

Date: March 21, 2024
For ACTION X
For INFORMATION X

FROM: Robert Falconi, Division Counsel
THROUGH: Melanie Kay-Wyatt, Ed.D., Superintendent of Schools
TO: The Honorable Michelle Rief, Chair, and
Members of the Alexandria City School Board
TOPIC: Collective Bargaining Resolution

ACPS 2025 STRATEGIC PLAN GOAL:

- Goal 1: Systemic Alignment
- Goal 2: Instructional Excellence
- Goal 3: Student Accessibility and Support
- Goal 4: Strategic Resource Allocation
- Goal 5: Family and Community Engagement

SY 2023-2024 FOCUS AREA:

N/A

FY 2024 BUDGET PRIORITY:

Implementation of 2025 Strategic Plan

SUMMARY:

The attached draft Collective Bargaining Resolution, if adopted, would determine the procedures and scope of collective bargaining within Alexandria City Public Schools.

BACKGROUND:

In 2020, the General Assembly amended Code of Virginia § 40.1-57.2 to repeal the prohibition against collective bargaining for School Board employees, which was made effective May 1, 2021. This legislation granted school boards the authority to recognize any organized employee association or labor union to exclusively represent school employees, to certify/decertify freely chosen Exclusive Representative(s), and to collectively bargain and enter into collective bargaining agreements with the Exclusive Representative(s). One of the provisions in this legislation allowed a majority of public employees in a unit considered by such employees to be appropriate for the purposes of collective bargaining to certify to the governing body that they wished to engage in collective bargaining. Upon receiving such certification, any governing body that had not adopted a resolution or ordinance providing for collective bargaining would be obligated to take a vote on such a resolution or ordinance within 120 days of receipt.

On October 16, 2023, the School Board received a notification from the Education Association of Alexandria indicating that a majority of licensed personnel within ACPS had expressed support for collective bargaining by such ACPS employees, thus triggering the School Board to

vote on a resolution authorizing collective bargaining within ACPS. On February 8, 2024, the School Board adopted a resolution authorizing collective bargaining within ACPS and requiring the School Board to adopt a collective bargaining resolution within 60 days after adoption of the authorization resolution. On February 22, 2024, the Board introduced a draft Collective Bargaining Resolution as an information item, and on March 7, 2024, the Board held a work session with representatives from the Education Association of Alexandria regarding the draft collective bargaining resolution. Finally, on March 14, 2024, the Board held another work session to review and make proposed changes to the draft Collective Bargaining Resolution. Staff has incorporated the changes proposed by the Board into this latest draft version of the Collective Bargaining Resolution.

RECOMMENDATION:

The Superintendent recommends that the School Board review the revisions to the Collective Bargaining Resolution and adopt the attached Collective Bargaining Resolution.

IMPACT:

Adoption of a collective bargaining resolution will delineate which units of employees may collectively bargain with the School Board, the collective bargaining process, and the subjects that may be discussed in a collective bargaining negotiation.

ATTACHMENTS:

1. Collective Bargaining Resolution (Version 1)—REDLINE
2. Collective Bargaining Resolution (Version 1)—CHANGES ACCEPTED
3. Collective Bargaining Resolution (Version 2)—REDLINE
4. Collective Bargaining Resolution (Version 2)—CHANGES ACCEPTED

REFERENCES:

N/A

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