



SCHOOL BOARD MEETING
CHARLOTTESVILLE CITY SCHOOLS
Charlottesville High School Media Center, 1400 Melbourne Road
Thursday, April 14, 2022 (5:00 PM)

A Closed Meeting of the Charlottesville City School Board was held on April 14, 2022 at 4:00 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; and Ms. Kim Powell, Chief Operations Officer.

1.1 Closed Meeting: At 4:00 p.m, Ms. Dooley 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. Ms. McKeever 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 arrived after this vote.

1.2 Closed Meeting Certification: At 4:52 p.m., Ms. Dooley 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. McKeever 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.

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.

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	

The following Board Members were absent: Ms. Julia Green

5.1 Approval of Proposed Agenda: Dr. Kraft made a motion, seconded by Mr. Morse, 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:

- Jessica Taylor, CEA President, addressed the Board with comments of support for a Collective Bargaining Resolution noting that 85% of teachers, 57% of support staff, and 1/3 of building level administrators have signed membership cards.
- David Koenig, Lugo-McGinness Academy Teacher, addressed the Board with comments of support for a Collective Bargaining Resolution.
- Shannon Gillikin, Jackson-Via Teacher, addressed the Board with comments of support for a Collective Bargaining Resolution.
- Gabby Wycoff, Special Education Teacher at Clark Elementary School, addressed the Board with comments of support for a Collective Bargaining Resolution.
- Rae Regan, Reading Specialist at Walker, addressed the Board with comments of support for a Collective Bargaining Resolution.
- Jenn Horne, CHS Teacher, addressed the Board with comments of support for a Collective Bargaining Resolution.
- Paul Regan addressed the Board with comments of support for a Collective Bargaining Resolution.

7.1-6 Adoption of Consent Agenda: The following items were included in the consent agenda; [Personnel Recommendations](#), [Minutes - January 6, 2022 School Board Meeting](#), [Minutes - January 15, 2022 School Board Budget Work Session](#), [Minutes - March 3, 2022 School Board Meeting](#), [Business, Financial, Routine Reports](#). Ms. McKeever 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.

Dr. Gurley recognized Ms. Stephanie Coleman, a teacher at Johnson Elementary School, for her promotion to Assistant Principal at Jackson-Via Elementary School.

Items for Discussion

8.1 2022-2023 Special Education Annual Plan - Title VI-B: Dr. Beth Baptist, Interim Director of Student Services and Achievement and Human Resources, introduced Katrina Lee, Supervisor of Special Education, who presented the proposed budget for the Federal Flow Through Funding for Special Education for 2022-2023 for both school-aged and preschool for Board information. The Board will take action on this item at the May 5, 2022 meeting.

8.2 2022-2023 Career and Technical Education Local Plan: Dr. Katina Otey, Chief Academic Officer, introduced Dr. Nigel Standish, Director of STEM/Science, who presented the 2022-2023 Career and Technical Education Local Plan for Board information and action. Ms. McKeever made a motion, seconded by Dr. Kraft, to approve the 2022-2023 Career and Technical Education Local 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.

8.3 Virtual Learning Update: Dr. Katina Otey, Chief Academic Officer, presented an update on Virtual Learning for 2022-2023. Information presented included:

- Development of CCS Virtual
 - Impact of the pandemic
 - Feedback from families who held health and safety concerns
 - Vaccine availability
 - Preferred learning experience
 - At the peak, 72 students in CCS Virtual grades 3-8
 - Monitored student attendance, grades, engagement, completion of assignments
 - Some students thrived in virtual learning, and some did not
 - Currently 67 students in CCS Virtual grades 3-8
- Challenges with sustaining CCS Virtual
 - Staffing and other funding for CCS Virtual derived from supplemental “one-time” ARPA funds that were allocated to schools to support pandemic relief
 - Identifying, placing, and supporting staff with appropriate certifications who were willing to serve as CCS Virtual instructors (ex: various levels supporting Buford)
 - Extremely limited substitute teacher pool for virtual
 - Managing the synchronous and asynchronous opportunities in CCS Virtual
 - Increased complexity in the delivery of tiered supports, both academic and behavioral, by existing CCS specialists. This may be due to master scheduling differences between schools and/or access to in-classroom supports.
 - Limited access to CCS electives in the virtual environment
 - Engaging with students in collaborative projects and hands-on classroom activities were limited
- Virtual Learning for 22-23
 - Discontinue CCS Virtual to allow for a phase back to in-person learning, beginning with students who have not demonstrated success in the virtual learning environment (ex: attendance, grades, engagement, completion of assignments)
 - Utilize Virtual Virginia (VVA) for students who elected to remain virtual for SY 22-23 and thrived in the virtual environment during SY 21-22, and phase these students back to in-person learning in SY 23-24
 - Options to Support Families in SY 22-23
 - Students who are not able to return to in-person instruction in SY 22-23 due to medical conditions will be approved for VVA if they were successful in virtual instruction during SY 21-22, or they can engage in the Homebound eligibility process (approval by a health care provider is required)
 - Students who are unable to return to in-person instruction in SY 22-23 due to the medical condition of a family member who resides in the household will be approved for VVA if they were successful in virtual instruction during SY 21-22, or they can complete paperwork for Home Instruction
 - Actions to Support Families in SY 22-23
 - Provide students and families with opportunities to address their questions/concerns to support transition back to home schools.
 - Engage in academic planning and course selection to support students’ transition back to home schools for the upcoming school year.
 - CCS will provide student services (ex: speech) and progress monitor.

Comments/Questions from the Board:

- Ms. Dooley and Dr. Kraft commended Dr. Otey and staff for their efforts around Virtual Learning.
- Mr. Morse and Mr. Bryant asked some clarifying questions around cost and enrollment.
- Ms. Bryson Morsberger asked if there might be some flexibility around the potential need for a hybrid option for some students.
- Ms. Torres noted that Ms. Bryson Morsberger had a point about the need for an online learning option.

8.4 Health Insurance Update: Renee Hoover, Director of Finance, introduced Dee Byers, from Pierce Group, who presented an update on Health Insurance. Ms. Byers shared information on the services that Pierce Group provides as well as an overview of the plan options being provided including a new High Deductible Health (HDHP) Plan option. Laura Floyd, Coordinator of Human Resources, answered some questions for clarification.

BENEFITS PLAN	
Current	New (7/1/2022)
<u>Choice Plan</u> <ul style="list-style-type: none"> \$1,000 Deductible \$3,500 Out of Pocket Max PCP/Specialist \$30/\$30 	<u>Choice Plan</u> <ul style="list-style-type: none"> \$1,000 Deductible \$3,500 Out of Pocket Max PCP/Specialist \$30/\$30
<u>Standard Plan</u> <ul style="list-style-type: none"> \$0 Deductible \$3,000 Out of Pocket Max PCP/Specialist \$20/\$40 	<u>Standard Plan</u> <ul style="list-style-type: none"> \$0 Deductible \$3,000 Out of Pocket Max PCP/Specialist \$20/\$40
<u>High Plan</u> <ul style="list-style-type: none"> \$0 Deductible \$2,500 Out of Pocket Max PCP/Specialist \$15/\$25 *sunset 	<u>High Deductible Health Plan (HDHP)</u> <ul style="list-style-type: none"> \$3,000 Deductible \$5,500 Out of Pocket Max PCP/Specialist- Deductible then 20% Coinsurance <ul style="list-style-type: none"> Employer Contribution- \$1,500 to the employee's Health Savings Account (HSA)

Impact on the Employee			
	Choice Premium	Standard Premium	High Deductible Health Plan (HDHP)
Current Employee Only Monthly Rate	\$34.22	\$80.20	N/A
New Employee Only Monthly Rate	\$38.77	\$90.86	\$0.00
Difference	\$4.55+	\$10.66+	\$0.00
Employer Total Contribution to the HSA	N/A	N/A	\$1,500
<ul style="list-style-type: none"> Employees can save by transitioning to the HDHP. Reminder HDHP does have a deductible for office visits and copays for pharmacy 			

There was discussion related to the importance of educating employees on the plan options especially when it comes to the High Deductible Health Plan option.

8.5 COVID Update: Dr. Beth Baptist, Interim Director of Student Services and Achievement and Human Resources, presented an updated Policy EK (Mask/Face Coverings for Students, Staff and Visitors) for Board action and an update on COVID infections. Policy revisions include that “Students and employees will have the option to wear a mask or not in all CCS buildings, in other CCS facilities, on school property/campus but will be required to wear a mask in a CCS vehicle or bus.”

- Ms. McKeever noted concern that a policy change was even recommended and noted that she will not vote to support the change. She also noted that staff have email addresses for board members and that they know how to share their feelings of support/opposition.
- Ms. Bryson Morsberger and Mr. Bryant also expressed concerns around removing the mask mandate and indicated that she will not vote in favor of the change. Mr. Bryant expressed interest in hearing from staff on what their wishes are.
- Mr. Morse, Dr. Kraft, and Ms. Dooley expressed support for providing staff with the option of whether they would like to continue to mask.
- Ms. Torres cited many reasons why she is not in support of removing masking requirements for staff and also indicated that she would not vote in favor of it. She commented that she would like to see masking required until the end of the school year.

Ms. Dooley made a motion, seconded by Mr. Morse, to approve the revisions to Policy EK (Mask/Face Coverings for Students, Staff and Visitors). Upon a roll-call vote being taken, the motion failed with Ms. Dooley, Dr. Kraft, and Mr. Morse voting aye and Mr. Bryant, Ms. Bryson Morsberger, Ms. McKeever and Ms. Torres voting nay. 3 ayes, 4 nays.

Board Response to Written Reports

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

10.1 Comments from Members of the Community: Nic McCarthy-Rivera, a new hire for the Lugo-McGinness Academy, addressed the Board with comments of support for a continued mask mandate for staff.

11.1 Board Member Comments:

- Ms. Dooley states that although she isn’t a scientist or physician she based her decision on masking from guidance of experts.
- Dr. Kraft recognized Jakia Maupin and Kaymin Hester, two CHS students, for their recent accomplishments. Ms. Maupin is the Martin Luther King Jr. Essay Contest winner for this school year and Ms. Hester received an Emily Couric Scholarship for \$50,000.
- Mr. Bryant also recognized Ms. Maupin and Ms. Hester for their accomplishments.
- Ms. Bryson Morsberger noted that the issue around masking supports the need for a Collective Bargaining agreement.
- Ms. McKeever encouraged the Board to present the Collective Bargaining Resolution within the next 6-8 weeks.
- Ms. Torres shared information on upcoming events such as the Special Education Advisory Committee meeting and a Transition Conference called “Life After High” sponsored by the Public Education Foundation. She also expressed appreciation that City Council approved the budget for both the City and School Division as well as funding the Reconfiguration project. She shared reflections of the past year’s process for Reconfiguration highlighting and expressing appreciation for community support efforts. Ms. Torres also thanked those who spoke in favor of Collective Bargaining and acknowledged the work done so far.

12.1 Superintendent's Comments: Dr. Gurley recognized Jeannie Pfautz, Coordinator of Gifted and ESL, for presenting at the Virginia State literacy conference and shared the following highlights:

- Summer Opportunities Online Hub: We invite families to our division's new online hub for summer opportunities on our website. It includes opportunities that are run by our division, the City of Charlottesville, or program partners in our schools. These offerings are either free, financially accessible, or offer scholarships.
- Graduation News: Graduation is now set at the same time (Thursday, June 9, 7pm) but at a new place: Ting Pavilion on the Downtown Mall. We're excited about the location, and we hope it's a great experience for our seniors, staff, and families.

13.1 Work Session Wrap-Up: There were **two** requests from the Board:

- More info about masking
- Create a task force regarding Collective Bargaining

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

15.1 Adjourn: The meeting adjourned at 7:20 p.m.

A video of the April 14, 2022 meeting can be located at:

<https://drive.google.com/file/d/1WjENHmgwdOGvRFIEs6Z5PcJidqSIQwtw/view?usp=sharing>

Lisa Torres, School Board Chair

Leslie Thacker, Deputy School Board
Clerk