



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

A Closed Meeting of the Charlottesville City School Board was held on May 5, 2022 at 3:30 p.m., in the Division Annex/SPED Conference Room.

**PRESENT:** Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr. Morse, and Ms. Torres

**ABSENT:** None

**STAFF PRESENT:** Dr. Royal A. Gurley, Jr., Superintendent; Ms. Leslie Thacker, Deputy Clerk of the School Board; Kim Powell, Chief Operations Officer; and Chip Royer, Attorney at Royer Caramanis Attorneys.

Ms. Torres, made a motion to allow Ms. Dooley, Ms. McKeever, and Mr. Morse to attend the meeting electronically (from home) due to personal medical concerns. Dr. Kraft 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.

**1.1 Closed Meeting:** At 3:27 p.m, Ms. Bryson Morsberger made a motion to convene into Closed Session as authorized by the Virginia Freedom of Information Act, sections 2.2-3711 (A) (1) (3) of the Code of Virginia to discuss personnel and property matters. Dr. Kraft 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. Bryson Morsberger 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. Dr. Kraft 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. There was no action taken.

The Board recessed from 4:53 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.

Dr. Kraft, made a motion to allow Ms. Dooley, Ms. McKeever, and Mr. Morse to attend the meeting electronically (from home) due to personal medical concerns. Mr. Bryant 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.

**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. Jennifer McKeever	Mr. Dom Morse
Ms. Lisa Torres	

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: 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, and Ms. Torres, voting yes. 7 ayes, 0 nays.

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

- Emogene Campbell, Walker Upper Elementary Student, addressed the Board with comments of support for collective bargaining.
- Gudrun Campbell, Charlottesville High School Student, addressed the Board with comments of support for collective bargaining.
- Jessica Taylor, teacher at Clark and president of CEA, addressed the board with comments of support for expediting the collective bargaining process and would like to see Dr. Gurley work with the CEA to approve a resolution.
- Jennifer Horne, CHS Teacher, addressed the Board with comments of support for collective bargaining.
- Rae Reagan, Walker Teacher, addressed the Board with comments of support for collective bargaining.
- David Koenig, LMA Teacher, addressed the Board with comments of support for collective bargaining.
- Vernon Liechti, City Resident, addressed the Board with comments of support for collective bargaining.
- Katherine Laughon, addressed the Board with comments of support for collective bargaining.
- Elizabeth Stark, parent of students of the district, addressed the Board with comments of support for collective bargaining.
- Bekah Saxon, Uniserv Director, addressed the Board with comments of support for collective bargaining.

**7.1 Virginia Nurses Week and National School Nurse Day:** Dr. Beth Baptist, Interim Director of Student Services and Achievement and Human Resources, along with school administration and the School Board, recognized Charlottesville City School Nurses for their hard work and care for our students every day. The week of May 6 through 12, 2022, has been designated as National Nurses' Week and Governor Glenn Youngkin has established May 11, 2022 as School Nurse day in the Commonwealth of Virginia. Dr. Baptist recognized Sherry Eicher from Burnley-Moran, Amy Charron from Clark, Ellen Muller from Greenbrier, June Esselstyn from Greenbrier, Marica (Dee) Bell from Jackson-Via, Amy Peltier from Johnson, Sarah Kinney from Venable, Sarah Sutton from Walker, Stacy Oliver from Buford, and Halima Walker from Charlottesville High School.

**7.2 Teacher Appreciation Week Proclamation:** Dr. Beth Baptist, Interim Director of Student Services and Achievement and Human Resources, along with senior staff and the Board, recognized Charlottesville City Schools' teaching staff. The first full week in May of each year has been designated as National Teacher

Appreciation Week to honor the dedicated men and women who lend their passion and skills to educating our children. Charlottesville City Schools is keenly aware of the importance of teachers in helping our students reach their full potential and it is appropriate that teachers be recognized for their dedication and commitment to educating our children. May 2-6, 2022 is proclaimed teacher appreciation week and all citizens are urged to pay tribute to our public school teachers.

**8.1-5 Adoption of Consent Agenda:** The following items were included in the consent agenda; Personnel Recommendations, [Minutes - April 14, 2022 School Board Meeting](#), [Business, Financial, Routine Reports](#), and the [2022-2023 Albemarle Regional Migrant Education Program Certification](#). Mr. Bryant 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.

## Action Items

**9.1 Approval - 2022-2023 Special Education Annual Plan:** Dr. Beth Baptist, Interim Director of Student Services and Achievement and Human Resources, and Katrina Lee, Supervisor of Special Education, presented the proposed budget for the Federal Flow Through Funding for Special Education for 2022-2023 for both school-aged and preschool for Board consideration on April 14, 2022 and the item was presented for approval. Dr. Kraft made a motion, seconded by Mr. Bryant, to approve the 2022-23 Special Education Annual Plan. 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, and Ms. Torres, voting yes. 7 ayes, 0 nays.

## Items for Discussion

**10.1 2022-2023 Federal Consolidated Application:** Dr. Katina Otey, Chief Academic Officer, introduced Patrick Farrell, Intervention and Support Supervisor, who presented the Federal Consolidated Application for Board review. The plan is due July 1 and is required to access funding for these programs. The Board will receive the 2022-2023 Federal Consolidated Application for approval at the June 2, 2022 meeting so it can be submitted by the deadline. Information presented included:

- Title I, Part A, Improving Basic Programs
- Title II, Part A, Supporting Effective Instruction
- Title III, Part A, Language Instruction for English Learners and Immigrant Students
- Title IV, Part A, Student Support and Academic Enrichment Grant

**10.2 School Safety Report:** Kim Powell, Chief Operations Officer, introduced Jason Lee, Supervisor of Facilities, Safety, and Operations, who presented the School Safety Report item for Board information. Information presented included:

- Overview
  - Current Safety Model for CCS
    - No School Resource Officers (SROs)
    - Care and Safety Assistants (CSAs) at Buford and CHS
    - Social Emotional Support Counselors
    - Social Workers
    - Door Access Control Upgrades
    - Partnerships with Community Organizations (Region 10, Charlottesville Trauma Network, and Charlottesville Police Department)
- Staff Safety Development
  - CSAs
    - All CSAs have been certified by the Virginia Department of Criminal Justice Services as (SSO) School Safety Officers.

- As a part of this process our CSAs are expected to attend regularly scheduled training opportunities throughout the year that are sponsored by DCJS as well as other training opportunities.
- To date our CSAs have attended the following trainings:
  - DCJS SSO Certification Training
  - Mandt Training- Relational and Technical
  - Community Resilience Initiative (Trauma Informed Care)
  - Mediation- Bob Garrity
  - Restorative Justice in Education- EMU
  - DCJS Threat Assessment Webinar
  - Assist Training- Suicide Prevention
  - Collective and Vicarious Trauma Training- DCJS
  - Current Online Behavioral Trends and Updates- DCJS

- Access Control

<b>Visitor Vestibules</b>			<b>Full Building Access Control</b>		
<u>Completed</u>	<u>In-progress</u>	<u>Next Up</u>	<u>Completed</u>	<u>In-progress</u>	<u>Next Up</u>
Jackson-Via	CHS	Clark	Buford	Johnson	Clark
Venable	Johnson	LMA	Walker	CHS	Venable
	Burnley-Moran	Greenbrier	Jackson-Via	Burnley-Moran	LMA
	DAO/DAA	Walker (reconfiguration)		DAO/DAA	Greenbrier
	Buford (reconfiguration)				
<b>All Schools Have Visitor Buzz-In Systems / Master Re-Key Also Now Underway</b>					

- School-wide Safety Drills
  - Earthquake Drill 1 drill annually – conducted in cooperation with FEMA (Recommended)
  - Fire/Evacuation Drill One fire drill per week during the first month and one per month thereafter (Required); not to take place during periods of mandatory testing required by the Virginia Board of Education
  - Intruder/Lockdown Drill Minimum 4 drills per year (Required)
  - Reverse Evacuation Minimum 1 drill per year (Recommended)
  - School Bus Evacuation Drill Minimum 2 drills per year, each during first 30 instructional days of each of the 2 semesters (Required)
  - Shelter-in-Place Minimum 1 drill per year (Recommended)
  - Tornado Drill/Duck and Cover Minimum of 1 drill per year conducted in cooperation with VDEM (Required)
- Virginia School Safety Audit Program
  - Virginia School Survey of Climate and Working Conditions (administered in January at CHS)
  - Virginia School Crisis Management Plan Review and Certification (currently in the review process)
  - Virginia School Safety Survey (Due August 31, 2022)
  - Division Safety Survey (Due August 31, 2022)

- Safety Audit
- Current CCS First Responded Contact Data - 2021-2022
- First Responded Contact by School
- First Responded Contact by Incident
- School Safety Survey Overview
  - A survey was conducted beginning April 13-20, 2022.
  - The purpose of the survey was to analyze CHS and Buford students and staff's perceptions of safety in each building.
  - The survey also analyzed the CSAs and Mental Health Professionals impact on both schools' climate and culture.
  - A total of 1020 students grades 7-12 and 112 staff members participated in the survey.
  - Students and staff were prompted to respond to various statements and questions based on a scale from one to five, one strongly disagree and five strongly agree, or answer choices that were pre-populated.
- Wrap-Up
  - Areas of Emphasis & Challenges Moving Forward:
    - Continue security systems improvements
    - Safety/Security & De-escalation Training for All Staff
    - Individuals
    - CMT's (Crisis Management Teams)
    - Improving response time (significant challenge & concern without SRO's)
    - Mental Health

Mr. Morse and Ms. Bryson Morsberger highlighted the importance of follow up on survey results to best identify appropriate measures to address concerns and ensure that students and staff feel safe in school buildings.

Ms. Bryson Morsberger asked about the line of communication with the police department. Mr. Lee responded that the communication lines are open and the staff gets reports with information that is happening in the community.

Dr. Kraft would like to see the breakdown from Buford and CHS with the reconfiguration at Buford; it has been brought up that students did not feel safe. Would also like to see what all the threats are and if the social workers are helping with these issues.

**10.3 [Social Emotional Learning \(SEL\) / Mental Wellness Update:](#)** Dr. Katina Otey, Chief Academic Officer, introduced Patrick Farrell, Intervention and Support Supervisor, and Jodie Murphy, Mental Wellness Coordinator, who provided an update on Social-Emotional Supports. Information presented included:

- Types of Data Used for Mental Wellness Needs
- Example of Student Response Data - Rethink ED SEL -Greenbrier
- Example of Teacher Response Data CHS - Fall 2021 DESSA-Mini
- Threat Assessment Data
- Qualitative Data
- School Mental Health Professional (SMHP) Infrastructure and Systems
- School Mental Health Professional's (SMHP) Function: What Do They Do?
- School Mental Health - Community Partnerships
- Care Solace

Dr. Kraft asked if the Division will expand the Compassionate School Project. Mr. Farrell responded that staff is looking into expanding the program to other schools.

Ms. Dooley and Dr. Kraft both shared their astonishment with the numbers of students that are being supported on a high tier.

**10.4 Professional Learning Update:** Dr. Katina Otey, Chief Academic Officer, introduced Ms. Paula Culver-Dickinson, Coordinator of Professional Learning, who presented the professional Learning Update for Board information. Dr. Otey also announced that Ms. Culver-Dickinson is retiring and thanked her for her years of service to Charlottesville City Schools. Information presented included:

- Why professional learning?
- Where are we today?
  - 7 Conditions necessary for effective PL (Linda Darling-Hammond, 2017)
    - Content focused
    - Incorporates active learning
    - Supports collaboration
    - Includes models and modeling
    - Provides coaching and expert support
    - Offers feedback and reflection
    - Is of sustained duration
  - CCS Professional Learning Framework (2021)
    - Puts students learning at high levels at the center
    - Acknowledges different ways / types of student engagement-heart, hands, head
    - Highlights the importance of teachers to actively identify what is needed, learning/relearning effective strategies, assess the improvement on learning, and then identify what is needed next
    - Acknowledges the importance of context
  - Structures and Resources dedicated to professional learning
    - Embedded Contract Time
      - Five (5) days built into the calendar dedicated to professional learning
      - Professional Learning Communities (PLCs) supported by master schedules so all team members can meet weekly during the school day
    - Personalized support available to every teacher
      - Instructional Coaches, as well as Math, Reading, Gifted, and ESL Specialists
      - Coordinators, Supervisors, and Building Administrators
    - Multiple PL delivery models
      - In-person, synchronous and asynchronous virtual sessions
      - Small group, large group, and individualized PL
    - Additional resources for new and beginning teachers
      - Three day New Teacher Orientation
      - Beginning (novice) teachers are assigned an in-school mentor to provide support throughout their first year
    - Outstanding support from community partners
  - We are finishing up the year and awaiting final student achievement results
  - Summer 2022 Professional Learning Opportunities
    - Leadership Advance
    - Curriculum Teams
      - Review and revise pacing guides
      - Expand cross curricular activities
    - We are sending teams to the AVID Summer Institutes
  - We are actively planning for 2022-23
    - Division-wide Professional Learning Planning Committee
    - New Teacher Orientation and Pathways
    - August Professional Learning Conference
- Where to next?
  - Continue to evaluate our impact
    - Build on what we know is working

- Stop or adjust any practices that are not working
- Continue to provide learning opportunities that are aligned with the CCS Strategic Plan
- Continue to provide PL designed to support both the academic and the wellness needs of our students and staff
- Continue to leverage all internal and external resources
- Continue to maintain our preparedness to shift to virtual learning should that be needed
- Continue to turn data into knowledge
- We are collaborating with JMU and PVCC for our Instructional Assistants who wish to become teachers
  - Scope and sequence designed specifically for working Instructional Assistants
  - Synchronous virtual format
  - Reduced tuition
  - Earn an Associates degree through PVCC
  - Transfer to JMU to earn their Bachelor's Degree
  - Graduates are eligible for Virginia Teaching License with either an endorsement in Elementary Education or Special Education once they pass all VDOE required tests
- We will continue to send individuals and teams to selected conferences
- CCS awarded \$785,414 in ESSERIII funds to address unfinished learning
  - \$392,707 per year for two years
  - Designed to complement and extend current PL options
  - June 2022 - September 2024 implementation window
  - Empowered PL
    - Monies for teacher stipends for out of contract time learning
    - Help provide external facilitators
    - Opt-in
    - Plan, Do, Study, Act, Share model
    - Estimate 1 hour per week outside of contract time
    - Showcase participants' learning journey
    - 45 Professional Learning Points
    - Selected teachers will be recruited to design some summer learning opportunities

Board members congratulated Ms. Culver-Dickinson on her retirement and shared appreciation for her many years of service.

**10.5 Superintendent Authorization:** Dr. Royal A. Gurley, Jr., Division Superintendent, requested Board authorization to allow him to work on behalf of the school board for Charlottesville City Schools to craft a collective bargaining resolution. By granting the authorization, the Board will allow Dr. Gurley to work with various stakeholder groups and the school board attorney to develop a proposed resolution for consideration. Additionally, Board authorization will allow him to work in collaboration with the Charlottesville Education Association.

Dr. Gurley addressed the Board stating that he hopes teachers know and see regularly that they matter and made an effort to address concerns shared during public comment. He stated that he has no intention of asking the Board to write his own resolution, that the only intent moving forward is to be partners to achieve one goal, and that this process is about honoring teachers and in doing so that will translate to continued results for students.

Dr. Gurley thanked Ms. Jessica Taylor, CEA President, and Ms. Bekah Saxon, UniServ Director, for meeting with him on May 4, 2022. He noted that what he hopes they heard him say is that we will continue to be transparent moving forward (he does believe there has been transparency so far) and that people need to understand the work that lies ahead which is one that the Board has never gone down and in order to go down we will have to do it together to be successful.

Dr. Gurley noted that there are seven different board members who all maintain outside jobs and separate responsibilities that make it difficult to frequently convene as a full Board and that his request is to allow him to work on behalf of the Board to develop a resolution and not to work and develop his own. He added that he will gather input from the Board and find out what the Board needs moving forward in the process. One proposal discussed included sitting down with the Charlottesville Education Association Attorney and the School Board Attorney and nothing in his proposal is meant to slow the process in any way.

Dr. Gurley re-stated that his request is for authorization to work on behalf of the Board to craft a resolution for Board review. He noted that CEA provided a resolution adding that the draft that gets presented to the Board may not be drastically different and when we come back together CEA can see what they have presented and what the Board would like to see. This authorization will also allow him to work with all stakeholder groups including CEA.

Ms. McKeever recommended that one or two board members be part of the collaboration on drafting a resolution to ensure accountability and transparency and will also ensure more buy-in from the Board.

Dr. Kraft and Mr. Bryant asked the community for patience as the Board hasn't had sufficient time together to discuss collective bargaining. Dr. Kraft added that there is no effort to stall or slow the process down and that the Board needs time to fully discuss the matter before moving forward with confidence.

Ms. Bryson Morsberger noted that she was also under the impression that this was the starting point and her expectation was that Dr. Gurley and CEA would work out details in a resolution. She also shared that there was no intention to exclude anyone from the process as in the Board's perspective the process is only beginning.

Ms. Torres commented that after listening to board members comments it is apparent that board members are in different places as far as understanding collective bargaining and where the Division is in the process. She added that due diligence and a full understanding of the implications is the Board's responsibility in this very serious and very important agreement, especially in these uncharted waters. Ms. Torres stated that she would like to acknowledge and honor the voices of teachers, staff, parents, students, and community members who spoke in support of an agreement. She noted that in January, Dr. Gurley stood with Ms. Taylor as she introduced and initiated the collective bargaining process, then board members had an opportunity to meet two by two with Ms. Taylor and other CEA representatives. She also noted that it was twenty-one days ago (at the April 14, 2022 meeting) that CEA presented the resolution and signature cards that were subsequently acknowledged by Dr. Gurley in writing. She asked for patience as the Board works through the process.

Ms. McKeever made a motion, seconded by Dr. Kraft, to authorize Dr. Gurley to work on drafting a collective bargaining resolution with Charlottesville Education Association (CEA) representatives, other community members, staff, and at least one board member. 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.

**10.6 COVID Update:** Dr. Beth Baptist, Interim Director of Student Services and Achievement and Human Resources, presented an update on COVID infections and continuing mitigation efforts since the April meeting. Information presented included information on the increase in cases in the Charlottesville community and school division, information on the continuation of PCR testing at all school sites, and an update on notification to VDH of the Division's willingness to continue PCR testing throughout the summer and into the next school year. Dr. Baptist also shared that the COVID-19 Community Level for Charlottesville was "medium".

Board members shared appreciation for the continuation of COVID testing in schools.



## **Board Response to Written Reports**

**11.1 2022-2023 School Board Meeting Schedule:** Dr. Beth Baptist, Interim Director Special Education and Student Services, will present the proposed 2022-2023 School Board Meeting Calendar for Board consideration upon first reading. This item will be presented for approval on the Consent Agenda on June 2, 2022.

**11.2 School Board Member Committee Reports:** Board members shared a written report on recent activities.

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

- Beth Cheuk addressed the Board to recognize Max Marcilla from NBC29 who will be leaving the area. Mr. Marcilia expressed appreciation to the Board for their receptiveness in answering his questions.
- David Koenig addressed the Board with comments of concern on how the Board is moving forward with collective bargaining but thanked them for moving forward in the process. He also stated that he feels the process could be more simple.
- Jessica Taylor addressed the Board with comments of appreciation to the Board for acknowledging the voices of those who provided public comment and for moving forward in the process. She also commented that she is optimistic that the Board will come to a consensus about bargaining and moving forward and encouraged the Board to reach out should they have any questions.
- Beth Ike addressed the Board with comments of appreciation for continuing to have COVID testing at school buildings and with comments of support for collective bargaining.

### **13.1 Board Member Comments:**

- Dr. Kraft congratulated Katherine Knott for her recognition of reporting education in the area.
- Ms. Dooley announced the upcoming Art Connections. This virtual exhibit includes an introductory video featuring art teachers and student artists, and you can peruse amazing and important student artwork from every school and every grade.

**14.1 Superintendent's Comments:** Dr. Gurley recognized teachers and wished them a happy Teacher Appreciation week.

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

- Review the PL Grant mentioned in the PL report
- Notes from the safety report, where people didn't feel safe, ways to address/training, disaggregate data
- Check on waste water data

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

**17.1 Adjourn:** The meeting adjourned at 8:02 p.m.

A video of the May 5, 2022 meeting can be located at:

[https://drive.google.com/file/d/1-yG78VBeGhrgEICSmL96e0BqYkzIq\\_5T/view?usp=sharing](https://drive.google.com/file/d/1-yG78VBeGhrgEICSmL96e0BqYkzIq_5T/view?usp=sharing)

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Lisa Torres, School Board Chair

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Julia Green, School Board Clerk

