



**MINUTES
SCHOOL BOARD MEETING
CHARLOTTESVILLE CITY SCHOOLS
Booker T. Reeves Media Center, Charlottesville High School
Thursday, February 1, 2018 (5:00 PM)**

1.1 Call to Order: School Board Chair Juandiego Wade called the meeting to order at 5:00 p.m.

2.1 Pledge of Allegiance: The Board began its meeting with the Pledge of Allegiance to the Flag of the United States of America.

3.1 Moment of Silence: Dr. Gary Blair, Director of Human Resources, asked those present to observe a moment of silence in honor of Mr. Harold Young. Mr. Wade provided some personal comments.

4.1 Roll Call:

The following Board Members were present:

Dr. Adam Hastings	Dr. Sherry Kraft
Ms. Amy Laufer	Ms. Leah Puryear
Mr. Juandiego Wade	Ms. Nadiya Khaydari, Student Representative

The following Board Members were absent:

Ms. Jennifer McKeever	Ms. Lisa Torres
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The following Staff Members were present:

Dr. Rosa Atkins	Dr. Gary Blair
Mr. Jeff Faust	Mr. James Henderson
Ms. Renee Hoover	Dr. Kendra King
Ms. Kim Powell	Ms. Leslie Thacker
Ms. Jennifer Herring	

The following Staff Members were absent:

None

5.1 Approval of Proposed Agenda: Dr. Kraft made a motion, seconded by Ms. Laufer, to approve the proposed agenda. Upon a roll-call vote being taken, the motion carried with Dr. Hastings, Dr. Kraft, Ms. Laufer, Ms. Puryear, and Mr. Wade voting yes. 5 ayes, 0 nays.

6.1 Comments from Members of the Community: Devin Hall and Charlie Busche, representatives for AstroCamp, addressed the Board providing information on activities that students and teachers would benefit from with AstroCamp field trips.

Lashundra Bryson Morsberger, addressed the Board advocating for safety officers in the elementary schools and noted there is community support school security to be a priority.

6.2 Public Comment 2018-2019 Budget: There were none.

Student and Staff Recognitions

7.1 Virginia School Principals Appreciation Week: Governor Ralph S. Northam signed a Certificate of Recognition declaring January 22-26, 2018, as Virginia Principals Appreciation Week. Dr. King and the School Board asked that the community join them in acknowledging the tireless efforts of our school principals across the division. Principals were also be recognized with an appreciation breakfast.

Mr. Wade, Dr. Atkins, and board members expressed their appreciation to Principals for their work.

7.2 National School Counselor Week: Dr. Kendra King, Director of Student Services and Achievement, announced that National School Counselor Appreciation Week is scheduled for February 5-9, 2018. 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.

Dr. Atkins, and board members expressed of appreciation to School Counselors for their work.

7.3 Virginia School Boards Association School Board Appreciation Month: Dr. Kendra King, Director of Student Services and Achievement, stated that the month of February has been designated by the Virginia School Boards Association and proclaimed by Governor Terry McAuliffe as School Board Appreciation Month. Certificates were presented to Board members.

7.4 Virginia School Boards Association School Board Clerk and Deputy Clerk Appreciation Week: Dr. Kendra King, Director of Student Services and Achievement, stated that the VSBA Board of Directors has designated the third week in February as "VSBA School Board Clerk Appreciation Week." The VSBA encourages all school boards to adopt the presented proclamation. A certificate of appreciation was presented to Clerk Leslie Thacker and Deputy Clerk Jennifer Herring.

8.1 Board Member Comments: Ms. Laufer recognized counselors and provided an update on a recent visit to the Virginia General Assembly.

Dr. Hastings thanked staff and board members who are traveling to Richmond to address the General Assembly on behalf of the school division.

Ms. Puryear thanked staff for observing a moment of silence for Mr. Young and noted that family members appreciate those sentiments.

Dr. Kraft recognized Mr. Young for his impact on students, noted what a valuable resource guidance counselors are and provided an update on recent attendance at the CHS assembly where students discussed the book "The Hate U Give". Dr. Kraft also recognized the winners of the Martin Luther King, Jr. Essay Contest.

Ms. Khaydari thanked Dr. Atkins and staff who organized the Student School Board Members trip to the Virginia General Assembly.

Mr. Wade provided an update on recent activities such as visits to Clark Elementary, Johnson Elementary, and Venable Elementary. He attended CHS basketball games, the NewGen Peacebuilders event, CATEC meetings, City Council budget meetings, Buford STEM night, and a joint PTO meeting. Mr. Wade recently met with the Student School Board Representatives, served as a judge at We the People, was present when students from Waynesboro presented a gift to the division, and also served as the speaker for Abundant Life Ministries.

9.1-7 Adoption of Consent Agenda: Items from the consent agenda included [Personnel Recommendations](#), [Minutes from the January 4, 2018 School Board Meeting](#), [Minutes from the January 13, 2018 School Board Budget Work Session](#), [Minutes from the January 24, 2018 School Board Budget Work Session](#), [Minutes from the January 25, 2018 School Board Meeting](#), and [Business, Financial, Routine Reports](#). Dr. Hastings made a motion, seconded by Ms. Laufer, to approve the adoption of the consent agenda. Upon a roll-call vote being taken, the motion carried with Dr. Hastings, Dr. Kraft, Ms. Laufer, Ms. Puryear, and Mr. Wade voting yes. 5 ayes, 0 nays.

Items for Discussion

10.1 Presentation of the 2018-2019 Budget: Dr. Rosa Atkins, Superintendent, and Ms. Kim Powell, Assistant Superintendent for Finance and Operations, presented the 2018-19 Budget for Board information.

Dr. Atkins stated that while developing the proposed budget staff focused on four goals:

- to attract and retain the highest qualified teachers and staff
- to provide support for programs already in place
- to be visionary in developing programs that position students to be better prepared
- to make sure all recommendations align with the strategic plan and the enhance instructional delivery

Topics presented included:

- Enrollment
 - Enrollment has surpassed 2005-2006 levels, and there are now many additional programs in our school buildings (STEM K-12, Spanish for Elementary, etc.)
 - Since the enrollment turn-around year (FY12), non-resident students of employees & tuition students have increased by a total of just 38 across all schools, grades K-12. Over this same time period, the number of resident students has increased by 341.
- Demographics
- Teacher Focus
 - Teacher Shortage
 - Number of Positions Unfilled by Region
 - Contributing Factors to Teacher Shortages
 - Teacher Preparation
 - Licensure
 - Salaries
 - Teacher demographics
 - Retention
- Budget Considerations & The Strategic Plan
- Budget Proposal: Requests/Changes
 - Budget Requests

NON-DISCRETIONARY EXPENSES/CONTRACTS	AMOUNT
VRS Pension System Rate Decreases	(308,791.00)
5% Insurance/Benefits Increase (estimate)	306,659.00
City Contracts (Facilities/Maintenance & Transportation)	280,647.00
Net All Other Contracts/Adjustments (PREP, CATEC, etc.)	(59,465.00)
NET CONTRACT ADJUSTMENTS	219,050.00

MAINTAIN COMPETITIVE POSITION	AMOUNT
Teachers 1 step +2.75% increase (avg. 4%), other staff step +.75% (avg. 2%)	1,236,795.00
5% Insurance/Benefits Increase (estimate)	106,331.00

SALARY ACTIONS	1,343,126.00
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SCHOOL-BASED PROGRAM SUPPORTS & IMPROVEMENTS	AMOUNT
Elementary Art Teacher (1)	69,051
English Language Learners (ELL/ESL) Teacher (1)	69,051
Restore 2nd Grade Instructional Assistants (6)	156,793
Walker & Buford Teachers for Enrollment - net FY18 section pay (3)	139,405
Increase Social Worker/Counselor Supports (two .5)	69,050
World Language Elementary Teacher (1)	69,051
Engineering & iSTEM Teachers (2)	145,515
Lugo-McGinness Academy Admin Tech - net hourly, change to 12 month (1)	8,529
Custodian Floater (1)	41,673
Planning for Speciality Academy (1)	120,280
CHS Student Advancement & Data Analyst - net current expenses (.20)	24,912
REDUCE: Administrative Position (-1)	(113,502)
Teacher Recognition/Incentive Program	120,000
Move iSTEM staffing due to grant funds ending 6/30/18 (1.3)	38,044
iSTEM Supplies	10,000
NET SCHOOL-BASED PROGRAMS & SERVICES	967,821

SCHOOL DIVISION OPERATIONS	AMOUNT
Increase Information Technology Security (software/hardware/services)	60,000
Technology Restructure - reduce helpdesk, increase network/specialists (net 0)	125,772.00
NET SCHOOL DIVISION OPERATIONS	185,772.00
SCHOOL COMMUNITY PARTNERSHIPS	AMOUNT
City Schoolyard Garden Increase	15,825.00
TOTAL EXPENSE CHANGES	2,731,594.00

REVENUES	AMOUNT
State	83,859.00
Local/Other	(19,863.00)
NET - CITY REQUEST	2,667,598.00

- Next Steps
 - Superintendent's Proposed Budget & Public Hearing (February 1st)
 - Budget Work Session (February 6th)
 - School Board Budget Adoption (February 15th)
 - Presentation of Budget of City Council (March 5th)
 - City Council Budget Adoption (April 10th)

Dr. Atkins highlighted the need for increasing teacher pay to better align with outside industry pay.

Mr. Wade noted that much work was put into this budget proposal to acknowledge teachers and their dedication and that he hopes the community supports this.

Dr. Kraft expressed appreciation for how clearly the proposed budget was presented and noted support for prioritizing teacher pay as recruiting and retaining teachers is difficult and requires increased compensation. She also expressed support for the academy planning allocation which will allow the division be more innovative and will strive to develop new ways of providing instruction.

Ms. Puryear noted support for the proposed budget and thanked Dr. Atkins and staff for their work in its development.

11.1 Comments from Members of the Community: There were none.

12.1 Board Member Comments: There were none.

13.1 Superintendent Comments: Dr. Rosa Atkins, Superintendent, recognized AVID students who received college acceptance letters and provided an update on the following activities (excerpts):

- On Tuesday, December 12, 2017, Dr. Jeffrey Cassell, Superintendent of Waynesboro Public Schools, and students from Kate Collins Middle Schools visited the Division Administration Offices to deliver a message of support for Charlottesville City Schools.
- On Monday, December 18, 2017, Junior ROTC Cadet Jacob Marion, a former CHS student whose parent is deployed to Germany, visited the Division Administration Office to talk with Dr. Atkins about his experiences in a Junior ROTC program in Germany.
- PTO Budget Update and Input Meetings
- Greenbrier Elementary School Martin Luther King, Jr. Celebration
- Student School Board Representatives Visit Legislators at the Virginia State Capitol

14.1 Work Session Wrap-Up - Dr. Kendra King: There were two requests from the Board:

- An update on HB 1148
- An update on NewGen Peacebuilders

15.1 Upcoming Meetings: Mr. Wade read the list of upcoming meeting and activities.

16.1 Adjourn: The meeting adjourned at 6:31 p.m.

A video of the February 1, 2018 meeting can be located at:

https://drive.google.com/file/d/1GalkZCR7KxoTOCbTB_H7q1bNRqmR5jJv/view?usp=sharing



Juandiego R. Wade, School Board Chair



Leslie Thacker, School Board Clerk