



**EMERGENCY SCHOOL BOARD MEETING (COVID-19)  
CHARLOTTESVILLE CITY SCHOOLS  
Electronic/Zoom Virtual Meeting  
Thursday, February 4, 2021 (5:00 PM)**

**1.1 Call to Order:** School Board Chair Lisa Torres called the emergency electronic/Zoom meeting to order at 5:01p.m. Ms. Lisa Torres noted that this emergency electronic meeting was held in accordance with the Virginia Freedom of Information Act §2.2- 3708.2 (A) (3), as amended, for the purpose of addressing matters related to the response to the State of Emergency and the Governor’s announcement that all public schools remain closed for the rest of the 2020-21 academic year. Video was streamed live on the Charlottesville City Schools Facebook page (<https://www.facebook.com/CvilleSchools/>).

**2.1 Moment of Silence:** Ms. Torres asked all those present to observe a moment of silence.

**3.1 Roll Call of Board Members:**

The following Board Members were present:

Mr. James Bryant	Ms. Lashundra Bryson Mosberger
Dr. Sherry Kraft	Ms. Jennifer McKeever
Ms. Lisa Torres	Ms. Leah Puryear
Mr. Juandiego Wade	

The following Board Members were absent: None

The following Staff Members were present:

Dr. Rosa Atkins	Dr. Katina Otey
Ms. Gertrude Ivory	Ms. Kim Powell
Mr. Pat Cuomo	Dr. Kendra King
Dr. Keith Hubbard	Ms. Julia Green
Ms. Renee Hoover	Ms. Beth Baptist
Ms. Leslie Thacker	

The following Staff Members were absent: None

**4.1 Approval of Proposed Agenda:** Dr. Kraft made a motion, seconded by Ms Puryear, to approve the proposed agenda. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, Mr. Wade voting yes. 7 ayes, 0 nays.

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

- Carol Busching, a staff member of CCS, shared concerns related to the curriculum that VDOE is still requiring schools to do during these unprecedented times.
- Ann Marie Smith shared concerns related to students still receiving virtual instruction.
- Jenn Maeng shared concerns on the upcoming calendar 2021-22.
- Deborah Hellman shared thoughts on having students back face to face.
- Annie Suttle shared information on the PTO Joint Reopening Fund

- Sana Syed shared thoughts on getting all the students back face to face.
- John Wells shared concerns on bringing PreK to 2nd grade back face to face and not having 3rd and 4th grade.
- Emily Wong gave input on having students back face to face.
- Jennifer Grover shared concerns that some students split up from their current classes with the new reopening plan. Asked staff to reconsider the format.
- Richard Feero thanked the community for coming out to show support on having the students back face to face.

## **5.2 Public Comment 2021-2022 Budget:**

- Beth Ike asked that administrators earning more than \$200,000 be excluded from the proposed salary increase.

## **Student and Staff Recognitions**

**6.1 [Virginia School Principals Appreciation Week](#):** Governor Ralph S. Northam signed a Certificate of Recognition declaring January 24 - 30, 2021, as Virginia Principals Appreciation Week. Dr. King and the School Board asked that the community join them in acknowledging the tireless efforts of our school principals across the Division. The role of the principal as instructional leader is critically important to ensure our students are provided an opportunity to learn. Our principals work diligently to help students and teachers excel, and their leadership and hard work are essential to the success of our schools. They deserve all the recognition and praise we can give them.

**6.2 [National School Counseling Week](#):** Dr. Kendra King, Director of Student Services and Achievement, invited the Board and all those present to recognize National School Counselor Appreciation Week as February 1-5, 2021. This week is also recognized by the Virginia Department of Education. School Counselors will be 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 Guidance Counselors: Rebecca Baber, Najwa Tatby, Katherine Sublett, Kristin Ullrich, Allison Pillow, Malikka Redden, John Kronstain, Elizabeth Dinwiddie, William Ullrich, Joshua Epps, Shamika Terrell, Nikki Eubanks, David Wilkerson, Brianna Hill, Melanie Key, Hannah Dowdy, and Emily Pietruszyski.

**6.3 [Virginia School Boards Association School Board Appreciation Month](#):** The month of February has been designated by the Virginia School Boards Association and proclaimed by Governor Ralph Northam as School Board Appreciation Month. Dr. King presented a copy of the Governor's Proclamation.

**6.4 [Virginia School Boards Association School Board Clerk and Deputy Clerk Appreciation Week](#):** Dr. Kendra King, Director of Student Services and Achievement, stated that 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 adopt the presented proclamation. Appreciation was expressed to Leslie Thacker, Deputy Clerk, and Julia Green, Clerk.

**7.1-3 [Adoption of Consent Agenda](#):** Items from the consent agenda included: [Personnel Recommendations](#) and [Business, Financial, Routine Reports](#). Ms. Puryear made a motion, seconded by Mr. Bryant, to approve the adoption of the consent agenda. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays.

## **Action Items**

**8.1 [Affirming Return to In-Person Instruction - Option A - March 8, 2021](#):** Dr. Rosa Atkins, Division Superintendent, recommended that the Board affirm their January 7, 2021 vote to resume in person learning beginning March 8 following Option A, which provides in-person instruction to students in PreK-grade 2 (if their

families selected it). In addition, Option A also brings back targeted students in grades 3-12 so that they can receive the face-to-face supports they need.

Earlier this year, Dr. Atkins convened a COVID-19 Advisory Committee including teachers and staff, students and families, community members, medical professionals, and other community stakeholders. The committee made its initial proposal at the December 17, 2021 meeting including revised models for Board consideration. At the January 7, 2021 meeting, the Board postponed implementation until March 8, pending a review of data in February.

**For your convenience the January 7, 2021 presentation of Model A included:**

**Option A Elementary (PreK-6)**

- In-Person Cohort:
  - All PK-2 (who selected to come back)
    - Critical years for building foundational skills in literacy
  - Grades 3-6 Tier 3, ELL Levels 1-2, select students with IEPs (team-based decision)
    - Prioritize in-person learning for students with the most critical academic needs
  - Estimated in-person enrollment:
    - Grades 3 & 4: 55-85
    - Grades 5&6: 55-85

<b>Option A Buford Middle School (Virtual &amp; Support)</b>				
<b>Monday (Gold day)</b>	<b>Tuesday (Blue day)</b>	<b>Wednesday (Gold day)</b>	<b>Thursday (Blue day)</b>	<b>Friday</b>
Target Groups In Person 8:30am - 3:15pm 3 periods: 85 mins. each 1 period: 45 mins. Each	Target Groups In Person 8:30am - 3:15pm 3 periods: 85 mins. each 1 period: 45 mins. Each	Target Groups In Person 8:30am - 3:15pm 3 periods: 85 mins. each 1 period: 45 mins. Each	Target Groups In Person 8:30am - 3:15pm 3 periods: 85 mins. each 1 period: 45 mins. Each	Asynchronous Learning 8:30am-11:30am  Office Hours: 8:30am - 2:00pm *please see individual teacher hours
Virtual 8:30am - 3:15pm 3 periods: 85 mins. each 1 period: 45 mins. Each	Virtual 8:30am - 3:15pm 3 periods: 85 mins. each 1 period: 45 mins. Each	Virtual 8:30am - 3:15pm 3 periods: 85 mins. each 1 period: 45 mins. Each	Virtual 8:30am - 3:15pm 3 periods: 85 mins. each 1 period: 45 mins. Each	School/Division PL 2:00pm - 4:00pm

<b>Option A Charlottesville High School (Virtual &amp; Support)</b>				
<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
9:00 - 11:30 12th* Grade Support + Target Groups	9:00 - 11:30 11th* Grade Support + Target Groups	9:00 - 11:30 10th* Grade Support + Target Groups	9:00 - 11:30 9th* Grade Support + Target Groups	Flexible Enrichment Time
12:30 - 4:00 Classes Full Virtual (ODD)	12:30 - 4:00 Classes Full Virtual (ODD)	12:30 - 4:00 Classes Full Virtual (ODD)	12:30 - 4:00 Classes Full Virtual (ODD)	

- Ms. McKeever objected to Option A stating that she would like to see students more broadly transitioned back to school as soon as possible. She would like to see every student in PK-12 have the opportunity to return to school in some form and isn't in support of extending the school year.
- Ms. Bryson Morseberger objected to Option A and noted that she doesn't want to open schools until staff has received their second vaccination and are fully immunized. She added that there is no vaccine for children and the long term effects on children are currently unknown.
- Mr. Wade, Mr. Bryant, and Dr. Kraft spoke in support of moving ahead with Option A.
- Dr. Atkins provided an update on teacher and staff vaccination efforts and noted that the proposed March 8 start is a starting point in the process of getting students back into the buildings.
- Ms. Powell noted that the Virginia Department of Health has given reassurance that those given the first vaccination will receive the second one in the targeted time span.
- Ms. Bryson Morseberger spoke on the need for teacher training, masks, social distancing, and PPE. Dr. Atkins responded with details on mitigation efforts and supplies.
- Dr. Kraft noted that she would like to see the Board provide guidance but not get into the weeds on every aspect of opening.
- Ms. McKeever spoke in favor of beginning face to face learning on March 8 for PK-4 and the following week Walker and Buford students (all students who want to come) return.
- Ms. Torres noted that transportation is a known issue and planning has been based on the number of students who completed the survey and indicated that they would like to return.

Ms. McKeever made a motion to amend proposed Option A begins on March 8 and includes PK-4 (instead of PK-2). There was no second and the motion failed.

Mr. Wade made a motion to approve Option A for bringing PK-2 students back to school on March 8, 2021 with latitude from principals and teachers within the building to bring in 3rd and 4th graders with proper notice and when they feel it is safe to do so, Dr. Kraft seconded the motion. Mr. Bryant, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 6 ayes, 1 nay. Ms. Bryson Morsberger voted no.

## Items for Discussion

**9.1 [Antiracist/Anti-bias Social Studies Education](#):** Dr. Katina Otey, Chief Academic Officer, introduced Neeley Minton, Coordinator of Social Studies and World Languages, who presented an update on Antiracist/Anti-bias Social Studies Education in Charlottesville City Schools.

April Brown, 5th Grade ELA/Virginia Studies teacher at Walker, and Rachel Caldwell, 3rd Grade Teacher at Venable presented information on a Model Policies for the Treatment of Transgender Students in Virginia's Public Schools.

- Board members expressed appreciation for all the effort going on to address this important work.

**9.2 [Jefferson School African American Heritage Center - "Embracing Our Narratives" Project Update](#):** Dr. Katina Otey, Chief Academic Officer, introduced Dr. Andrea Douglas, Executive Director of the Jefferson School African American Heritage Center, and Dr. Kimalee Dickerson, Project Manager, who presented an update on Jefferson School African American Heritage Center seminar "Embracing Our Narratives".

**9.3 [2021-2022 School Calendar](#):** Dr. Katina Otey, Chief Academic Officer, presented the 2021-2022 School Calendar for Board information. 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 2021-2022 school calendar was posted on our website for review and comment. All comments received were taken into consideration when developing the proposed calendar. A copy of the proposed calendar was presented for Board review.

- Dr. Otey answered questions from the Board regarding the January 3, 2022 holiday.

**9.4 Presentation of the 2021-2022 Budget:** Kim Powell, Assistant Superintendent of Finance and Operations, presented the 2021-2022 Proposed Budget for Board information. Information presented included:

FY 2021 – 2022 Superintendent’s Proposed Budget

- Statutory Guidance
- Current Budget Alignment to Equity & The Strategic Plan
- CCS Staffing - Positions Overview
- Contributing Factors to a Higher Per Pupil Expense (PPE)\*
- Virginia’s Standards of Quality (SOQ) Funded Positions
- Virginia’s Required Local Effort & Required Local Match (RLE/RLM)
- Priorities for FY22 Budget Development
- Budget Changes & Requests

Changes for FY 2022 from FY 2021 Budget

Strategic Plan	Salary Actions	Amount
OS7	Teachers one step plus .75% - average increase 2%	760,507
OS7	Support Staff one step plus 1% - average increase 2%	128,416
OS7	Administrative Staff one step plus .75% - average increase 2%	218,158
AE3, OS7	Nurse Pay Scale: Alignment with Regional Market	177,537
OS-, SS%^	Head Custodian Pay Scale: Adjustment	49,963
	<b>Total Salary Actions</b>	<b>1,334,581</b>
<b>NON-DISCRETIONARY CONTRACTS</b>		
	Insurance: General Liability/Property	10,000
	Insurance: Workers Compensation	10,000
	City Contract: Pupil Transportation	140,265
	City Contract: Maintenance	226,404
	<b>Total Non-Discretionary</b>	<b>386,669</b>

<b>SCHOOL-BASED PROGRAM SUPPORTS &amp; IMPROVEMENTS</b>			
AE-1, AE-3, SS-4	Internet Access for Students: Remote Learning	91,200	
AE-1, AE-3, SS-4	Zoom: Remote Learning Instruction Tool	25,000	
AE-1, AE-3, SS-4	Remind: Communication Tool Platform	13,772	
AE-1, AE-3, OS-10	Newsela: Literacy Content Platform Grades 7-12	17,900	
AE-3, OS-9, SS-4,5,6	Social Workers: PreK - 4 & LMA	542,399	6.5
AE-3, OS 7	Instructional Assistants: 2nd Grade	234,528	6.0
AE-3, OS-7, 8, SS-4	Assistant Principal: CHS	106,663	1.0
AE-1, AE-3, OS-7	Reading Specialist: Greenbrier	83,446	1.0
AE-3, SS-4	Teacher: STAR (Structured Teaching Autism Resource) Buford & Walker	166,892	2.0
AE-2, AE-3	Math Specialist: CHS	83,446	1.0
AE-1, AE-3	Teacher: Fine Arts Buford	83,446	1.0

AE-1, AE-3, OS-7	Teacher: Virginia State University Students Training to be Teachers and Reaching Success CHS	35,889	0.5
AE-3, OS-7, 8, SS-4	Literacy Specialist: LMA	35,889	0.5
AE-3, OS-7,8, SS-4	Lead Teacher Stipend: Grade Levels K - 6	57,000	38.0
AE-3, OS-7,8, SS-4	Lead Teacher Stipends: PreK	9,000	6.0
AE-3, OS-7,8, SS-4	Lead Teacher Stipends: ESL	7,500	5.0
AE-3, OS-7,8, SS-4	Lead Teacher Stipends: Special Education	10,500	7.0
AE-3, OS-7, 8	Math Specialist: Additional 10 Contract Days	31,000	7.0
AE-3, OS-7, 8	Reading Specialist: Additional 10 Contract Days	39,544	7.0
AE-1, AE-3	Content Squads: Stipend	56,000	40.0
AE-3, OS 7	Substitute: Teacher Honorarium	25,000	
AE-1, AE-3, SS-4	Books: K-12 Bookrooms	60,000	
AE-1, AE-3	Materials & Supplies: K-12 Science	6,000	
AE-1, AE-3, SS-4	Musical Instruments: Maintenance & Repair	20,000	
SS-5, 6	Athletic Trainer Services: Contract Increase	12,105	
	<b>Total School-Based Program Supports &amp; Improvements</b>	<b>1,854,119</b>	

	<b>SCHOOL OPERATIONS</b>		
	COVID Mitigation: Supplies	100,000	
	<b>Total School Operations</b>	100,000	
	<b>REDUCTIONS</b>		
	FTE Reductions Based on Enrollment: Professional Staff	(333,785)	(4.0)
	FTE Reductions Based on Enrollment: Support Staff	(39,089)	(1.0)
	<b>GENERAL FUND TOTAL NET EXPENSES</b>	<b>3,302.495</b>	
	<b>REVENUES</b>		
	State	32,781	
	CARES I & II	3,269,714	
	<b>City (Estimated Request)</b>	<b>(0)</b>	
	<b>GENERAL FUND TOTAL NET REVENUES</b>	<b>3,302.495</b>	

Revenue Summary

Net State Revenue Increase	32,781.00
Federal Revenue	
CARES I	842,466.00
CARES II	4,481,993.00

Total Federal Revenue	5,324,459.00
<b>Total Changes from 2021 to 2022 Budgets</b>	<b>5,357,240.00</b>

- Summary and Next Steps
- Upcoming Meetings

**9.5 2021 School Board Member Committee Assignments:** Dr. Kendra King, Director of Student Services and Achievement, presented the 2021 School Board Member Committee Assignments for discussion and/or approval. Ms. McKeever made a motion, seconded by Ms. Puryear, to approve the 2021 School Board member Committee Assignments with one change to the Student Disciplinary Committee. Ms. Torres will serve on the committee and Ms. Puryear will serve as an alternate. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Dr. Kraft, Ms. McKeever, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays

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

- Beth Ike shared her thoughts onboard members having patience with other board members.
- Richard Feero thanked the presenters that presented tonight.

**11.1 Board Member Comments:**

- Ms. Packer noted that this would be her last board meeting as a student representative and expressed appreciation for the opportunity to serve.
- Ms. McKeever expressed support for setting up a foundation to support Charlottesville City Schools and noted that she supports having additional meetings with City Council around reconfiguration. She also congratulated Ms. Puryear for receiving the Martin Luther King, Jr. Community Award.
- Ms. Bryson Morsberger expressed appreciation for those who helped organize vaccination clinics with a special thanks to Dr. Baptist for setting up all the appointments.
- Dr. Kraft noted the importance of lobbying legislators for full funding of education and also expressed appreciation for those who organized and volunteered for the vaccination clinic held at the Martin Luther King, Jr. Performing Arts Center.
- Ms. Puryear shared information on the virtual Grace Tinsley Bash which is scheduled for February 19.
- Mr. Bryant expressed appreciation for Dr. Baptist and her hard work on organizing staff vaccinations.
- Ms. Torres thanked the team for having the vaccine clinic at MLK and all the hard work that Dr. Baptist did to get everyone's appointments.

**12.1 Superintendent's Comments:** Dr. Atkins thanked board members for their hard work and congratulated Ms. Puryear on receiving the 2021 Martin Luther King, Jr. Community Award. She also noted that teachers and staff are looking forward to welcoming students back to in person learning on March 8, 2021.

**13.1 Work Session Wrap-Up:** There were four wrap-up items from the Board:

- COVID-19 community update
- discuss the creation of a foundation to support Charlottesville City Schools
- more frequent conversations with City Council
- an update on reconfiguration

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

**15.1 Adjourn:** The meeting adjourned at 8:34pm

A video of the February 4, 2021 meeting can be located at:

[https://drive.google.com/file/d/1qSPqcFCvgxHtjnoOjaW-FCvB7MD\\_Xcm\\_/view?usp=sharing](https://drive.google.com/file/d/1qSPqcFCvgxHtjnoOjaW-FCvB7MD_Xcm_/view?usp=sharing)

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Lisa Torres, School Board Chair

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Julia Green, School Board Clerk