

Special Recognition

7.1 Recognition of Results of Williams vs. Board of Education: Dr. Rosa Atkins, Superintendent, presented the Board with a resolution -- passed in October by the Charlottesville City Council -- to honor Eugene and Lorraine Williams for their work in desegregating Charlottesville City Schools and for their larger contributions to Charlottesville. This resolution dovetails with the installation of a historic plaque on October 23, 2019 that tells the story of the desegregation of Johnson School.

Mr. Michie made a motion, seconded by Mr Bryant, to approve the Recognition of Results of Williams vs. Board of Education. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Mr. Michie, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays.

Dr. Atkins noted that Mr. and Mrs. Williams were unable to attend and thanked them for their dedication and work and for opening doors across the state and country.

Beth Cheuk thanked and recognized those who helped with research and event organization including Ann Wicks-Carter, Annie Evans, and Charlene Green.

8.1 Board Member Comments: Ms. Torres provided an update on recent activities she attended such as the Buford Harvest Festival, as visit to Clark Elementary where she witnessed examples of partnerships with Wildrock, Writer's Eye, and the City Schoolyard Garden. She also visited Walker Upper Elementary, attended a CATEC Joint Board meeting, and the Johnson Elementary Plaque dedication honoring Mr. and Mrs. Williams.

Mr. Wade provided an update on recent activities he attended such as a CATEC Pre-Agenda meeting, the Computer4Kids showcase, and a presentation to a UVA Public Health graduate class.

Ms. Puryear provided an update on her recent activities such as a CATEC presentation by Dominion Energy, City of Promise Board meeting, and encouraged the public to attend the PEF Connecting Communities 5K on November 16, 2019.

Dr. Kraft thanked the community for giving her the opportunity to serve another term on the school board and also congratulated Mr. Bryant, Ms. McKeever and Ms. Lashundra Bryson Morseberger for being elected. She also provided an update on recent activities such Paramount Theater Education Committee meetings, a Gifted Education Advisory Committee meeting, Johnson School Commemoration, the Buford/City Schoolyard Garden Harvest Festival, Clark 5K, and announced her appointment to VSBA Federal Relations Committee.

Mr. Bryant provided an update on his activities which included a recent WINA interview, a CATEC Joint Board meeting, an interview with Jordy Yager, and the AATF Scholarship Banquet. He also noted that he was moved by the dedication ceremony honoring Mr. and Mrs. Williams.

Mr. Michie congratulated Mr. Bryant, Ms. McKeever, Dr. Kraft, and Ms. Lashundra Bryson-Morsberger for being elected to the Board.

9.1-4 Adoption of Consent Agenda: Items from the consent agenda included **Personnel Recommendations**, **Minutes from the October 3, 2019 School Board Meeting**, and **Business, Financial, Routine Reports**. Mr. Wade made a motion, seconded by Dr. Kraft, to approve the adoption of the consent agenda. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Mr. Michie, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays

Mr. Michie requested that the expense report including percentages be included in future consent agenda items.

Action Items

10.1 [Approval - 2020-2021 Proposed Budget Development Calendar](#): Ms. Renee Hoover, Director of Finance, presented the 2020-2021 Budget Calendar for Board information at the October 3, 2019 meeting and the item was presented for approval. Dr. Kraft made a motion, seconded by Mr. Wade, to approve the adoption of the 2020-2021 Proposed Budget Development Calendar. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Mr. Michie, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays

10.2 [Approval - Equity & Anti-Racism Policy](#): Denise Johnson, Supervisor of Equity and Inclusion, and Beth Cheuk, Coordinator of Community Affairs and Development, presented the Equity and Anti-Racism Policy for Board information at the October 3, 2019 meeting. A few wordsmithing revisions were applied and the item was presented for action.

Dr. Kraft made a motion, seconded by Mr. Michie, to approve the adoption of the proposed Equity & Anti-Racism Policy with the suggested changes and pending review of legal council. Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Mr. Michie, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays

Proposed changes included:

- Ms. McKeever suggested “this includes but is not limited to creating culturally affirming and relevant classrooms and schools” to be more broad.
- Mr. Michie suggested “Working towards equity involves but is not limited to”.

Ms. Torres stated that she made a suggestion to include “within our school division and our community” to the 2nd paragraph of the Anti-Racism Policy. She noted the importance of including language recognizing parallel work that needs to happen within the community and that once policies are completed it is important to work with City Council to bring it all together.

Items for Discussion

11.1 [Policy Updates - Administering Medicines to Students \(JHCD\) and Part-Time and Substitute Professional Staff Employment \(GCE\)](#): Dr. Kendra King, Director of Student Services and Achievement, presented policy updates for Administering Medicines to Students (JHCD) and Part-Time and Substitute Professional Staff Employment (GCE). The General Assembly passed HB 2318 (McGuire) effective July 1, 2019, to amend the language of § 54.1-3408.X to add “school nurses, local health department employees that are assigned to a public school pursuant to an agreement between the local health department and the school board, [and] other school board employees or individuals contracted by a school board to provide school health services” to the list of individuals who may possess and administer naloxone or other opioid antagonist used for overdose reversal, provided that they have completed the necessary training program.

Part-Time and Substitute Professional Staff Employment (GCE): changes were “Persons who meet the requirements of the School Board shall be eligible for substitute teaching. All substitute teachers must have completed a minimum of ~~two~~ **one** years of college study (~~60~~ **30** semester hours of coursework) and be on the current list approved by the Superintendent.”

Ms. Clemmons-Nazeer noted that the change to GCE is in an effort to address the national teacher shortage that affects substitute teacher availability. Surveyed substitutes on their current experiences and looking for ideas to recruit and retain. Moved up the number of orientations to two per month instead of one.

Mr. Michie made a motion, seconded by Dr. Kraft, to approve the policy on Part-Time and Substitute Professional Staff Employment (GCE). Upon a roll-call vote being taken, the motion carried with Mr. Bryant, Dr. Kraft, Ms. McKeever, Mr. Michie, Ms. Puryear, Ms. Torres, and Mr. Wade voting yes. 7 ayes, 0 nays

The Board will take action on the policy - Administering Medicines to Students (JHCD) as the December 5, 2019 meeting.

11.2 Local History Curriculum: James Henderson, Associate Superintendent of Curriculum and Instruction, introduced Ms. Neeley Minton, Coordinator of Social Studies and World Languages, Dr. Andrea Douglas, Executive Director of the Jefferson School African American Heritage Center, and Jordy Yages, Digital Humanities Archivist, who presented an update on Local History Curriculum.

Dr. Douglas expressed her appreciation to the Board for the current partnership noting that this engagement is a continuation of that partnership. She also provided an overview of current projects such as teacher training, exhibitions and tours, and discussions around land ownership and literacy.

Mr. Yager provided a preview of a [webpage from the Jefferson School African American Heritage Center](#) on the African American Oral History Project.

Ms. McKeever thanked Ms. Minton, Dr. Douglas, and Mr. Yager for their work and commended them for their passion. Ms. McKeever also thanked Ms. Evans for her work.

Ms. Puryear expressed appreciation for the presentation and noted that students light up when they have the opportunity to participate.

Dr. Kraft asked what anxiety teachers may have. Dr. Douglas responded that some general history teachers may not have experience with this depth of African American history and therefore may be unsure and uncomfortable delivering instruction.

Mr. Bryant and Mr. Michie expressed appreciation for the partnership and work. Mr. Michie recommended that this curriculum be included in the pacing guides and curriculum every year.

Ms. Torres expressed appreciation for the presentation and for the partnership with the Jefferson School African American Heritage Center.

Mr. Anderson also expressed appreciation for the presentation.

Dr. Atkins thanked the team for their time and years deliberating how to deliver this curriculum and how to sustain it.

Board Response to Written Reports

12.1 Pupil Teacher Ratio- 2019: Dr. Gary Blair, Director of Human Resources, prepared the 2019 Pupil Teacher Ratio written report for Board information. There were no questions from the Board on this report.

12.2 Student Mobility Report: Dr. Kendra King, Director of Student Services and Achievement, prepared the student mobility written report for Board information. There were no questions from the Board on this report.

12.3 Virginia School Boards Association Academy Award: The Virginia School Boards Association recognizes and honors school board members, superintendents, clerks, and deputy clerks who have improved their boardmanship skills by participating in in-service education programs. Time, dedication, hard work and consistent efforts are required of each board member to stay well-informed on complex issues. The VSBA "Academy Awards" acknowledge these dedicated board members for their different levels of achievement.

The Certificate of Recognition includes a certificate in recognition of 15 hours of Academic Credit (2 years):

- Leah Puryear

The Award of Achievement includes a certificate and bronze pin in recognition of 24 hours of Academy Credit (2 years):

- Jennifer McKeever

The Award of Excellence includes a certificate and silver pin in recognition of 48 hours of Academy Credit (2 years):

- Dr. Rosa Atkins
- Lisa Torres

The Award of Honor includes certificate and gold pin in recognition of 66 hours of Academy credit (2 years):

- Dr. Sherry Kraft
- Juandiego Wade

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

14.1 Board Member Comments: Mr. Michie provided an update on school tours.

Mr. Bryant visited Buford Middle School and Greenbrier Elementary School and also congratulated Dr. Kraft, Ms. McKeever for being re-elected and Ms. Bryson-Morseberger for being elected and noted that he looks forward to working with them.

Dr. Kraft visited eight of the eleven schools including Lugo-McGinness and CATEC and noted that she enjoys spending time with principals. Would like to request an update on the lack of psychologists and mental health workers.

Ms. Torres expressed gratitude to the community for their work and noted appreciation for support her daughter has received.

Mr. Wade provided an update on the recent Walk-a-thon at Burnley-Moran.

15.1 Superintendent's Comments: Dr. Atkins congratulated and welcomed newly elected a re-elected board members and thanked them for their work.

Dr. Atkins noted that many school psychologists retired at the same time and the pool of applicants was very shallow. The division continues to advertise and work with other agencies to provide services.

Dr. Atkins also provided an update on the following activities (excerpts):

- Visit to Charlottesville High School - October 15, 2019
- Fall 2019 VASS Conference - October 20-22, 2019
- Early Childhood Education Policy Summit - October 22, 2019
- Honoring the Trailblazers Who Desegregated Johnson School - October 23, 2019
- Bus Driver Appreciation Week - October 21-25, 2019
- Commission on African American History Education - October 28, 2019
- Southern Education Foundation 9 Racial Equity Leadership Network - November 3-6, 2019

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

- add GCE to June policy update
- provide information on school psychologists

17.1 Upcoming Meetings: Ms. McKeever read the list of upcoming meetings and activities.

18.1 Adjourn: The meeting adjourned at 7:48 p.m.

A video of the November 7, 2019 meeting can be located at:

<https://drive.google.com/file/d/18K0pjUZU7TCroofE3iTaHSf3Yjq1NSbW/view?ts=5dc594d1>

Jennifer McKeever, School Board Chair

Leslie Thacker, School Board Clerk