



**SCHOOL BOARD MEETING
CHARLOTTESVILLE CITY SCHOOLS
Martin Luther King, Jr. Performing Arts Center, 1400 Melbourne Road
Thursday, October 7, 2021 (5:00 PM)**

1.1 Call to Order: School Board Chair Lisa Torres called the meeting to order at 5:00 p.m. 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 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
Dr. Sherry Kraft
Ms. Lisa Torres
Laila Sheikh Abdulsalam,
Student Representative

Ms. Lashundra Bryson Mosberger
Ms. Puryear
Mr. Juandiego Wade

The following Board Members were absent:

Ms. Jennifer McKeever

The following Staff Members were present:

Dr. Royal Gurley
Mr. Pat Cuomo
Dr. Beth Baptist
Ms. Leslie Thacker

Ms. Kim Powell
Dr. Katina Otey
Ms. Renee Hoover
Ms. Julia Green

The following Staff Members were absent:

None

5.1 Approval of Proposed Agenda: Mr. Wade made a motion, seconded by Dr. Kraft, to approve the proposed agenda. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morseberger, Dr. Kraft, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 6 ayes, 0 nays.

6.1 Comments from Members of the Community:

- Ms. Rae Regan, Reading Specialist at Walker, read a letter that was emailed to the Board regarding substitute shortage that results in Staff having to cover for absences at the school. She stated that she has only pulled her students one time since the beginning of the school year. She also stated that the administration at the building are doing everything they can do to cover open positions.
- Chris Meyer shared his excitement on the proposed Reconfiguration of Walker and Buford. He shared concern that the after school program at the YMCA is not open on professional learning days.

7.1 Adoption of Consent Agenda: The following items were included in the consent agenda, [Personnel Recommendations](#), [October 7 HR Addendum](#), [Business, Financial, Routine Reports](#), and an Exemption from Compulsory Attendance. Dr. Kraft made a motion, seconded by Mr. Bryant, to approve the consent agenda. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morseberger, Dr. Kraft, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 6 ayes, 0 nays.

Action Items

8.1 Approval - 2022-2023 Proposed Budget Calendar: Renee Hoover, Director of Finance, presented the 2022-2023 Budget Calendar for Board information on September 2, 2021. A copy of the City Council [FY23 Budget Development Public Meetings schedule](#) is included for information.

Dr. Kraft made a motion, seconded by Mr. Wade, to approve the 2022-23 Budget Calendar. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morseberger, Dr. Kraft, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 6 ayes, 0 nays.

8.2 Approval - Wellness Policy: Dr. Beth Baptist, Interim Director of Student Services and Achievement and Human Resources, presented the Wellness Policy for Board approval. The Wellness Policy, File JHCF, was presented to the School Board in June and approval was deferred until the School Health Advisory Board (SHAB) could review it at its first meeting of the 2021-22 school year. SHAB met on September 14 and its process was reviewed. The Board voted to return the policy to the School Board for approval at the October 7 meeting.

Dr. Kraft made a motion, seconded by Mr. Bryant, to approve the wellness policy. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morseberger, Dr. Kraft, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 6 ayes, 0 nays.

Items for Discussion

9.1 Energy & Water Report: Kim Powell, Assistant Superintendent for Finance and Operations, introduced Kirk Vizzier, Energy Management Coordinator, and Jill Greiner, Water Efficiency Program Coordinator, who presented the 2020 Energy and Water Performance Report for Board information. Ms. Powell noted that additional information can be found on the Charlottesville City Schools webpage <https://charlottesvilleschools.org/conservation>.

The Board discussed ways the Division can save on electricity and natural gas. Making sure facilities have all units working properly. The Energy and Water team are working on getting a contractor set up to have an energy saving performance contract. This type of contract will look into all electrical items, natural gas and water usage that is in the buildings making sure that we are using the most efficient cost effective items.

9.2 Transportation Update: Kim Powell, Assistant Superintendent for Finance and Operations, introduced Mr. Garland Williams, Director of Transit, who presented the Transportation Update for Board information. Information presented included:

- How many drivers do we currently have employed for pupil transportation (full-time and part-time/relief)?
 - When service started in August 2021, pupil transportation had 12 regular drivers and 3 relief drivers. Today, we have 10 regular drivers and 3 relief drivers. Additionally, six transit drivers are assisting pupil transportation daily.
- How many are currently in training and when are they expected to be available for routes?
 - Four individuals are in training for pupil transportation. The two new hires just completed training and passed the DMV Road Test yesterday and are ready for service starting Monday, October 11, 2021.

- The two transit drivers have completed training and are scheduled to test on October 26, 2021, and will be ready for service the Monday after the successful completion of the DMV road test.
- How many bus drivers have been hired since August 2021?
 - We interviewed and extended offers to 8 individuals:
 - Two completed training and are ready for service starting Monday, October 11, 2021.
 - One in process and continues to work through the physical and background check
 - Three begin class training Monday, October 11, 2021.
 - Two accepted other employment offers.
- How many routes are currently available for each transportation tier (elementary, middle, and high school)?
 - When service started in August 2021, we had routed 13 elementary routes (including doubles at Clark and Johnson), 9 middle school routes, 8 high school routes, and 7 alternative schools routes.
 - As of today (October 7) we have routed 16 elementary routes (including doubles at Clark and Johnson), 12 middle school routes, 10 high school routes, and 8 alternative schools routes.
 - We are still waiting on some information from the Special Education Department about other students that may require alternative transportation. This information may increase alternative route requirements, which would decrease regular route capacity.
- Describe the current driver recruiting efforts and plans.
 - For the Charlottesville region, we have completed several 6-week ads running in the Daily Progress, the Daily Progress online, C-Ville Weekly, four FM stations, and two AM stations.
 - We have also had ads running in the Daily News-Record for the Harrisonburg region and the Richmond Times Dispatch that will finish this week.
 - Facebook employment ads will begin October 18, 2021.
 - Advertising Banners will be installed on Avon Street in two weeks.
- Any other information or comments you would like shared with the Board/public?
 - As of this morning, there are six transit drivers that have an S (School Bus) endorsement and are assisting the Pupil Transportation division. There are five additional transit drivers with an S endorsement that may be willing to assist. Two transit drivers have completed the class and will test October 26, 2021.

Board members asked how many drivers are needed to provide full service. Mr. Williams responded that thirty drivers are needed to provide transportation for all students. Forty drivers are needed to be fully staffed and allow for substitute/backup drivers. The Board encouraged community members to reach out to the Division if they are able to help with transporting students. Ms. Powell noted that some families are moving to other locations within the Division which results in some inefficiencies and that it can be necessary to add those students to the waitlist at their new location. The Board asked that Charlottesville Area Transit (CAT) routes that stop near schools be highlighted and easy to identify so that families can more easily understand the routes and options.

9.3 COVID Update: Dr. Beth Baptist, Interim Director of Student Services and Achievement and Human Resources, presented an update on COVID infections within the Division. Dr. Baptist gave an overview of the rapid testing and how they work. Information presented included:

- City of Charlottesville Cases Per Month
- CCS Cases in 2021-22 by Month
- Mitigation Strategies We Have Employed
- Next Steps--Continue With Current, Updated Plans Plus Testing
- Vaccinations
 - Approximately 95% of staff is vaccinated.

The Board thanked Dr. Baptist for all her work on vaccinations and testing. The Board discussed rapid testing that will start in the schools.

9.4 Staffing Update: Dr. Beth Baptist, Interim Director Student Services and Achievement and Human Resources, presented a Staffing Update for Board information. Included was a [written report](#). The Staffing Update presentation included:

- Hiring Patterns for Teachers and Administrators
- Race for New Teachers/Administrators
- Percentage Trends by Race/Gender
- Retention Rates for Last Three Years
- Departures/Resignations prior to 21-22
- Continued Needs for 2021-22

The Board discussed the need for retention strategies for teachers and staff and how Human Resources handles retention. The Board would like to have a broader understanding of “personal” reasons during exit interviews. They also discussed substitutes and noted an interest to better understand the differences between the types of absences.

10.1 Comments from Members of the Community: Je’Saun Johnson, student at CHS, shared concerns around staffing in schools.

11.1 Board Member Comments:

- Dr. Kraft noted that she would like to get a more understanding of the new hires for the social emotional support. She shared how we are all in this together.
- Mr. Bryant thanked the community for the support of the reconfiguration of Buford and Walker. He also thanked the City Council for the support of moving forward with the reconfiguration. He welcomed Dr. Gurley to the Charlottesville City Schools.
- Ms. Puryear thanked all the Staff in the Division for all they are doing during this time in the pandemic. She introduced Dr. Gurley at the Public Education meeting and hopes that the administration and Staff will have the same energy as he does.
- Ms. Bryson Morseberger shared that she works in Human Resources and would like to make sure that Staff are comfortable in coming forward to talk about things going on in the Division. She welcomed Dr. Gurley to Charlottesville City Schools.
- Ms. Torres shared the Family Engagement Fall Festival October 30 from 11-1 at Charlottesville High School and on November 20 from 11-1 they are having an essential needs event.

12.1 Superintendent's Comments: Dr. Gurley noted that the first nine-weeks period will be ending soon and encouraged students to finish strong. He also shared that he has been working with Dr. Baptist on staffing and substitutes and highlighted that the Division will continue to actively recruit teachers and Staff of color. He announced the Teacher/Administrator Communications Committee meeting is scheduled for Monday, October 11 and noted this will be the beginning of people being able to open up and share their experiences. “We are going to be better together.”

13.1 Work Session Wrap-Up:

- Review the Dominion Plan for Energy Performance as a part of the overall study
- Exit Interviews, Hiring Process, look at internal candidates, services for mental health
- Report on Social Emotional Learning (SEL) positions

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

15.1 Adjourn: The meeting adjourned at 8:05 p.m.

A video of the October 7, 2021 meeting can be located at:

<https://drive.google.com/file/d/1z1aLoxeMuX3Sehe3ufG7nqeot0Cu-y0f/view?usp=sharing>

Lisa Torres, School Board Chair

Julia Green, School Board Clerk