



Better Together

Learning more about the opportunity for collective bargaining
at Charlottesville City Schools.

Collective Bargaining Defined

- ▶ In a school division, collective bargaining would authorize a union or an employee association to be the exclusive bargaining agent for a specific bargaining unit of employees.
- ▶ Both parties would negotiate in good faith the **terms and conditions of employment**, with the intention of entering into an enforceable contract, for a certain period of time.



Collective Bargaining in Virginia Then vs. Now

- ▶ Previously school boards did not have the authority to recognize any labor union or enter into a collective bargaining agreement.
- ▶ As of May 1, 2021, legislation passed by the General Assembly in 2020 was made effective, allowing school boards to recognize collective bargaining with employees.



Areas for Negotiation in Collective Bargaining

- ▶ The locality determines what is negotiated for collective bargaining purposes.
- ▶ Traditionally, terms and conditions of employment negotiated in collective bargaining include one or more of the following:
 - ▶ Wages
 - ▶ Benefits
 - ▶ Working Conditions



Where are we now?

- ▶ No collective bargaining agreement currently exists.
- ▶ We have always been willing to address employee concerns in a respectful manner.
- ▶ Our decision making is influenced by what best supports students and staff.
- ▶ On several occasions we have collaborated with the Charlottesville Education Association (CEA) and the Virginia Education Association (VEA), as well as other employee advocates to solve problems and create reasonable solutions for staff.



Better Together: Communication

- ▶ Members of CEA have expressed interest in providing information to school employees about collective bargaining.
- ▶ Presentations will be made at each school during the next staff meeting.



Better Together: Creating & Sustaining a Culture of Care

- ▶ We often are thanked by CEA for what we are doing well in addressing our staff members concerns and we realize this is an ongoing effort. This effort is successful as a result of our commitment to creating & sustaining a Culture of Care for our teachers and staff.
- ▶ We have successfully managed to support the needs of our staff and students and will continue to do so, whether or not collective bargaining is a part of the path forward.



Better Together: Creating & Sustaining a Culture of Care

- ▶ We also welcome further discussions about collective bargaining so employees may learn and become more informed about its process.
- ▶ It is the Superintendent's hope that our employees see that our leadership consistently supports the sharing of ideas and implements changes which ultimately enhance their work experience.
- ▶ While collective bargaining is largely used to negotiate wages and benefits, school boards do not have the ability to dictate how much is received from federal, state and local government.



Better Together: Creating & Sustaining a Culture of Care

- ▶ I would like to highlight some of the many accomplishments we have made so far—with your help—in creating and sustaining a culture of care for employees at Charlottesville City Schools.



Better Together: Creating & Sustaining a Culture of Care

- ▶ Promote a safe and inclusive work environment. Fully staffing our nursing staff to address COVID-19 contact tracing protocols.
- ▶ Made changes that enhance student learning.
- ▶ Solicit feedback through the Teacher/Administration Communication Committee (TACC), Community Conversations, and other informal opportunities.



Better Together: Creating & Sustaining a Culture of Care

- ▶ Given teachers and staff several unencumbered days off to support mental health & wellness.
- ▶ Provided COVID Leave for Teachers directly impacted by cases occurring at school, saving sick leave.



Better Together: Creating & Sustaining a Culture of Care

- Provided an increase in the daily/hourly rate for substitutes to encourage more substitutes.

Created a school-based salaried substitute positions for each school.



Better Together: Creating & Sustaining Culture of Care

- ▶ Enhanced substitute/extra duty pay for teachers and paraprofessionals--Including pay for covering classes.
- ▶ Raised the base of teacher starting salaries + provided an increase each year, with the exception of one year.



Better Together: Creating & Sustaining a Culture of Care

- ▶ Supported professional learning activities for all staff.
- ▶ We offer tuition assistance to all employees to increase skills.



Better Together: Action Steps—Listen & Learn Sessions

- ▶ The school division will provide opportunities for employees to learn more about collective bargaining and what it may have to offer.
- ▶ We will continue to use TACC as a method to gather teacher input.



Better Together: Action Steps Board Passes a Resolution

- ▶ The school board must determine what stance it will take concerning collective bargaining.
- ▶ The Path Forward should allow you the opportunity to decide what will be the best decision for CCS based on our culture, values and needs of our stakeholders.



Better Together: Action Steps Board Passes a Resolution

- ▶ A resolution should:
 - ▶ Allow for the recognition of unions or employee associations as the exclusive bargaining representatives for certain segments of our workforces; and
 - ▶ Allow for collective bargaining with such exclusive representatives.

OR

- ▶ Would specify that we will not authorize collective bargaining in the school division.



Better Together

- ▶ As we move forward, we hope you will consider what has been done to create and sustain a culture of care with our staff, in conjunction with what collective bargaining may look like for this school division.
- ▶ There is a possibility that we may find that collective bargaining is not the best path forward. We trust that you as the school board will listen to our staff and make a decision that is in our best interests.





Thank You!