



**SCHOOL BOARD MEETING**  
**CHARLOTTESVILLE CITY SCHOOLS**  
**Charlottesville High School Media Center, 1400 Melbourne Road**  
**Thursday, August 4, 2022 (5:00 PM)**

Closed Meeting of the Charlottesville City School Board was held on August 4, 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. Torres, School Board Chair, called the meeting to order at 4:01 p.m.

**1.1 Closed Meeting:** At 4:02 p.m, Mr. Bryant 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. Mr. Morse seconded the motion, and the motion passed with Mr. Bryant, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr. Morse, and Ms. Torres voting aye. 6 ayes, 0 nays. Ms. Bryson Morsberger was not present for this vote.

**1.2 Closed Meeting Certification:** At 4:57 p.m., Mr. Bryant 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. Bryson Morsberger 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.

The Board recessed from 4:57 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:**

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
Ms. Maria Lewis	Ms. Renee Hoover
Ms. Carolyn Swift	Ms. Julia Green
Ms. Leslie Thacker	

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:**

- Catherine Tilack addressed the Board with comments of support for the Transgender policy and for non-binary student. She also encouraged those present to read the book, “Do The Work” that speaks to white supremacy and Pride + kids.
- Christine Esposito, Gifted Education Specialist at Johnson, addressed the Board with comments of support for a Collective Bargaining agreement.
- Shannon Gillikin, Jackson-Via Teacher, shared comments of concern around COVID mitigation and comments of support for Collective Bargaining.
- Jessica Taylor, Clark Teacher and CEA President, addressed the Board with comments of support for a Collective Bargaining Agreement.
- Jennifer Horne, English and Public Speaking Teacher at Charlottesville High School, addressed the Board with comments of support for Collective Bargaining and appreciation to the Board and Dr. Gurley for responding to her emails and also for the time given to help develop a Collective Bargaining Agreement.
- Nomi Dave, CCS parent, thanked the Board and Dr. Gurley for including information about gun safety awareness in back to school publications.

#### **Action Items**

**7.1-9 Adoption of Consent Agenda:** The following items were included in the consent agenda; Personnel Recommendations, [Minutes - June 2, 2022 School Board Meeting](#), [Minutes - June 11, 2022 School Board Advance Business, Financial, Routine Reports, School Board Protocol and Operations](#), [Updated School Board Committee Assignments](#), [Superintendent Contract Amendment](#), and the [2022-2023 Student Annual Fee Schedule](#). Ms. McKeever made a motion, seconded by Dr. Kraft to approve the proposed 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, and Ms. Torres, voting yes. 7 ayes, 0 nays.

**8.1 Approval - 2022-2023 Policy Update:** Carolyn Swift, Director of Assessment and Accountability, presented the policies for approval. This item was presented as information by Dr. Beth Baptist on June 2, 2022.

Ms. McKeever made a motion, seconded by Dr. Kraft to approve the policies as written. 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.

**8.2 Collective Bargaining Extension:** Dr. Royal Gurley, Division Superintendent, requested Board approval for an extension to continue to develop a Collective Bargaining Agreement with the Charlottesville Education Association (CEA). Ms. Torres added that CEA Representatives are aware that the extension is being requested.

Ms. Dooley made a motion, seconded by Mr. Bryant, to approve the extension to work with CEA to develop a Collective Bargaining Agreement. 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

### 9.1 [Pupil Transportation Update](#): Kim Powell, Chief Operations Officer, presented an update on Pupil Transportation.

- Pupil Bus Transportation Overview – Where We Are Now (by the numbers - June 12, 2022)
  - At “Best” Since the March 2020 School Closures (spring 2022):
    - 16 Pupil Drivers
    - 6 CAT Drivers Assisting
    - 22 Routes per Tier - Elementary/Middle/High (wait list ~180 to 200)
  - 24 has been the absolute minimum required to address the demand for school bus transportation (transporting ~2,200 students pre-COVID with very crowded buses)
  - As of June 1st:
    - 2 Pupil Drivers are retiring
    - 2 Pupil Drivers resigned, giving 2 weeks notice on 6/1
    - 1 CAT Driver who has been helping is retiring
    - 2 CAT Drivers have expressed they will not drive for Pupil next school year
    - 2 Additional Pupil resignations were rumored/pending as of 6/1
    - As of the close of the 21-22 school year, only ~10 drivers remaining/identified for Pupil (10 is the same number of buses/routes in the September 3, 2020 Board update presentation)
- Pupil Bus Transportation Overview – Where We Are Now (by the numbers - August 1, 2022)
  - 6 Pupil Drivers
  - 4 in On-boarding/Training Process
  - 1 may complete before school starts
  - ? Other Transit Drivers ?
- Current Projection for August 24th
  - 6 to 8 Drivers for School Buses
  - Capacity Prioritized for Special Education & Alternative Placements
  - As we continue monitoring our own situation and learning from the CDL (and CDL-S) shortage situation across the state and nation, several things have become apparent:
    - Significantly higher advertising expenditures and giving more money & benefits to drivers is not providing a sustainable solution
    - A combination of significant societal forces have come together to create this situation, and schools can't solve it alone - The work to solve this problem requires a comprehensive community effort
    - We (the City and Schools) need to look at what other cities have done to address this problem, even prior to the pandemic
- Ideas to Move Forward from Other Localities
- Ideas to Move Forward - Walk Zones
  - Albemarle - 0.5 - 0.7 mile elementary/1 - 1.2 miles all other
  - Alexandria City - 1 mile elementary/ 1.5 miles high school
  - Arlington - 1 mile elementary/ 1.5 miles all other grades
  - Fairfax - 1 mile elementary/1.5 miles all other grades
  - Loudon - 1 mile elementary/1.25 miles all other grades
  - Manassas - 1 mile all students
  - Richmond - 1 mile elementary, 1.5 miles all other grades
  - Waynesboro - 1 mile all students
- Previous Charlottesville City:
  - .3 miles for K-4
  - .5 miles for Walker & Buford
  - .7 miles for CHS
- New Walk Zones Impact

- New Walk Zones (Family Responsibility Zones):
  - ~0.75 mile (about 20 minutes) for elementary schools
  - ~1.25 miles (about 30 minutes) for Walker, Buford & CHS
- Walk Zone Considerations:
  - In some cases we have rounded up to get to the end of a cul-de-sac or natural neighborhood boundary.
  - In a few cases with CHS students, we have extended the walk zone as high as 1.6 miles if the path is very walkable.
  - We have stayed within or close to our projected time estimates for the walk
- Crossing Guard Status - Summary as of 8/4/2022

Number of Posts Last Year	9
Current Number of Posts / Corridors	19
Current Assigned	10
Current Open	9
Interviews Scheduled	3
Additional Interested - Individuals	3
Additional Interested in Pairing	6
<i>Numbers Above Do Not Include CCS Staff For Walking Bus/Corridor Coverage</i>	

- Bus Forecast from Pupil Transportation as of July 21, 2022 with New Walk Zones

SCHOOL	TOTAL ENROLLMENT	ENROLLMENT within school boundary	OLD WALK ZONE COUNT	NEW WALK COUNT	ELIGIBLE RIDERS	21-22 BUS REQUESTS
BUFORD	573	547	67	216	331	339
B-MORAN	262	230	22	75	155	120
CHS	1231	1160	35	192	968	602
CLARK	269	251	52	221	30	168
GREENBRIER	237	191	20	46	145	135
J-VIA	266	228	31	74	154	148
JOHNSON	256	206	59	101	105	92
VENABLE	228	199	42	119	80	94
WALKER	610	582	19	94	488	414
			<b>347</b>	<b>1139</b>		

FORECAST NOTES: Enrollments not yet completed  
 “\*” Indicates need for buses with wheelchair lifts which reduce bus capacity  
 Assumes 9 to 11 buses per tier (elementary/ Walker & Buford/ CHS)

- Ideas to Move Forward - Bike Programs
  - Expanded & Enhanced Programming for:
    - Free Bikes
    - Free Helmets
  - Existing Resource:
    - Charlottesville Community Bikes
    - PE Classes - Bike Safety
    - Safe Routes To School Program
      - Walk to School
        - Walking School Buses
        - A walking school bus is a group of children walking to school with one or more adults
      - Bike to School
        - Bike Trains
        - A variation on the walking school bus is the bicycle train, in which adults supervise children riding their bikes to school
  - Infrastructure Improvements
    - Examples:
      - Adding and/or Relocating Crossing Guards
      - Photo Traffic Enforcement
      - Additional Bike Parking/Racks at Schools
      - Improving and Adding Off-Street Trails
      - Crossing Improvements
      - New/Temporary Sidewalks and Walkways
- Ideas to Move Forward - Public Transportation (Catch the CAT)
  - All schools zones are served by existing CAT routes except Greenbrier:
    - CHS is on Route 9 (pink)
    - Buford has close stops on Route 4 and 6 (red & yellow)
  - CAT has continued operating FARE-FREE since the pandemic.
  - Free and/or subsidized passes would need to be funded for students when/if FARE-FREE ends.
  - Opportunity to support expansion and enhancement of the system while developing students at public transit users
- Keys to Move Forward
  - Expanded, more typical walk zones (family responsibility zones)
  - Improved pedestrian and biking infrastructure
  - Improved CAT service
  - Multi-Passenger Non-CDL Vehicles
    - Type A Buses (14 passengers - no longer require CDL as of ~February this year)
      - 2 Type A gas buses purchased for athletics and local use
    - Vans (evaluating 9 passenger option)

Ms. Torres asked for an explanation on why Clark has a larger number of new walkers as compared to other elementary schools. Ms. Powell responded that the cause is that the Clark school zone is smaller than other zones so more students live within the newly recommended walker distance of .75 miles. Ms. Powell also noted that Ms. Anderson, Administrative Technician at Clark, has been actively reaching out to all the families to identify concerns and needs.

Dr. Kraft asked if Staff has any sense of why bus drivers are leaving. Ms. Powell responded that since bus drivers are employed by the City, CCS Staff have not been able access that information. Dr. Kraft also asked if weather gear will be provided for students. Ms. Powell responded that ponchos, flashlights, and umbrellas have been ordered.

Ms. McKeever asked if the city will credit the Division for monies allocated for transportation given the reduced number of bus drivers and associated costs. Ms. Powell responded that Staff will continue to work the

the money that we are paying the city for transportation. Ms. Powell responded that staff will work with the city to identify costs and potential savings to the Division.

Dr. Gurley expressed appreciation to staff for their work on the transportation issues and development of the proposed increased walk zones. He also highlighted the importance of student safety and will pull additional staff members to help address any needs in helping students get to school.

**9.2 2022-2023 Professional Learning Update:** Jessica Ford, Coordinator of Professional Learning, presented the 2022-2023 Professional Development Update for Board information. Information presented included Professional Learning Goals, Framework & Theory of Practice, Division and Site Based PL, PL Highlights, and Next Steps.

Dr. Gurley and board members welcomed Ms. Ford as the new Coordinator of Professional Learning.

**9.3 Student Rights and Responsibilities (Code of Student Conduct):** Dr. Katina Otey, Chief Academic Officer, presented present information on Student Rights and Responsibilities formerly known as Student Code of Conduct.

Information presented included:

- Understanding Behavior
- Enhancements: Name Change
  - Change of name from Code of Student Conduct to CCS Student Rights and Responsibilities (SR & R)
    - Has an asset-based tone rather than a deficit-based mindset
    - Explains expectations for student behavior and adult responses to enhance school safety and to create a fair, equitable and supportive school environment
    - Is more responsive to the changing needs of our students
- Enhancements: SBAR Codes
  - Use of Student Behavior and Adult Response Codes (SBAR) Codes
    - Previously used Discipline, Crime, & Violence (DCV) Codes; moved to SBAR Codes in July 2021 after training (VDOE requirement)
    - Full implementation of SBAR Codes in 2022
  - Behaviors that impede the academic progress (BAP) of the student or other students
  - Behaviors related to school operations (BSO) that interfere with the daily operation of school procedures
  - Behaviors of safety concern (BSC) that create unsafe conditions for students, staff, and / or visitors to the school
  - Behaviors that endanger self or others (BESO) - these behaviors endanger the health, safety, or welfare of either the student or others in the school community
  - Behaviors that are persistently dangerous (PD)
- Enhancements: Leveled Responses
  - Leveled Responses
    - Behaviors assigned a specific level of response (ex: level 1, 2, etc.)
    - Leveled responses from administrators provided
    - Provides consistency with regard to discipline
    - Minimizes disproportionality
  - Sample Leveled Response
    - Scenario: David repeatedly interrupts the teacher while he is talking. David does not raise his hand and is talking loudly during an independent practice.
    - Level 1 response (BAP1)
    - Classroom-based responses, intervention, and management
  - Sample Leveled Response
    - Scenario: Missy has been caught cheating on a test in class.
    - Level 2 response (BSO2)

- Classroom-based responses, Administrative intervention and response, In-school suspension up to 3 days
- Enhancements: Cell Phones
  - Continued concern from staff regarding student cell phone usage during class time
  - Over-use and misuse of technology, such as cell phones can result in problems such as:
    - Negative academic outcomes
    - Chronic distraction during instructional times including phones ringing or receiving alerts
  - Enforcing “Off and Away”
  - Consequences
    - 1st offense: Verbal Warning
    - 2nd offense: Student Conference
    - 3rd offense: Parent/Guardian Contact and Classroom Referral
    - 4th offense: Parent/Guardian Contact and Office Referral
  - Continued offenses:
    - Student success meetings
    - Referral to VTSS, to counselor support or to a tech overuse support group.
- Committee Recognition
- Next Steps
  - Move forward with sharing the SR & R document with students and families
  - Continue with implementation of SBAR with regard to discipline
  - Support schools with consistency of implementation and responses to behaviors

Ms. Dooley requested that the Board receive an update on how offenses are being handled and highlighted the need for teachers and staff to follow guidelines on cell phone use in the classroom and that cell phone guidance is very important for students.

Mr. Bryant commented that the cell phone guidance to teachers seems to include too many steps for teacher to follow and that he would like to see clear guidance to students. He added that identifying specific times for students to have access would be helpful.

Dr. Gurley shared that the proposed cell phone guidance is a good starting point and highlighted the need for consistent responses to inappropriate cell phone use, mostly occurring during instructional time, and then there can be an increase of allowed use during non-instructional times.

Mr. Morse highlighted the importance of including student voices in the development of the Students Rights & Responsibilities document. Dr. Gurley responded that he engaged with a student advisory committee at Buford and Charlottesville High Schools.

**9.4 [Transgender Policy Update](#):** Denise Johnson, Supervisor of Equity and Inclusion, and Beth Cheuk, Community Relations Coordinator, presented an update on Policy JBB: Treatment of Transgender and Non-Binary Students and the associated regulations.

There was discussion as to whether the Board should proceed with action but decided to take action at the September 1, 2022 meeting to allow for additional community input. The Board provided guidance to staff to proceed with the appropriate training.

**9.5 [Admission of Non-Resident Students \(JECC\) Policy Update](#):** Kim Powell, Chief Operations Officer, presented an update on the Policy JECC: Admission of Non-Resident Students. Updates were related to title changes and to include language around credit card payment options. Staff is working to implement the ability to pay non-resident tuition with a credit card.

**9.6 [Security Cameras and Video Recordings \(JOF\) Policy Update](#):** Kim Powell, Chief Operations Officer, presented the proposed Security Cameras and Video Recordings (JOF) policy for Board consideration.

Information presented included:

- Use of Information Collected
- Camera Location, Operation and Control
- Protection of Information and Disclosure
  - Authorization and Disclosure
  - Security and Retention of Recordings
  - Notifications
  - Controlled Viewing

**9.7 COVID Update:** Dr. Beth Baptist presented a document of Questions and Answers related to COVID Response for Opening of School. A copy of the Q&A document can be found on the Electronic School Board platform at <https://charlottesvillepublic.ic-board.com/attachments/94d828b8-020f-4ee3-bd1a-ad55b6a65de7.pdf> .

There was discussion related to COVID mitigation and the amount of COVID leave provided to employees. Dr. Gurley noted that the Division will continue to work with staff to address individual needs.

Ms. McKeever noted that she thinks seven days is sufficient but recommended that Dr. Gurley gather input from teachers on what might be best and would like to see a COVID committee to provide recommendations to the Board.

Dr. Gurley responded that this go round will be harder as there is little guidance as opposed to prior years. He shared appreciation for COVID leave and noted that CCS is one of the only school divisions providing such leave for staff.

Ms. Torres noted that decisions being made don't only affect teachers, they also affect students and families.

## **Board Response to Written Reports**

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

**11.1 Comments from Members of the Community:** There were none.

### **12.1 Board Member Comments:**

- Dr. Kraft thanked everyone for getting to the start of the school year. Excited about Dr. Gurley starting the year off at CCS. She shared that she would like to move to get to an agreement with CEA and collective bargaining.
- Mr. Morse shared a passion of getting started to the new school year. Set a spark.
- Mr. Bryant wished all the teachers a great start of the school year.
- Ms. Torres shared her concerns about COVID and the mitigation.

**13.1 Superintendent's Comments:** Dr. Gurley provided an update on the following activities (excerpts):

- Open Houses & Back to School Events
- Free COVID Testing for Cville Schools Staff and Students

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

- Provide an update on how the new Students Rights & Responsibilities (previously Code of Conduct) enhancements are working and include data.
- Make sure all schools have gender-neutral bathrooms and find out where schools are in regards to compliance in locker rooms.
- Revisit creating Covid Committee

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



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

A video of the August 4, 2022 meeting can be located at:

<https://drive.google.com/file/d/1dp9jofh1BvrWcCczyITMz94eoRxi40Lh/view?usp=sharing>

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Lisa Torres, School Board Chair

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Julia Green, School Board Clerk