shared information on the VSBA Spring Regional Forum on March 2 and encouraged board members to attend.

Mr. Morse commented that the Board has shown its commitment to making reconfiguration happen and that there are a variety of ways that the Division instructs and impacts students. He also noted appreciation for community member efforts to support reconfiguration.

Dr. Kraft stated that it is a very important time for the Board given the current processes around budget and reconfiguration efforts and she encouraged the community to continue to pay attention and to advocate for reconfiguration. Dr. Kraft also noted that she looks forward to hearing more about collective bargaining.

Ms. Dooley directed the Board to her comments in the written report regarding the Public Education Foundation (PEF) meeting. PEF has funds that they wish to distribute and they are accepting proposals.

Ms. Torres encouraged community members to stay engaged and to stay healthy.

13.1 [Superintendent's Comments](#): Dr. Gurley thanked Ms. Powell and Ms. Hoover for their work and guidance during the budget development process.

14.1 [Work Session Wrap-Up](#): There were no wrap-up items requested by the Board.

15.1 Upcoming Meetings: Ms. Torres shared the list of upcoming meetings.

16.1 Adjourn: The meeting adjourned at 7:34 pm.

A video of the February 3, 2022 meeting can be located at:

<https://drive.google.com/file/d/1WN13vlgLKvf7CfEys6JYZ9XtDD9Oo6-/view?usp=sharing>

Lisa Torres, School Board Chair

Julia Green, School Board Clerk