



**CHARLOTTESVILLE CITY SCHOOL BOARD
BUDGET WORK SESSION**

Saturday, January 25, 2020 (8:30 AM)
Walker Upper Elementary School Media Center
1562 Dairy Road, Charlottesville, VA

1.1 Call to Order: At 8:35 a.m. Ms. Jennifer McKeever, School Board Chair, called the meeting to order.

2.1 Roll Call:

The following Board Members were present:

Mr. James Bryant	Ms. Lashundra Bryson Morsberger
Dr. Sherry Kraft	Ms. Jennifer McKeever
Ms. Leah Puryear	Ms. Lisa Torres
Mr. Juandiego Wade	

The following Board Members were absent: None

The following Staff Members were absent:

Dr. Rosa Atkins	Ms. Gertrude Ivory
Mr. James Henderson	Ms. Renee Hoover
Dr. Kendra King	Ms. Kim Powell
Mr. Jeff Faust	Ms. Leslie Thacker
Ms. Julia Green	

The following Board Members were absent: None

3.1 Approval of Proposed Agenda: Dr. Kraft made a motion, seconded by Mr. Bryant, to approve the proposed agenda. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Ms. Bryson Morsberger, Dr. Kraft, Ms. McKeever, Ms. Puryear, and Ms. Torres voting yes. 6 ayes, 0 nays. Mr. Wade was not present for this vote.

4.1 January 25, 2020 Budget Work Session Presentation and Supporting Documents: Dr. Rosa Atkins, Division Superintendent, Kim Powell, Assistant Superintendent for Finance and Operations, and senior staff presented information on the 2020-2021 Budget Development noting that all items presented were selected based on the mindset of equity:

Dr. Atkins and Ms. Powell presented information on Topics Overview, Focus: Equity & The Strategic Plan, Academic Excellence – Diverse, Inclusive, Rigorous Learning Experiences, Safe And Supportive Schools – Growing Relationships, Organizational Supports – Supported/Supportive Staff, Summary: Advancing Strategic Goals & Equity Objectives, Charlottesville City Blue Ribbon Commission On Sustainable Schools Funding, Priorities Driving The FY 2021 Budget, Summary, and Next Steps:

Proposed 2020-21 Funding Request (Changes to FY 2020)

SALARY ACTIONS:

● Move eligible Teachers up one step plus 1.75% - average increase 3%	1,615,597
● Move Support Staff up one step plus 1% - average increase 2%	68,588
● Move Administrative Staff up one step plus .75% - average increase 2%	299,488
● Total Salary Actions	1,983,673

Ms. McKeever suggested providing the same level of increase to ensure parity.

NON-DISCRETIONARY CONTRACTS:

● Health Insurance (15%)	1,111,948
● Virginia Retirement System (VRS) (.98%)	811,934
● City Contract - Transportation	358,006
● City Contract - Maintenance	141,537
● City Contract - Security	25,196
○ Dr. Atkins noted that when staff received the City Contracts they immediately scheduled a meeting with city staff to discuss the larger than expected increases.	
○ Staff will provide a detailed list of what the changes are to City Contracts	
● Career and Technical Education (CATEC) Contract & State Revenue Pass Through	45,951
● Telecommunications	61,000
● Net Adjustments to All Other Contracts/Services	(32,555)
● Total Non-Discretionary	2,523,017

Ms. McKeever encouraged board members to speak with legislators regarding health insurance and the significant costs to school divisions.

There was discussion around the city contract on transportation and that the increase is a result of moving special education transportation from the division to the city.

There was discussion that the city contract for maintenance is primarily due to new preventive maintenance and not for any new positions.

SCHOOL-BASED PROGRAM SUPPORTS & IMPROVEMENTS:

● Clark SEAL Program Support (1)	41,525
● Art Supplies	16,250
● Contract Days from 200 to 210 for Math Instructional Leads	31,000
● Standards Aligned Lesson Planning	35,000
● Nutrition/Custodian/Secretary Sub Pay Rate	43,875
● Substitute Teacher Pay Rate	55,440
○ The current rate for substitute teachers is \$91 per day. In a competitive market for substitutes, the pay rate increases to \$105 per day is a tactic to attract and retain quality substitutes who will maintain our instructional programs and integrate into our Charlottesville City Schools family of talented support staff.	
○ Dr. Atkins noted that In addition to the proposed pay increase she convened a group of teachers to hear their concerns and to gather strategies to address the shortage of substitutes. Additional meetings are planned and other strategies will be implemented to address the shortage.	
○ There was discussion around providing incentives for teachers to reduce absences.	
● ELL (English Language Learners) Teacher (1)	97,076
● iSTEM Teacher (1)	97,076
● Division Level Literacy Coaches for Elementary & Secondary (2)	216,291
○ There was discussion related to having three literacy coaches versus providing compensation for those directly delivering instruction to students.	

- The Board requested an update on the instructional coaching model to include how many teachers are using it, how it is working, and potential improvements.
- Professional Development-Proficiency-Oriented Instruction in World Languages 18,840
- Walker Orchestra Teacher (0.5) 43,470
 - There was discussion regarding enrollment in chorus and how to increase it.
 - There was discussion around making this increase a full FTE position and also assumes that enrollment in the Buford Orchestra will see an increase when the current 6th grade class moves up.
- Instrument Repair and Maintenance 20,000
- Buford Engineering Teacher (1) 97,076
- CHS PE Teacher (0.5) 43,470
- Specialist for Annual Giving (1) 75,820
 - Dr. Kraft noted the importance of also focusing on the middle school level.
- **Total School-Based Program Supports & Improvements 932,209**

SCHOOL OPERATIONS:

- Firewall Upgrade 30,000
- Technology Annual Security Audit & Monitoring Services 19,900
- **Total School Operations 49,900**

OTHER REDUCTIONS:

- Teachers (3.5) (306,754)
 - 1 Burnley-Moran, 1Greenbrier, 1 Jackson-Via, .5 choral teacher at Buford
- Instructional Assistants (3) (102,960)
 - Ms. McKeever recommended allocating these positions to 2nd grade classes to make sure every 2nd grade class has an IA
- Total Reductions (409,714)

GENERAL FUND TOTAL NET EXPENSES

5,079,085

REVENUES:

- State 447,164
- Federal (12,000)
- **City (Estimated Request) 4,643,921**

GENERAL FUND TOTAL NET REVENUES

5,079,085

(8.6% increase)

OTHER ITEMS DISCUSSED:

There was lengthy discussion around the shortage of substitute teachers highlighting the fact that this is a widespread problem and is not isolated to Charlottesville and that when highly qualified teachers are not in the classroom it directly affects student achievement. Suggestions included assigning substitutes to a partner who they can share concerns with, to provide a welcome kit upon a substitutes arrival, and also having discussions around the importance of using sick time wisely so teachers and students stay healthy but also focusing on the fact that the abuse of sick time can be an issue.

There was discussion around a potential partnership with the YMCA to help address the CLASS waiting lists and shortage of staff. The YMCA has staff members who can fill some of those vacancies. A presentation on this partnership is expected at the March 2020 meeting.

5.1 **Adjourn:** The meeting adjourned at 11:40 a.m.



Jennifer McKeever, School Board Chair



Leslie Thacker, School Board Clerk