



**MINUTES**  
**CHARLOTTESVILLE CITY SCHOOL BOARD MEETING**  
**Booker T. Reaves Media Center, Charlottesville High School**  
**Thursday, November 2, 2023 (5:00 PM)**

Closed Meeting of the Charlottesville City School Board was held on November 2, 2023 at 4:00 p.m., in the Division Annex/SPED Conference Room.

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

**ABSENT:** Ms. Bryson Morsberger and Ms. McKeever

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

**OTHERS PRESENT:** Employee PM-11022023-1

**1.1 Call to Order:** Mr. Bryant, Board Chair, called the closed session meeting to order at 4:00 p.m.

**1.2 Closed Meeting:** At 4:00 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. Dr. Kraft seconded the motion, the motion passed with Mr. Bryant, Ms. Dooley, Dr. Kraft, Mr. Morse, and Ms. Torres voting aye. 5 ayes, 0 nays. Ms. Bryson Morsberger and Ms. McKeever were not present for this vote.

**1.3 Closed Meeting Certification:** At 4:55 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. Dr. Kraft seconded the motion, the motion passed with Mr. Bryant, Ms. Dooley, Dr. Kraft, Mr. Morse, and Ms. Torres voting aye. 5 ayes, 0 nays. Ms. McKeever and Ms. Bryson Morsberger were not present for this vote.

There was no action.

The board recessed from 4:55 p.m. until 5:00 p.m.

**2.1 Moment of Silence:** Mr. Bryant 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. Lisa Torres	Mr. Dom Morse
		Jayla Turner, Student Representative

The following Board Members were absent: Ms. Jennifer McKeever

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

The following Staff Members were absent: Ms. Carolyn Swift Ms. Beth Cheuk  
Ms. Renee Hoover

**5.1 Approval of Proposed Agenda:** Mr. Morse made a motion, seconded by Dr. Kraft, to approve the proposed agenda. Upon a roll-call vote, the motion carried with Mr. Bryant, Ms. Dooley, Dr. Kraft, Mr. Morse, and Ms. Torres, voting yes. 5 ayes, 0 nays. Ms. Bryson Morsberger was not present for this vote.

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

- Derek Hartline, Jackson-Via teacher, shared concerns around the school naming policy being presented. Mr. Hartline advocated for maintaining the current name and implementing a better process.
- Shannon Gillikin, CEA President, addressed the Board with comments of appreciation for certifying the CEA Exclusive Representative election.
- Jack Gillikin, Walker student, addressed the Board with comments of concern that Walker students do not get enough time for lunch.

**7.1-4 Adoption of Consent Agenda:** The following items were included in the consent agenda; [Personnel Recommendations](#), [October 5, 2023 School Board Meeting Minutes](#), and [Business, Financial, Routine Reports](#). Dr. Kraft made a motion, seconded by Mr. Morse, to approve the adoption of the proposed consent agenda. Upon a roll-call vote, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Mr. Morse, and Ms. Torres, voting yes. 6 ayes, 0 nays.

### **Action Items**

**8.1 Certification of CEA Exclusive Representative - Licensed Personnel Bargaining Unit:** Dr. Royal A. Gurley, Jr., Division Superintendent, addressed the Board and shared that an election was conducted on Thursday, October 16, 2023 for licensed personnel. The results were certified by CCS counsel, VEA, and BallotPoint Election Services. Of 527 eligible voters, 354 voted, with 350 votes for representation by CEA, and 4 votes for "no representation". Accordingly, CEA has been elected as the exclusive bargaining representative of the Licensed Personnel Bargaining Unit with 98.87% of the votes cast.

Dr. Kraft made a motion, seconded by Ms. Dooley, to certify the October 16, 2023 election results, thereby recognizing the Charlottesville Education Association as the exclusive representative for the Licensed Personnel Bargaining Unit. Upon a roll-call vote, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Mr. Morse, and Ms. Torres, voting yes. 6 ayes, 0 nays.

### **Items for Discussion**

**9.1 ALL In Plan (Attendance, Literacy, Learning):** Dr. Katina Otey, Chief Academic Officer, provided the Board with an update on the CCS ALL In plan (Better Together Boost - BTB). Information presented included:

### **CCS ALL IN Plan - Attendance, Literacy, Learning**

- What is ALL In?
  - Attendance, Literacy, Learning
  - A way to combat learning loss from the pandemic
  - Funds provided to VA school divisions to provide tutoring (70%), support literacy (20%), and combat chronic absenteeism (10%)
  - CCS will receive \$946,637
- Attendance, Literacy, Learning
  - Attendance
    - Student-led campaign (Planning committee: Dr. Denise Johnson, Carolyn Swift, Rachel Rasnake, Bianca Johnson)
      - Community led
      - Attendance video contest
      - Student-designed logo
    - Creating a task force
    - Preparing an implementation plan
    - Proposing two attendance positions
  - Literacy
    - Virginia Literacy Act (VLA) passed in the 2022 General Assembly
    - Goal to improve early literacy outcomes for students
    - VDOE support - tools, resources, technical assistance and funding.
    - Reading Specialists to take a VDOE Canvas course
  - Learning (Guiding Principles)
    - High Intensity, high dosage tutoring
    - Low teacher/student ratio (ex: 1:10)
    - Grade level materials
    - Digital Platforms from VDOE
    - Trained and supported tutors
    - Relationships
    - Progress monitoring
- BTB - Better Together Boost
  - Who are the students?
    - Students in 3rd-8th grade
    - At risk (scored in the low proficient range on their grade 3-7 reading and/or mathematic assessment)
    - Not proficient (did not pass the reading and / or math SOL)
    - Including SWD and ELLs
  - When will tutoring occur?
    - During school
    - Out of school (ex: after school)
    - Blend of during and out of school
    - Saturdays
  - Who will work with our students?
    - Currently licensed teachers
    - Retired and exited teachers
    - UVA students
    - Boys and Girls Club
    - YMCA
  - Where are we in this work?
    - Principals submitting proposals / recruiting tutors
    - Discussions with the Boys and Girls Club and YMCA
    - Developing content for tutors
    - Reviewing budgetary allocations / needs
  - Next Steps

- Review all principal submissions
- Submit spending plan to state
- Hire tutors
- Prepare digital platforms for student use

Ms. Turner asked if student tutors might be an option within the program. Dr. Otey responded that staff would need to look into this further since the intention is for after-school tutoring and the fact that CHS dismisses at 4:00 p.m. and all of the other schools dismiss earlier.

Ms. Dooley shared that she heard that this was a one time award from the Commonwealth.

Dr. Kraft asked how the All In Tutoring Plan will be assessed. Dr. Otey responded that growth will be determined by the Standards of Learning (SOL) and no other assessments are included in the guide provided and added that there is reference to a year-end report.

Ms. Torres expressed concern about the ALL In Program and how any new staffing may be affected once the program is discontinued. Dr. Otey shared that the plan submitted was for a two year period but if fully staffed the majority of the funding would be exhausted in a year.

Dr. Gurley also noted that the fund allocated allocation could be diminished fairly quickly given the staff driven nature of the program.

Ms. Bryson Morsberger asked why the Division is not looking to engage with outside tutoring companies instead of burning out teachers. Dr. Otey responded that the Division would not typically use a vendor for tutoring and would prefer to get more UVA students.

Mr. Bryant asked what the role of the two attendance positions will be. Dr. Otey responded that those positions will help with home visits and attendance for after-school participation.

**9.2 [ESL Update](#):** Dr. Jeannie Pfautz, ESL Instructional Specialist, provided an update on ESL Program and Multilingual Learners. Information presented included:

### **ESL Program and Multilingual Learners Overview**

- Multilingual Learners in CCS
  - 39 different languages are spoken in CCS schools with the five most common other than English: Spanish, Pashto, Dari, Arabic, Swahili Students come from 40 different countries with the five most common: Afghanistan, United States, Honduras, Syria, El Salvador
- [Enrollment changes from 2020 to 2023](#)
- Adjustments and Enhancements
  - Train-the-Trainers SIOP (Structured Instruction Observation Protocol) training for Instructional Coaches
  - District-Level Welcome Center to support new families with registration, school enrollment, and engagement
- Next Steps
  - SIOP training for all CCS teachers
  - Increased ESL Staffing budget request
  - Ongoing support for the CCS
  - Welcome Center
  - Language development support at CATEC

Ms. Torres asked if there are any needs for the welcome center. Ms. Pfaultz responded that there are no current needs but asked them to keep in mind that as Annex staff transition to Walker there will be need for space.

Ms. Pfaultz stated that it would be great to partner with the Family Engagement Team on the project.

**9.3 Literacy Update:** Stacy Reedal, Division Literacy Coordinator, presented an update on Literacy. Information presented included:

- Overview
  - PALS Data
    - K-2 Literacy Data from VLP (formerly known as PALS)
    - K-2 VLP Fall 2023 Data
  - MAP Data
    - Fall 2022-Fall 2023 MAP Growth Grades 3-8
  - Action Steps
    - VLA for K-2
    - PL for Walker and Buford
- LETRS
  - 86% K-2 teachers trained or enrolled in LETRS 1
  - 136 Total Number of CCS Staff trained or enrolled in LETRS 1
  - 31 Total Number of CCS staff trained or enrolled in LETRS 2
- Next Steps
- Building Reading Specialist Capacity
  - VDOE Reading Institute
  - VLP VALUE series
- Building Teacher and Leader Capacity
  - VLP VALUE series
  - Partnership opportunities at Walker and Buford
  - Continue LETRS
  - Explore similar options for upper grades
  - Integrating reading and writing instruction
- Supporting Families
  - Building resource bank for family engagement
  - Refining VA Literacy Act (VLA) aligned communications

Ms. Turner asked if the kindergarten data is due to those students not having access to preschool. Ms. Reedal responded that this is what the data has shown.

Dr. Kraft asked that preschool data be included in future presentations.

Ms. Torres spoke in favor of keeping Houghton Mifflin Harcourt literacy materials.

Mr. Bryant asked for future reports to include real numbers with cohort data instead of just percentages.

**9.4 Transportation Update:** Kim Powell, Chief Operations Officer, presented a Transportation Update for Board information. Information presented included:

#### **Cville Schools & City Bus Transportation Update**

- Where We Are Now By The Numbers as of 10/24/2023
  - 214 students on waitlist (all are low need level, based on family-reported need)
    - Waitlist numbers continuously fluctuate

- CCS has encouraged families to update priority as needed
    - Down from over 795 in August
  - 12 pupil drivers, 3 relief drivers & 3 leads
    - 1 full-time driver added since the start of school
- Looking Ahead
  - More Numbers as of 10/24/2023
    - 3 full-time drivers in training, scheduled for DMV testing in November
    - 2 full-time drivers cleared to begin training in mid-November
    - 1 full-time candidate in the hiring process
    - 1 relief driver in training, scheduled for DMV testing in November
    - 4 relief driver candidates in the hiring process
- Big Picture
  - We're in Year 2 of a new approach to school transportation
  - We remain solutions-oriented!
  - We are not alone, and other communities are learning from us
  - Want to help?
  - Recruitment
    - Substitute crossing guard & walking bus staff
      - Paid & volunteer opportunities
      - Project managers for City of Cville Public Works
      - Regular or relief bus driver (including role of driving smaller Type A 14-passenger bus for school events)

Ms. Powell shared that transportation matters are moving in a positive direction and that staff anticipates a full rerouting after Winter Break for more efficient routes, and elimination of waitlists.

Ms. Dooley asked if there is any correlation between chronic absences and a lack of transportation. Ms. Dooley stated that she would like to see a more proactive approach with principals identifying which students are consistently absent and then being proactive by reaching out to families to see if students can be picked up.

Dr. Gurley shared that he attended a student success meeting and that schools are innovating with ParentSquare that will directly time to attendance work.

**9.5 [FY 24 Budget Update](#):** The General Assembly convened a Special Session on 9/14/2023 to adopt budget amends to the fiscal year 2024 budget. Presentation highlights the impact of the budget amends for the school division.

FY 2024 Budget Update Recap of General Assembly Special Session - 9/14/2023 for Education

- Highlights from Special Session
  - Adopted a budget that amends fiscal year 2024 on September 14, 2023.
  - Included an additional 2% compensation supplement effective January 1, 2024.
  - Prioritized student learning loss, literacy, and attendance recovery.
- VDOE Calculation Template
  - Released calc tool with detailed information on October 13, 2023.
  - Included additional funding:
    - Compensation Supplement - \$217,277
    - ALL In - \$946,637
- 2% Raise
  - Cost for a full year of teachers and staff salaries and benefits is \$1,275,605.
  - Implementing the cost effective for January 1st is \$637,803.
  - FY24 Cost will be paid from State Compensation Supplement increase of \$217,277 and ESSER III funding of \$420,526.

- Full year cost will be loaded into FY 2025 budget development before any percentage raise for FY 2025 budget.
- ALL In Funding
  - Receive funding over fiscal year 2024
  - Areas funded
    - Tutoring - 70%
    - Attendance - 10%
    - Literacy - 20%
  - Agenda Item 9.1 provides ALL In plan information
- Action Item: Dec 7th School Board Meeting
  - Amend FY 24 Budget for additional revenue and expenditure of:
    - Compensation Supplement - \$217,277
    - ALL In - \$946,637
  - Authorize 2% raise for teachers and staff effective January 1, 2024 - \$637,803

**9.6 Revised Policy FFA (Naming of Facilities and Grounds):** Dr. Katina Otey, Chief Academic Officer, and Dr. Denise Johnson, Supervisor of Equity and Family Engagement, presented revised policy FFA regarding Naming of Facilities and Grounds. The policy will be presented for approval in December.

Dr. Otey shared that new regulations and standard operating procedures for naming facilities will also be developed in conjunction with a revised policy. The Board discussed whether there should be a distinction made between naming buildings for individuals and naming parts of buildings/grounds (such as rooms and athletic facilities) for individuals. Board Chair James Bryant stressed the need to get community feedback, particularly from the families of current namesakes of buildings (particularly Lugo, McGinness, Jackson, and Via), noting that many of these were prominent African American educators in Charlottesville.

Dr. Kraft asked if the School Naming Committee would be reconvened. Dr. Gurley responded that once the policy is approved staff will begin work on processes and procedures.

## **Board Response to Written Reports**

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

**10.2 Pupil Teacher Ratio- 2023:** Maria Lewis, Director of Human Resources, prepared the 2023 Pupil Teacher Ratio written report for Board information.

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

- Chuck Moran, great-nephew of Burnley-Moran namesake Sarepta Moran, spoke in support of improving the school naming process and expressed concerns around her portrayal.
- Zyahna Bryant, CHS alum, shared appreciation for the CCS All-in Plan (Better Together Boost), and thanked the division for bridge-building work in the community, specifically around the walking school bus in 10th & Page neighborhood.
- Christa Bennett, CCS parent, shared appreciation for the advocacy of Jack Gillikin and his peers for advocating for Walker students, and expressed hope that Walker lunch/recess times come into line with Wellness Policy.

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

- Ms. Turner shared feedback that fights are down at CHS and requested that feminine hygiene products be fully stocked in the high school bathrooms. Ms. Turner also urged the Division to implement other additional payment options for students.
- Ms. Dooley shared appreciation for staff, families, and students in the Division and shared an update on recent visits to Buford Middle School and Lugo-McGinness Academy.
- Mr. Morse recognized Curtis Elder, Garwin DeBerry, and Alicia Lugo who have school facilities named for them and recognized the impact they made in the community.
- Ms. Bryson Morsberger shared comments around the school naming process.
- Dr. Kraft encouraged education and dialogue around the Israel/Hamas war to support students and staff.
- Ms. Torres thanked Walker Student Jack Gillikin for his advocacy to address the length of lunch at Walker.
- Mr. Bryant thanked Staff for all their hard work and presentations.

**13.1 Superintendent's Comments:** Dr. Gurley shared appreciation for Ms. Turner for accentuating the story of the improvements at Charlottesville High School. He also acknowledged the level of work and responsibility of doing what is best for students.

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

- Expand the ESL data to include end-of-year data?
- What is the impact of CCS pre-school?
- Provide preschool data tracking the preschool cohorts, specific to the preschool screener.
- What are the actual numbers of students by groups that are represented in the PAL summary data noting students who are performing below the PALS benchmark data?

**15.1 Upcoming Meetings:** Mr. Bryant read the list of upcoming meetings.

**16.1 Adjourn:** The meeting adjourned at 8:01 p.m.

A video of the November 2, 2023 meeting can be located at:

<https://drive.google.com/file/d/1NWK-zMu2H1uFUN9dXVTLNsmvnGm1Kcw2/view?usp=sharing>

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Lisa Torres, School Board Chair

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Julia Green, School Board Clerk