

## BOARD MEMO

Date: February 8, 2024  
For ACTION   
For INFORMATION

**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:** Authorization of Collective Bargaining

### **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 resolution, if adopted, would authorize 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

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support for collective bargaining by such ACPS employees, thus triggering the School Board to vote on a resolution authorizing collective bargaining within ACPS. Holding a vote on the attached resolution would satisfy that obligation under the Code of Virginia.

### **RECOMMENDATION:**

The Superintendent recommends that the School Board review and approve the resolution to authorize collective bargaining in ACPS.

### **IMPACT:**

A vote to authorize this resolution would permit the School Board to enter into collective bargaining with an exclusive representative of licensed personnel and any other School Board employees deemed appropriate by the School Board.

### **ATTACHMENTS:**

1. Resolution of the Alexandria City School Board Establishing Collective Bargaining Between the School Board and Certain School Board Employees
2. Proposed Timeline for Collective Bargaining Resolution

### **REFERENCES:**

N/A

### **CONTACT:**

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