



**MINUTES**  
**CHARLOTTESVILLE CITY SCHOOL BOARD MEETING**  
**Booker T. Reaves Media Center, Charlottesville High School**  
**Thursday, May 2, 2024 (5:00 PM)**

Closed Meeting of the Charlottesville City School Board was held on May 2, 2024 at 3:00 p.m., in the Division Annex Student Services Conference Room.

**PRESENT:** Ms. Burns, Ms. Cooper, Ms. Dooley, Mr. Morse, Mr. Meyer, Ms. Richardson and Ms. Larson-Torres

**ABSENT:** None

**STAFF PRESENT:** Dr. Royal A. Gurley, Jr., Superintendent, and Maria Lewis, Director of Human Resources

**1.1 Call to Order:** Ms. Larson-Torres, School Board Chair, called the closed session meeting to order at 3:00 p.m.

**1.2 Closed Meeting:** At 3:02 p.m. Mr. Morse offered a motion to go into Closed Session as authorized by the Virginia Freedom of Information Act, Sections 2.2-3711 (A) (1) , for the purpose of discussing personnel matters. Ms. Dooley seconded the motion, the motion passed with Ms. Burns, Ms. Dooley, Ms. Cooper, Mr. Morse, Ms. Richardson, and Ms. Larson-Torres voting aye. 6 ayes, 0 nays. Mr. Meyer was not present for this vote.

The Board recessed from 3:26 p.m. to 3:46 p.m.

**1.3 Closed Meeting Certification:** At 4:35 p.m. Mr. Morse 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. Ms. Dooley seconded the motion, the motion passed with Ms. Burns, Ms. Cooper, Ms. Dooley, Mr. Morse, Ms. Richardson, and Ms. Larson-Torres voting aye. 6 ayes, 0 nays. Mr. Meyer was not present for this vote.

**Action:** At 4:36 p.m. Ms. Dooley offered a motion to uphold the Superintendent's recommendation in regard to Personnel Matter PM-05022024-1. Mr. Morse seconded the motion, the motion passed with Ms. Burns, Ms. Cooper, Ms. Dooley, Mr. Morse, Ms. Richardson, and Ms. Larson-Torres voting aye. 6 ayes, 0 nays. Mr. Meyer was not present for this vote.

The Board recessed from 4:35 p.m. until 5:00 p.m.

**2.1 Moment of Silence:** Ms. Larson-Torres, School Board Chair, 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: Ms. Amanda Burns Ms. Shymora Cooper

Ms. Emily Dooley	Mr. Dom Morse
Mr. Chris Meyer	Ms. Nicole Richardson
Ms. Lisa Larson-Torres	Rayquel Allen, Student Representative

The following Board Members were absent: None

The following Staff Members were present:	Dr. Royal A. Gurley, Jr.	Dr. Katina Otey
	Ms. Kim Powell	Ms. Carolyn Swift
	Mr. Pat Cuomo	Ms. Rachel Rasnake
	Ms. Renee Hoover	Ms. Maria Lewis
	Ms. Beth Cheuk	Dr. T. Denise Johnson
	Ms. Julia Green	Ms. Leslie Thacker

The following Staff Members were absent: None

**5.1 Approval of Proposed Agenda:** Mr. Morse made a motion, seconded by Ms. Dooley, to approve the proposed agenda. Upon a roll-call vote, the motion carried with Ms. Burns, Ms. Cooper, Ms. Dooley, Mr. Morse, Mr. Meyer, Ms. Richardson, and Ms. Larson-Torres, voting aye. 7 ayes, 0 nays.

#### **6.1 Comments from Members of the Community:**

- Derek Hartline, a teacher at Jackson-Via Elementary School, addressed the Board with comments against renaming Clark and Venable elementary schools. He raised several concerns: the cost to taxpayers, potential voter disenfranchisement due to the upcoming election, and the fact that the new board members are not familiar with the issue. He believes the board should prioritize spending money on people and safety rather than "changing letters on buildings." He suggests waiting until after the election and for the new board to be informed before revisiting the issue.
- Peter Davis, a teacher at Charlottesville High School, expressed excitement about the agenda item acknowledging the CEA's representation of support personnel. He relays his experience helping custodians, CSAs, and nutrition workers through the voting process and their enthusiasm about having a voice in bargaining. While acknowledging future disagreements on specifics, he emphasizes the shared goal of better working conditions leading to a better experience for students.
- Tamika Thomas addressed the Board with comments of concern around special education services. Dr. Gurley addressed Ms. Thomas to inform her that he or another staff member will be in contact to address her specific concerns.

**6.2 Comments from Students:** Josie and Layla, students at Charlottesville High School and members of the environmental club Green Bacon, spoke to the school board about their interest in solar panels. They thanked the board for its commitment to clean energy but requested further action on implementing solar panels in Charlottesville City Schools. They highlighted student support by mentioning a petition with over 100 signatures collected in just one day. They urged the board to consider installing solar panels on CHS and other schools in the district.

**7.1 Student Representative Report:** Rayquel Allen, Student Representative to the School Board, expressed appreciation for the community support during the basketball season. She then brought up two points:

- Incomplete 8th Grade: Rayquel didn't get to attend an 8th grade promotion ceremony due to Covid and. This weighs on her.
- Graduation:
  - Rayquel proposes a wristband system for easier seating management at graduation.
  - Expresses her disappointment about not having a traditional graduation at John Paul Jones Arena (JPJ) and wishes more community members could attend the ceremony.

- Acknowledges the support she received throughout the year and wants to share her graduation with everyone who helped her succeed.

## Student and Staff Recognitions

**8.1 Student Services Recognitions:** Rachel Rasnake, Director of Student Services, asked those present to join her in recognizing Autism Awareness month, Occupational Therapy Month and Nurse Appreciation Day.

**8.2 Staff Appreciations: Teacher Appreciation Week, National School Principal's Day, School Lunch Hero Day, and Administrative Professionals Day:** Dr. Katina Otey, Chief Academic Officer, asked those present to join her in recognizing Teacher Appreciation Week, National School Principal's Day, School Lunch Hero Day, and Administrative Professionals Day.

**8.3 2024 Golden Apple Award Winners:** Dr. Katina Otey, Chief Academic Officer, recognized the 2023 Golden Apple Award Winners. For the last two decades, Mr. Richard Nunley and Better Living Building Supply and Cabinetry has sponsored the Golden Apple Awards. These awards are presented to faculty members from the public and private schools in Albemarle County and Charlottesville City, including the Charlottesville Albemarle Technical Education Center (CATEC) and several area private schools.

The Golden Apple Award is a means of selecting and honoring some of our outstanding teachers. Teachers are most important in nurturing our children's inquisitive minds and preparing them for the challenges of the future.

One winner was selected from each school. In addition to receiving a Golden Apple, every Golden Apple recipient also earned a grant of \$500, which can be used for classroom materials.

This year's Golden Apple Teaching Awards were awarded to Alton Coleman from Buford Middle School; Teresa Amasia from Burnley-Moran Elementary School, Matt Richardson from CATEC; Matthew Miller from Charlottesville High School; Madeline Hermsmeier from Clark Elementary School, Kathryn Rogers from Greenbrier Elementary School; Rachel Lieb from Jackson-Via Elementary School; Kelly Walters from Johnson Elementary School; Megan Greenwood from Venable Elementary Schools; and Edward Cash from Walker Upper Elementary School.

**9.1 Disclosure of a personal interest in a transaction under Virginia Code Sections 2.2-3112(B)(1) and 2.2-3115(H):** At the recommendation of Bradford King, Attorney with Sands Anderson, and as required by Virginia Code Section 2.2-3112(8){1}, Ms. Dooley read a statement regarding personal interest in a transaction of the Charlottesville City School Board. This disclosure will be reflected in the public records of the Clerk of the School Board for five years. A copy of the full statement can be found on the [Electronic School Board site](#).

**10.1-6 Adoption of Consent Agenda:** The following items were included in the consent agenda; [Personnel Recommendations](#), [Minutes from the March 7, 2024 School Board Meeting](#), [Business, Financial, Routine Reports](#), [2024-2025 Student Annual Fee Schedule](#), and the [2024-2025 Albemarle Regional Migrant Education Program Certification](#). Ms. Dooley made a motion, seconded by Mr. Morse, to approve the proposed consent agenda. Upon a roll-call vote, the motion carried with Ms. Burns, Ms. Cooper, Ms. Dooley, Mr. Morse, Mr. Meyer, Ms. Richardson, and Ms. Larson-Torres, voting aye. 7 ayes, 0 nays.

## Action Items

**11.1 Approval - 2024-2025 Special Education Annual Plan - Title VI-B:** Rachel Rasnake, Director of Student Services, presented the proposed budget for the Federal Flow Through Funding for Special Education for 2024-2025 for both school-aged and preschool for Board consideration on March 28, 2024. The item was presented for action. Mr. Morse made a motion, seconded by Ms. Dooley, to approve the proposed 2024-2025 Special Education Annual Plan - Title VI-B as presented. Upon a roll-call vote, the motion carried with Ms. Burns, Ms. Cooper, Ms. Dooley, Mr. Morse, Mr. Meyer, Ms. Richardson, and Ms. Larson-Torres, voting aye. 7 ayes, 0 nays.

**11.2 Certification of CEA Exclusive Representative - Support Professionals Bargaining Unit:** Dr. Royal A. Gurley, Jr., presented the Certification of CEA Exclusive Representative for the Support Professionals Bargaining Unit for Board action. An election was conducted on Thursday, March 28, 2024 for Support Professionals. The results were certified

by CCS counsel, VEA, and BallotPoint Election Services. Of 241 eligible voters, 114 voted, with 109 votes for representation by CEA, and 5 votes for "no representation". Accordingly, CEA has been elected as the exclusive bargaining representative of the Support Professionals Bargaining Unit with 95.61% of the votes cast. Ms. Dooley made a motion, seconded by Ms. Cooper, to approve the proposed certification of CEA exclusive representative - support professionals bargaining unit. Upon a roll-call vote, the motion carried with Ms. Burns, Ms. Cooper, Ms. Dooley, Mr. Morse, Mr. Meyer, Ms. Richardson, and Ms. Larson-Torres, voting aye. 7 ayes, 0 nays.

**11.3 FY25 Budget Amendments:** Renee Hoover, Director of Finance, presented amendments to the FY25 Adopted Budget for Board information/action. The General Assembly adopted the Conference Budget on March 9, 2024 and City of Charlottesville adopted the budget on April 15, 2024. There is an overall net decrease in revenue funds of \$628,316. The Conference Budget included a 3.0 percent salary increase for SOQ funded instructional and support positions. This is a net increase of \$1,399,231 to expenditures. Expenditure amendments were made from the FY 2025 adopted budget changes document to balance budget and include the 3.0 percent salary action.

Ms. Hoover shared that negotiations on Virginia's state budget are ongoing. This isn't the final budget, but the General Assembly plans to reconvene and revisit it in May if state income predictions shift dramatically. If revenue falls short, the division will have to look at the fund balance to cover any shortfall. If it's higher, the division will evaluate the best use of those funds. Ms. Hoover noted the importance of moving forward with an amendment to prepare employee contracts for the 2024-2025 school year.

Information presented included:

- Amendments to FY 2025 Budget
  - Revenues
  - Expenditures
- Action to Amend FY 2025 Budget
- Budget Amendment: Revenue

Revenue	Adopted	Amendment	Change
City Appropriation - City of Charlottesville adopted budget on April 15th.	\$ 9,023,574	\$ 7,000,000	\$ - 2,023,574
State - General Assembly (known as Conference Budget) adopted budget on March 9th.	\$ 23,729,801	\$ 25,125,059	\$ 1,395,258
Total Net City & State Revenue	\$ 32,753,375	\$ 32,125,059	\$ -628,316

**Budget Expenditures: No Change**

- Teachers and staff: 2% Mid-Year Raise Implemented 1/1/2024
- City Contract: Pupil Transportation
- Teachers: Reading and Math Specialist at Walker - 2 FTEs
- Teachers: Reading or Math Specialist at Buford - 1 FTE
- Teacher: Math Specialist at Clark - 1 FTE

**Budget Amendment: Expenditures** - Conference Budget provides a 3.0 percent salary increase for SOQ funded instructional and support positions. This is required to certify to VDOE that the division has met the minimum pay requirement.

Salary Action	Adopted	Amendment	Change
Teachers: Step plus 1.75% for average 3% increase	\$ 564,525	\$ 1,356,295	\$ 791,770

Administration & General: Step plus 1.5% based on Evergreen Plan for average 3 % increase	\$ 323,197	\$ 930,658	\$ 607,461
Total Net Salary Action	\$ 887,722	\$ 2,286,953	\$ 1,399,231

### Budget Amendment: Expenditures

Other Actions	Adopted	Amendment	Change
City Contract: Maintenance	\$ 272,172	\$ 93,700	\$ -178,472
Security: Access Controls Software Subscription	\$ 8,000	\$ 6,000	\$ -2,000
CATEC: Sustain Academic and Operations	\$ 441,904	\$ 290,518	\$ -151,386
Teachers: English Second Language - 3.5 FTEs	\$ 711,608	\$ 332,083	\$ -379,525
Teachers: Site Base Substitutes at CHS & Buford - 2 FTES	\$ 569,286	\$ 189,762	\$ -379,524
Technology: CATEC Hardware & Software	\$ 27,000	\$ 25,000	\$ -2,000
Total Net Other Budget Expenditures	\$ 2,029,970	\$ 937,063	\$ -1,092,907

### Budget Expenditures: Removed

- Benefit: Health Insurance - There are no changes to the rates or plans for FY 2025.
- Subscription: Parents Square
- Instructional Assistant: CATEC Special Education
- Support Staff: CHS Care & Safety Assistant
- Teachers: Reading & Math Interventionists at Walker
- Knight School
- Instructional Assistants: Special Education Stipend
- Tuition: Increase Division Reimbursement Rate
- Collective Bargaining: Labor Relations
- Total Budget Expenditures Removed: \$934,640

### Moving Forward

Reviewed departmental budgets and current FTEs to identify opportunities to accommodate critical FTEs, new products, subscriptions, and initiatives without necessarily increasing the budget. Below are expenditures moving forward without increasing the budget.

- 4 FTEs for Elementary Enrollment Growth and CHS English & Social Studies
- Parents Square
- Special education (SPED) at CATEC will be handled through SPED Teacher and Transition Specialist
- Knight School will move to the Prevention & Intervention Fund
- SPED Instructional Assistants stipend will become a part of base salary under the unified pay plan.
- Tuition: Increase Division Reimbursement Rate to \$1000 per year

### What would an additional \$628,316 would do for Cville Schools?

- Reading and Math Interventionist at Walker - 2 FTEs
- Additional Specialist at Buford - 1 FTE
- Site-Based Substitutes - 3 FTEs

**Budget Amendment: Expenditures Summary**

Expense	Adopted	Amendment	Change
Net Salary Action	\$ 887,722	\$ 2,286,953	\$ 1,399,231
Net Other Expenditures	\$ 2,029,970	\$ 937,063	\$ -1,092,907
Expenditures Removed	\$ 934,640	\$ 0	\$ -934,640
Total Net Expenditure Changes	\$ 3,853,332	\$ 3,224,016	\$ - 628,316

**Budget Summary - ALL Funds - By Funding Source**

Funding Source	Amended FY 2023 - 24 Budget	Adopted FY 2024 - 25 Budget	Amended FY 2024 - 25 Budget	Dollar Change Between Adopted & Amended
City Appropriation	\$ 67,092,134	\$ 76,115,708	\$ 74,092,134	(\$ 2,023,574)
State	44,044,919	23,729,801	25,125,059	1,395,258
Federal	10,102,524	10,112,524	10,112,524	0
Fund Balance	2,301,428	5,323,823	5,323,823	0
Other - Local	1,979,579	4,140,687	4,140,687	0
Total Revenue	\$ 125,520,584	\$ 119,422,543	\$ 118,794,227	(\$ 628,316)

**Action to Amend FY 2025 Budget**

- Request the School Board to approve amending the FY 2025 budget for the decrease change in revenues of \$628,316 and change expenditures as presented to balance the budget including a 3 percent salary increase for teachers and staff for a total budget of \$118,794,227.

Mr. Morse made a motion, seconded by Ms. Dooley, to approve amending the FY 2025 budget for the decrease change in revenues of \$628,316 and change expenditures as presented to balance the budget including a 3 percent salary increase for teachers and staff for a total budget of \$118,794,227. Upon a roll-call vote, the motion carried with Ms. Burns, Ms. Cooper, Ms. Dooley, Mr. Morse, Mr. Meyer, Ms. Richardson, and Ms. Larson-Torres, voting aye. 7 ayes, 0 nays.

- Mr. Meyer praised the budget presentation by Ms. Hoover and Dr. Gurley's team. While he appreciated their focus on his priorities, he expressed concern that there may not be enough funding for all the staff needed to support students. He voiced optimism that ongoing discussions with the mayor and city council will lead to a more streamlined budget process next year, preventing similar staffing shortages.
- Mr. Morse inquired about the recently acquired CATEC program and its financial situation. He specifically wanted to know if CATEC maintains a separate fund balance from the school division's funds. Ms. Hoover explained that while CATEC's funds would be absorbed into the school division's special revenue category, they would be tracked distinctly from the general funds. Mr. Morse then contemplated the possibility of utilizing CATEC's fund balance for the entire school division. Ms. Hoover offered clarification on special

revenue funds and explained that these funds can also have their own fund balances stemming from unspent designated program revenue.

- Ms. Larson-Torres expressed appreciation for the effort put into the budget but emphasized that it still falls short of what was originally proposed, which was focused on student needs. She acknowledged the repurposing of unused FTEs and inquired about the best use of the additional \$628,000 to directly support students. Ms. Larson-Torres lamented that some schools, like Buford, had to choose between needed supports and expressed hope for future opportunities to secure more resources. She recognized the efforts of the board, community, and city council but reiterated the importance of prioritizing student needs.

**11.4 [Resolution on the Importance of Safe Firearm Storage](#):** Dr. Royal A. Gurley, Jr., Superintendent, presented the Resolution on the Importance of Safe Firearm Storage for Board information and approval. Ms. Burns read the resolution into the record and shared personal reflections of her own experiences with gun violence in the community. Ms. Burns made a motion, seconded by Ms. Cooper, to approve the Resolution on the Importance of Safe Firearm Storage. Upon a roll-call vote, the motion carried with Ms. Burns, Ms. Cooper, Ms. Dooley, Mr. Morse, Mr. Meyer, Ms. Richardson, and Ms. Larson-Torres, voting aye. 7 ayes, 0 nays.

## Items for Discussion

**12.1 [Sustainability Update](#):** Kim Powell, Chief Operations Officer, introduced City of Charlottesville Energy Management Coordinator, Kirk Vizzier, and Water Efficiency Program Coordinator, Jill Greiner, who presented an update on school building performance, on-going sustainability work and improvement plans. Information presented included:

- Background
- FY2023 Energy and Water Performance Report Highlights
  - Operations
  - Technology
  - People
  - Performance
- FY2024 Energy and Water Management Program Outlook
  - Continue work towards meeting energy and water reduction goals.
  - Pursue ENERGY STAR certification for Lugo-McGinness and Johnson Elementary School
  - CHS: Replace lighting contactors/wiring to restore control
  - Greenbrier: Replacement of water source heat pumps
  - Jackson-Via: Cooling tower replacement
  - Mirror clings targeting water saving behavior in all school restrooms
  - Development of energy and water conservation materials for CCS Science Pacing Guide (K – 8th Grade)
- Solar on Schools - Plan Development
  - Existing Solar: CHS and Lugo-McGinness Academy
  - Established projected solar capacity as part of the CMTA energy audits:
    - CHS, CATEC, Burnley-Moran, Greenbrier, Jackson-Via, Johnson, Walker Upper
  - Funding/Financing Options:
    - City Capital Improvement Program (CitySolar) for smaller systems
      - Note: tax-exempt entities are now eligible for elective (“direct”) pay
    - Power Purchase Agreements for larger systems/multiple schools
      - Exploring with peer communities, community partners, and solar developers
      - Anticipating some back of envelope analysis by solar developers
    - Grants
      - FY23 Department of Energy: Renew America’s Schools grant for CHS solar, lighting, HVAC, and BAS projects - unsuccessful
      - FY24 and beyond: various (including Climate Pollution Reduction Grant)
- Office of Sustainability: Other Related Upcoming Items
  - Pupil Transportation: fleet electrification

- EPA Clean School Bus Program: applied for rebates to replace 2 old diesel buses with electric buses
- Community Electric Vehicle (EV) Infrastructure Deployment Plan
  - In partnership with Albemarle County
  - Aimed at supporting vehicle electrification within government operations and throughout the community
- Charlottesville Middle School: pursuing LEED certification
- Green Building Standards
  - To standardize green building and sustainability best practices and integrate them throughout the entire life cycle of the municipal building portfolio.
- Resilient Together
  - In partnership with Albemarle County and UVA
  - Collaborative planning and implementation process designed to ensure our community is strong, safe, and healthy in the face of a changing climate.

The Board Q&A session revealed frustration from board members regarding the lack of immediate cost savings and the increase in energy use compared to past years. They inquired about timelines for solar projects and the possibility of electrifying appliances. Board members seemed particularly interested in Power Purchase Agreements (PPAs) as a way to offset upfront costs associated with solar installations.

**12.2 [2024-2025 Federal Programs Applications: Title I Application, Title II Application, Title III Application, and Title IV Application](#):** The Title I application was presented by Stacy Reedal, Literacy Coordinator, PreK-12; the Title II application was presented by Maria Lewis, Director of Human Resources; the Title III application was presented by Dr. Jeannie Pfautz, Coordinator of Gifted Programs, ESL Program, & AVID; and the Title IV application was presented by Patrick Farrell, Intervention and Support Supervisor. The Board will be asked to take action on June 1, 2023.

There were no questions from the board regarding the 2024-2025 Federal Programs Applications.

**12.3 [Local Plan for the Gifted](#):** Dr. Anna Isley, Coordinator of Professional Learning and Gifted Education, presented the 2024-2029 Local Plan for the Gifted for Board information. The State Department of Education requires division school boards to approve a comprehensive local plan for the education of the gifted that includes the components identified in the regulations. The plan will be presented for approval at the May 30, 2024 school board meeting. Information presented included:

- Local Plan & Strategic Plan Alignment
- Local Plan Requirements
  - The Local Plan must:
    - Be congruent with Regulations Governing Educational Services for Gifted Students
      - Adopted by Virginia Board of Education in 2012
    - Follow the template from VDOE
    - Be approved by the local school board
- CCS Local Plan 24-29 Draft & Goals
  - Goals in Six Areas
    - Identification
    - Delivery of Services
    - Curriculum & Instruction
    - Professional Development
    - Equitable Representation of Students
    - Parent and Community Involvement

Board members raised concerns about staffing shortages potentially impacting the gifted education program. While the presentation clarified that GRTs collaborate within classrooms, a question remained about measuring the approach's success. The district plans to track student enrollment in advanced courses, gifted identification rates, and the frequency of differentiation-focused professional development for teachers. They acknowledged the staffing challenge and are working on solutions to ensure GRTs can focus on their core duties within classrooms.



**12.4 [Middle School Project Update \(Environmental Graphics\)](#):** Beth Cheuk, Supervisor of Community Relations, provided updates on the Middle School construction project, focusing on the process and concepts for environmental graphics and a new school mascot. Information presented included:

- Advisory Group & Community Engagement Surveys - Recap
- Advisory Group & Community Engagement Surveys - Timeline
- Community Survey #1 Summary - October 2023
- Community Survey #2 Summary - January 2024
- Design Direction Final Look & Feel
  - Commons Elevations
  - 3rd Floor Commons Rendering
  - 2nd Floor Commons Rendering
  - Lobby: Welcome Wall Elevations
  - Lobby: Welcome Wall Rendering
  - Compilation of Renderings

### **Charlottesville Middle School Mascot Decision-Making**

- Original Survey:
  - 1100 respondents in fall 2023
  - Split among the idea of keeping the CMS Knight-related or developing a new mascot
  - 100+ ideas for new mascots
- Ideas that Appeared Frequently:
  - If you pick a new mascot, the new mascot should be:
    - Non-violent
    - Relevant to Charlottesville or Virginia
    - Inclusive of race, gender
  - Narrowing Down the Options
    - Since CMS and CHS will share equipment, use the same “orange and black” scheme.
    - Give priority to mascot suggestions that could work within the orange/black color scheme.
    - Eliminate suggestions that have no meaning in Charlottesville or Virginia (ie, animals that are not found in the state)
    - Elevate suggestions that were mentioned frequently.
    - Allow school and division leaders to pick options they could support.
  - Short List -These options were presented in a community survey (open 4/18-30)
    - Black Knights
    - Another type of Knight (Orange? Young? Junior?)
    - Chargers
    - Monarchs
- Status Update and Next Steps
  - Nearly 900 survey respondents as of April 26.
  - Schools are still gathering student feedback.
  - Survey requested volunteers to serve on committees to review feedback and make recommendations.
  - Hoping to gather a committee soon!
  - After a decision is made, a professional designer will create the “Charlottesville Middle School” logo and styling.
- Update on Construction
  - As of 05/02/2024:
    - On Schedule
    - On Budget
- Thank you to:
- Nielsen Construction
- VMDO Architects

- Designers at Iconograph
- City of Charlottesville's Department of Facilities Development
- Staff, students, families at Buford!

There were no questions from the board regarding the environmental graphics update.

**12.5 Payroll Calendar Schedule:** Renee Hoover, Director of Finance, presented the change to the payroll calendar for Board information. Students first day for school year 2024-2025 is August 14th, according to Payroll Policy (DL) when the first day students are required to attend occurs prior to August 15th, the payroll schedule must ensure that all contract personnel are compensated for time worked within the first month of employment. Teachers and support staff, which are 10 month contract personnel, will receive their first paycheck on August 15th. Information presented included:

#### **Payroll Calendar Change**

- Payroll Procedures Policy (DL)
  - "If the school board sets the school calendar so that the first day students are required to attend occurs prior to August 15th, the school board shall establish a payment schedule to ensure that all contract personnel are compensated for time worked within the first month of employment."
- Payroll Calendar Change
  - School year calendar for 2024-2025 sets the first day of school is August 14th.
  - Payroll is changing the first paycheck from September 15th to August 15th.
  - Teachers and support staff, which are 10-month contract personnel, will receive their first paycheck of the 2024-2025 school year on August 15th.
- Impact on 10-Month Contract Employees
  - Employees who elect to spread their pay over 24 pay periods will receive:
    - Last pay for their 2024 school year contract on July 31st instead of August 31st  
\*\*10-month employees will get two paychecks on July 31
    - First pay for their 2025 school year contract on August 15th instead of September 15th

There were no questions from the board regarding the payroll calendar schedule change.

**12.6 CCS Division Literacy Plan:** Stacy Reedal, Literacy Coordinator, PreK-12 , presented the Division Literacy Plan for Board information. Information presented included:

- The 5 Key Elements of the Virginia Literacy Act
- Strategic Plan 2023-2028
- Beginning in the 2024-2025 school year
  - "Every division will develop a literacy plan, ensure the use of evidence-based literacy curriculum, staff enough reading specialists to support intervention needs, and provide professional development to support teachers, reading specialists, and principals." VDOE website: Virginia Literacy Act
  - "Every student in kindergarten to grade five will receive core literacy instruction based in scientifically based reading research and evidence-based literacy instruction, as defined in the VLA. Students in kindergarten through grade eight will also receive evidence-based supplemental instruction and intervention, as outlined in an individualized student reading plan, if they do not meet literacy benchmarks." VDOE website: Virginia Literacy Act
  - "Every teacher will use evidence-based literacy curriculum, assess student learning using approved literacy screeners, use student-level data to inform instruction and intervention, and participate in pre-service preparation or training on evidence-based literacy instruction." VDOE website: Virginia Literacy Act
    - Training
      - Differentiated approach to alignment of Science Based Reading Research across our Division to include LETRS and Canvas modules provided by the VDOE and VLP
    - Evidence Based Literacy Instruction Monitoring

- Literacy Walks and PLCs
    - Assessment
      - VALLS and DIBELS 8
    - Student Reading Plan
  - “Every family will have access to online resources to support literacy development at home, and will be able to participate in the development of their child’s student reading plan, if their child does not meet literacy benchmarks.” VDOE website: Virginia Literacy Act
  - “Every reading specialist, in consultation with classroom teachers, will coordinate and oversee intervention for students not meeting literacy benchmarks, and will develop and monitor student progress on student reading plans, working closely with families and teachers.” VDOE website: Virginia Literacy Act
    - CCS Reading Specialists have been preparing and planning for VLA:
      - Monitoring and presenting LETRS courses
      - Piloting Student Reading Plans
      - Supporting tier two interventions
      - Active members of MTSS and PLCs
      - Collaborating with others
      - Providing tiered interventions
      - Completing the VLP Canvas Modules for Reading Specialists
      - Sharing VALUE series PD with staff
  - The Division Literacy Plan
    - Section One: Planning for Comprehensive Communication
    - Section Two: Selecting High-Quality Instructional Materials
    - Section Three: Ensuring Virginia Literacy Act Evidence-Based Reading Research Training
    - Section Four: Monitoring Student Assessment and Progress
    - Section Five: Assessing Division Level Progress
    - Section Six: Engaging Parents, Caregivers, and Community
- Ms. Burns asked how the plan addresses students needing help in grades 9-12. Ms. Reedal responded that the high school team is working on incorporating foundational literacy skills into their curriculum.

**12.7 Policy IK: Reporting Student Progress and Grades:** Dr. Katina Otey, Chief Academic Officer, presented a proposed new grading policy aimed at achieving equitable, transparent, and accurate assessment of student learning. The policy features a 10-point grading scale and emphasizes timely feedback. Board members focused their comments and questions around implementation challenges.

**Concerns Regarding Transition: Phased Implementation vs. Full Rollout:** Several board members expressed concern about managing the transition. While Dr. Otey acknowledged the need for clear communication and professional development, a phased approach, similar to the one used with the math team's standards-based grading, was suggested. One board member, Mr. Morris, questioned the wait and advocated for immediate adoption of the 10-point scale.

**Communication as a Priority: Transparency for Parents and Students:** Board member Ms. Burns emphasized the importance of clear communication with parents and students regarding the new system. Dr. Otey assured the board that a communication plan was already in place to address this concern.

**Clarifying Work Habits and Grading: Separating Behavior from Understanding:** Mr. Morse also inquired about separating grades from work habits, such as late assignments. Dr. Otey addressed this concern directly, clarifying that the focus would be on assessing student understanding of the material, not penalizing them for behaviors like late submissions.

**13.1 School Board Member Committee Reports:** Board members shared updates on recent activities in this written report.

#### **14.1 Comments from Members of the Community:**

- Derek Hartline addressed the Board with comments of concern about the lack of security cameras at Jackson-Via Elementary School and highlighted incidents that endanger student safety. Mr. Hartline believes the lack of exterior security cameras hinders investigations and allows these incidents to happen. He argues that investing in cameras, especially for Jackson Via due to its secluded location, is a critical and immediate step to ensure student safety. He emphasizes that safety should be the top priority and urges the board to take action to prevent future tragedies.

#### **15.1 Board Member Comments:**

- Miss Richardson expressed appreciation to everyone who presented at the meeting, acknowledging it was a lengthy agenda. She states she will be reviewing the information and likely has questions for the next meeting on May 30th.
- Ms. Burns reminds parents that the Charlottesville Parks and Recreation department is currently offering summer camp programs. Registration is open now, and there are still spots available. These camps are competitively priced compared to other options in the area, and financial assistance is available for those who qualify. For more information or to register, parents can visit the Parks and Recreation website or visit their office located downtown.
- Mr. Meyer acknowledged Mr. Hartline's comments about gun safety and the recent incident at the Boys and Girls Club/Middle School Alternative Program and expressed frustration that policies can only mitigate the problem, not solve the root cause of access to guns. Mr. Meyer looks forward to a May 18th meeting with Chief Kochis to discuss school safety and security. He anticipates new changes for the next school year, possibly including more security cameras. He concludes by thanking everyone for a productive meeting.
- Ms. Larson-Torres, shared appreciation for school staff and community members in attendance, acknowledged all the good things happening in the Charlottesville City Schools, and recognized teachers, principals, and other staff members for their hard work. She also reflected on the middle school updates and the new grading system. Ms. Larson-Torres also reminded everyone about a student art exhibit downtown and thanked Dr. Gurley for his leadership.

**16.1 Superintendent's Comments:** Dr. Gurley expressed pride in the school district's literacy team and highlighted how their implementation of the HMH program is being noticed and praised by others. He believes this approach has the potential to close the achievement gap nationwide. However, Dr. Gurley emphasized the importance of strategies like tackling chronic absenteeism and highlighted the success students achieve when families are involved. Dr. Gurley concludes by thanking staff and praising their hard work. He also encouraged everyone to visit the art exhibit downtown and celebrated the recognition of the division's LMA program and Knight School.

**17.1 Work Session Wrap-Up:** There were no requests from the Board.

**18.1 Upcoming Meetings:** Ms. Torres read the upcoming meetings.

**19.1 Adjourn:** The meeting adjourned at 8:05pm.

A video of the May 2, 2024 meeting can be located at:

[https://drive.google.com/file/d/1fHwiNqmYk-1mU56nnJqYkLgrI2-GIOAK/view?usp=drive\\_link](https://drive.google.com/file/d/1fHwiNqmYk-1mU56nnJqYkLgrI2-GIOAK/view?usp=drive_link)