



SCHOOL BOARD MEETING
CHARLOTTESVILLE CITY SCHOOLS
Charlottesville High School Media Center, 1400 Melbourne Road
Thursday, February 2, 2023 (5:00 PM)

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

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

ABSENT: Ms. Bryson Morsberger

STAFF PRESENT: Dr. Royal A. Gurley, Jr., Superintendent

OTHERS PRESENT: Collison F. Royer, Attorney at Law, Royer Caramanis PLC

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 made a motion to convene into Closed Session as authorized by the Virginia Freedom of Information Act, sections 2.2-3711 (A) (1) (3) (8) of the Code of Virginia to discuss personnel matters and discussion or consideration of the acquisition of real property for a public purpose, or of the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the School Board, and consultation with legal counsel retained by the School Board regarding specific legal matters requiring the provision of legal advice by such counsel related to an offer to purchase School Board property. Ms. Dooley 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.

1.3 Closed Meeting Certification: At 5:02 p.m., Mr. Morse 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. 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.

1.4 Closed Session Report: At 5:02 p.m., Mr. Morse made a motion that the Charlottesville City School Board decline Albemarle County Public Schools' offer to purchase CCS' interest in CATEC, and that, pursuant to the 1969 agreement, CCS exercise its right to purchase ACPS' interest for \$5,300,000. The Charlottesville City School Board directs the law firm of Royer Caramanis to act as counsel for CCS and respond to ACPS. Dr. Kraft seconded the motion, and the motion passed with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr. Morse, and Ms. Torres aye. 7 ayes, 0 nays.

On behalf of the Board, Mr. Bryant shared a statement regarding the action on the Charlottesville-Albemarle Technical Education Center (CATEC).

Mr. Bryant also shared a statement around the importance of gun violence prevention.

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
	Ms. Jennifer McKeever	Student Representative Vivien Wong

The following Board Members were absent: None

The following Staff Members were present:	Dr. Royal A. Gurley, Jr.	Ms. Kim Powell
	Dr. Katina Otey	Mr. Pat Cuomo
	Ms. T. Denise Johnson	Ms. Beth Cheuk
	Ms. Maria Lewis	Ms. Carolyn Swift
	Ms. Renee Hoover	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. Morse, to approve the proposed agenda. Upon a roll-call vote, the motion 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, Clark Reading Specialist and President of the Charlottesville Education Association (CEA), shared appreciation that the School Board shared comments of support for approving a Collective Bargaining Agreement .
- David Koenig, Lugo-McGinness Teacher, addressed the Board with concerns around the consequences of high stakes testing/
- Jennifer Horne, English Teacher at CHS, expressed appreciation to the Board and CEA leaders for working so hard to come to an agreement around Collective Bargaining.
- Laura Aimone shared comments of support and appreciation for Collecting Bargaining.
- Tanesha Hudson shared comments of concern around recent violence at Charlottesville High School and Buford Middle School.
- Shannon Gillikin, Jackson-Via Teacher, shared comments of appreciation for the Board and CEA staff for their work around Collective Bargaining.
- Belinda Bullock, Jackson-ViaESL Teacher, shared comments of support and appreciation for Collecting Bargaining.
- Michele Yeaton, Reading Specialist at Clark, shared comments of concerns about the busy and dangerous road crossing that Mr. Cox covers as a crossing guard. She also shared appreciation for the proposed allocation to Buford Athletics.
- Zyahna Bryant shared comments of concern around recent actions in Florida with the offering of AP African American Studies Curriculum and advocated for diversification of syllabi. Ms. Bryant shared concern around recent violence at CHS and advocated for the implementation of comprehensive anti-racist policies to cultivate a more inclusive classroom environment.
- Bart Isley, Buford Teacher, shared appreciation for the additional proposed budget allocation for the Buford Athletics Department.

- Christa Bennett expressed appreciation and support for Collective Bargaining.
- Emily Yen expressed appreciation and support for Collective Bargaining.
- Melvin Grady, Lugo-McGinness Teacher, expressed appreciation for the Board support around Collective Bargaining. Mr. Grady also shared comments of concern around the recent fights at Charlottesville High School.

6.2 Public Comment 2023-2024 Budget: There were none.

Student and Staff Recognitions

7.1 Virginia School Principals Appreciation Week: Dr. Katina Otey, Chief Academic Officer, and the School Board invited the community to join them in acknowledging the tireless efforts of our school principals across the Division.

7.2 National School Counseling Week: Dr. Katina Otey, Chief Academic Officer, invited the Board and all those present to recognize National School Counselor Appreciation Week as February 6-10, 2023. This week is also recognized by the Virginia Department of Education. School Counselors were recognized for the many services they provide to students, teachers, parents, and administrators by the Charlottesville City Schools' administration and School Board.

Charlottesville City School Counselors: Rebecca Baber, Kelly Shea, Katherine Sublett, Kristin Ullrich, Allison Pillow, Malikka Redden, Hannah Etter, Jaclyn Jacobson, William Ullrich, Mikhal Salzberg, Shamika Terrell, Nikki Eubanks, David Wilkerson, Brianna Hill, Melanie Key, Jermando Towler, and Sandy Sacra.

7.3 Virginia School Boards Association School Board Appreciation Month: Beth Cheuk, Community Relations Coordinator, announced that The Virginia School Boards Association recognizes February 2023 as School Board Appreciation Month and thanked board members for their commitment to the students, staff, and families of Charlottesville City Schools.

7.4 Virginia School Boards Association School Board Clerk and Deputy Clerk Appreciation Week: Beth Cheuk, Community Relations Coordinator, announced that the VSBA Board of Directors has designated the third week in February as "VSBA School Board Clerk Appreciation Week" and thanked Julia Green, School Board Clerk, and Leslie Thacker, Deputy School Board Clerk, for their service.

Action

8.1 Adoption of Consent Agenda: The following items were included in the consent agenda; [Personnel Recommendations](#), [Minutes - October 20, 2022 School Board Meeting](#), [Minutes - October 29, 2022 School Board Meeting](#), [Minutes - January 5, 2023 School Board Meeting](#) and [Business, Financial, Routine Reports](#). Ms. McKeever made a motion, seconded by Ms. Dooley, to approve the adoption of the consent agenda. Upon a roll-call vote, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Ms. Dooley, Dr. Kraft, Ms. McKeever, Mr. Morse, and Ms. Torres, voting yes. 7 ayes, 0 nays.

9.1 Approval - Policies IIA and IIAB - Instructional Materials / Supplementary Materials: Dr. Katina Otey, Chief Academic Officer, presented Policies IIA and IIAB for Board information on January 5, 2023. The policies were presented for approval. Ms. Dooley made a motion, seconded by Dr. Kraft, to approve the Policies IIA and IIAB. Upon a roll-call vote, the motion 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

10.1 Collective Bargaining Agreement: Dr. Royal A. Gurley, Jr., Superintendent, presented an update on the Collective Bargaining Agreement process. Information presented included details on The Process, Bargaining Unit, What is Collective Bargaining, Bargaining &/or Negotiated Topics, Negotiations, Funding Implications, and Review of

Resolution. Board members shared appreciation for all those who worked so hard to get to the important stage of agreeing on the Collective Bargaining Agreement.

10.2 2023-2028 Strategic Plan Update: Amanda Korman, Community Relations Liaison, presented information on the 2023-2028 Strategic Planning process. Information presented included:

- Our Partners - Insight Education Group
- Insight's Strategic Planning Framework
- Stakeholder Engagement
 - Steering Committee
 - Leadership Team
 - Focus Groups/Public Survey
- Key Board Dates
 - February 2: Overview of Process
 - February 23: Core Values, Vision, Mission
 - May 18: Full Plan Workshop
 - June 1: First Reading

10.3 Student Behavior and Administrative Responses (SBAR): Dr. Katina Otey, Chief Academic Officer, presented a snapshot on Student Behavior and Administrative Responses (SBAR) that were included in the Disciplinary written report. Information presented included:

- Top five SBAR codes applied
- SBAR coded incidents by ethnicity and gender
- Suspensions by ethnicity and gender
- Additional adult responses to student behaviors
- Supports provided for students
- Moving forward

Board members thanked Dr. Otey for the transparency of the report, agreed that there is much work to do, and stressed the importance of community partnerships.

Ms. Wong spoke on the importance of making sure that students are fully aware of policy and consequences around disciplinary matters. She also spoke on the importance of uniformity.

10.4 Bridging the Gap Update: Carolyn Swift, Director of Assessment and Accountability, presented the Bridging the Gap Update and highlighted that the Learning Loss Recovery Plan is a critical piece of the Commonwealth of Virginia's effort to restore educational excellence to Virginia's public schools. The Virginia Department of Education wants to better understand and address learning loss, and assist school divisions in this work. CCS will pilot this project at Buford Middle School. Information presented included:

- Overview: Bridging the Gap (BTG)
- BTG Pilot Implementation Year 22-23
 - The project pilot would not be possible without the partnership of committed school divisions.
 - Participation in the pilot can include the entire division or a small group from the division.
 - Charlottesville City Schools will pilot this project at Buford Middle School in Grade 7.
- Participating divisions will:
 - Have early access to the state's new analytics platform called VVAAS
 - Implement a personalized learning plan
 - Ensure that families have the information they need to advocate for their child's success
- So far Charlottesville City Schools has:
 - Participated in a VDOE webinar with other school divisions
 - Discussed the goals and components of the pilot with Dr. Gurley
 - Introduced the pilot program to the Buford Leadership Team
 - Created a Personalized Learning Plan (PLP) template

- Identified teachers & students for the pilot

Ms. Swift noted that there have been delays at the state level that have resulted in some delays in implementing the pilot at Buford.

10.5 [Presentation of the 2023-2024 Budget](#): Dr. Royal Gurley, Division Superintendent, presented the 2023-2024 Proposed Budget for Board information. Information presented included:

- Overview
 - Budget Guidance & Priorities
 - Enrollment
 - Student Experiences
 - Superintendent's Proposed Changes to FY 2023 for the FY 2024 Budget
- Budget Priorities & Strategic Plan
 - Building Up Foundational Skills
 - Supporting Social, Emotional, and Mental Health for Students & Staff
 - Meet or Exceed Competitive Staff Compensation & Benefits
- Enrollment
 - Enrollment Overview
 - Enrollment has recovered to pre-pandemic levels and is within 70 of the 2018 peak of 4561.
 - Housing developments, including the South 1st Street and Friendship Court redevelopments, will drive more growth.
- English As Second Language (ESL)
 - ESL Outlook
 - Key Points:
 - September 2021 - 460 ELLs
 - 33% increase in ELLs from Sept 2021 to Sept 2022
 - Projection of 100 additional ELLs for 23-24
 - English Language Proficiency Levels (as of September 30, 2022)
- Student Experience
 - Instructional highlights
 - Science of Reading
 - High quality engaging instruction from both sides of the reading rope
 - Developing phonemic awareness through sound play and articulation activities
 - Learning to map sounds to letters
 - Developing fluency and automaticity
 - Math Workshop
 - Engaging science activities
 - Tiered supports
 - AVID College visits
 - Buford Model Congress
 - Living Museum
 - Wildrock
 - Nature Play Labs
 - Summer camps for students, incl. weekly fun for multilingual families
 - Social Emotional Learning (ex: Weekly session with BME 3rd graders)
 - ESL Engineering Club
 - Coding, electronic projects, etc.
 - Buford Football
 - Co-ed opportunity
 - Fine Arts Performances
 - Youth Futures - run by IRC (International Rescue Committee) ○

- open to any immigrant who attends CHS ○
- homework help as well as connecting students to other opportunities within the community
- Buford Eats
- Mental Health Supports from SMHPs
- Mentoring opportunities
- Community Partnerships

	Budget Changes & Requests		
Strategic Plan	Salary & Benefit Actions	Amount	FTE
OS 7	Teachers one step plus 3.75% - average increase 5%	2,106,783	
OS 7	Support Staff one step plus 4% - average increase 5%	340,830	
OS 7	Administrative Staff one step plus 3.75% - average increase 5%	599,670	
OS 7	Step Correction for Staff Frozen in same position for FY 2021	392,113	
OS 7 & 8	Benefit: Health Insurance	476,086	
OS 7 & 8	Benefit: Employee Assistance Program	6,758	
OS 7 & 8	Benefit: VEC Unemployment	8,636	
	Total Salary & Benefit Actions	3,930,876	
	Recurring & Non-Discretionary Contracts		
	City Contract: Pupil Transportation (Estimate 9%)	340,631	
	City Contract: Maintenance (approx 11% increase)	474,088	
	Technology Software Subscriptions/Support Maintenance/Firewall & Internet Filters	185,679	
	Contract: CATEC	(19,098)	
	Contract: Worksource Enterprise	5,000	
	Workers Compensation Coverage	(21,978)	
	ESL Interpreting Services & Testing	61,000	
	Telecommunications: Omcast/Cisco/Zoom	57,792	
	Operations: Trash/Composting/Pest Control/Shredding/Safety & Security	32,832	
	Administration: Legal Fees	16,268	
	Total Recurring & Non-Discretionary Contracts	1,132,214	
	School - Based Program Supports & Improvements		
AE1-3, SS4, OS7,8	Teacher:English Second Language	277,908	3.0
AE3, OS7,8	Technology: Data & Digital Learning Specialist	92,636	1.0
AE1, SS4, OS7	Teacher: CHS Graduation Coach	92,636	1.0
OS 7, 8	Tuition: Longwood Administrative Licenses Cohort	45,000	
AE1, SS5	Materials & Supplies: Middle School Athletics - Football, etc.	5,000	
AE2, OS7	Recognition: Teacher of the Year	5,500	
	Total School - Based Program Supports & Improvements	518,680	
	Reductions		
	Vacancy Savings	(818,947)	
	Teacher: STAR (Structured Teaching Autism Resource) Buford & Walker (Vacant)	(166,892)	(2.0)
	Teacher: VSU Students Training to be Teachers and Reaching Success at CHS (Vacant)	(35,889)	(.5)
	Total Reductions	(1,021,728)	
	General Fund Total Net Expenses	4,560,042	
	Revenues		
	Increase: State	2,554,452	
	Decrease: ARP ESSER Funding	(1,994,410)	

	City (Estimated Request)	4,000,000	
	General Fund Net Revenues	4,560,042	

Ms. Bryson Morsberger and Ms. McKeever both shared support for providing more than the \$5,000 being proposed for Buford athletics.

Dr. Gurley shared that there are other school funds and methods of supporting activities at Buford.

Board Response to Written Reports

11.1 [Mental Health Supports](#): Dr. Katina Otey, Chief Academic Officer, and staff prepared the Mental Wellness Supports Update/Written Report to provide the Board with a staff update, information regarding how many students the CCS Mental Wellness staff are serving, threat assessments, etc.

11.2 [Discipline Update](#): Dr. Katina Otey, Chief Academic Officer, and staff prepared the Discipline Update/Written Report to provide the Board with information regarding student behaviors and adult responses for the first half of the 22-23 school year.

11.3 [School Naming](#): Dr. Beth Baptist, Consultant, prepared the School Naming written report to provide an update from the Naming of Facilities Committee on the renaming of Burnley-Moran and Johnson Elementary Schools.

11.4 [School Board Member Committee Reports](#): Board members shared updates on recent activities in this written report.

12.1 Comments from Members of the Community:

- Ms. Amanda Burns, Buford Parent, spoke in support of additional funding for middle school athletics. Ms. Burns shared comments of concern around the Buford Football program and noted the lack of equipment and new uniforms.
- Ms. Zyahna Bryant addressed the Board with comments around student behaviors and administrative responses challenging the Board to engage in practical conversations around what the practical asks are for the district, what they are for the community, and how do we meet in the middle.
- Ms. Jennifer Horne, CHS English and Public Speaking Teacher, addressed the Board with comments in support of getting rid of cell phones in schools.
- Mr. Andrew Josselyn, CHS English Teacher, also urged the Board to move forward with removing cell phones from schools.
- Ms. Bekah Saxon, Blue Ridge Uniserv Director and CHS Parent, addressed the Board with comments of concerns around the use of cell phones in schools and agrees that they need to be addressed.

13.1 Board Member Comments:

- Ms. Emily Wong shared the observation that students, parents, and teachers all seem to want two things, to feel safe, and to feel respected.
- Dr. Kraft addressed the Board with comments of appreciation for those who provided public comment and spoke in support of moving forward with efforts around the removal of cell phones from schools.
- Ms. Bryson Morsberger spoke in support of better matching resources in the school and community to help meet the needs of students and staff.
- Ms. Dooley addressed the Board with comments of moving forward with considering the removal of cell phones from schools.
- Ms. McKeever expressed appreciation for those who provided public comment.
- Mr. Bryant addressed the Board with comments of support for considering the removal of cell phones from schools. Mr. Bryant also recognized and thanked those who provided public comment and recognized teachers and administrators for their work.

14.1 Superintendent's Comments: Dr. Gurley shared comments of appreciation for those who provided public comments and noted that the current “no-phone” policy is not working most likely due to a lack of consistency in implementation. Dr. Gurley also shared that he is committed to ensuring the best possible outcomes for students and will continue to see resolution to the cell phone matter.

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

- Provide details on Bridging the Gap teacher training (including the type of training and the amount of time for training).
- Provide a job description for the proposed Graduation Coach position

16.1 Upcoming Meetings: Mr. Bryant shared the list of upcoming meetings.

17.1 Adjourn: The meeting adjourned at 8:02 p.m.

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

https://drive.google.com/file/d/1Xjj_VmXDfsDqeNQTZb9NzMaTNpZCA-AY/view?usp=sharing

James Bryant, School Board Chair

Julia Green, School Board Clerk