

**BOARD MEMO**

Date: May 25, 2023

For ACTION

For INFORMATION

Board Agenda: Yes

No

**FROM:** Melanie Kay-Wyatt, Ed.D., Interim Superintendent of Schools

**TO:** The Honorable Meagan L. Alderton, Chair, and  
Members of the Alexandria City School Board

**TOPIC:** Collective Bargaining Process

**ACPS 2025 STRATEGIC PLAN GOAL:**

Goal 2: Instructional Excellence

Goal 4: Strategic Resource Allocation

**SY 2022-2023 FOCUS AREA:**

Strategic Plan Implementation

**FY 2023 BUDGET PRIORITY:**

N/A

**SUMMARY:**

The Alexandria City School Board will come together in a work session to discuss the process of collective bargaining for ACPS employees. The discussion will touch on the following topics:

- What is Collective Bargaining
- Virginia Law
- Collective Bargaining In Virginia
- ACPS Proposed Next Steps

**BACKGROUND:**

In 2020, the General Assembly amended Virginia Code § 40.1-57.2 to repeal the prohibition against collective bargaining for School Board employees, effective May 1, 2021.

The 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).

Effective May 1, 2021, the Alexandria City Council amended Title 2, Chapter 5 of the City Code, establishing the right of City employees to bargain collectively.

On December 2, 2021, the Alexandria City School Board signed a resolution to begin the process

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of researching and collecting the necessary information, including budgetary and staffing implications, with the desire and intention to, in the future, adopt a collective bargaining resolution and successfully enter into a collective bargaining agreement.

### **ATTACHMENTS:**

1. Presentation: Collective Bargaining

### **IMPACT:**

Alexandria City Public Schools believes that a collaborative approach between its leadership and employees is beneficial, and that a formal partnership can catalyze shared decision-making in schools and lead to positive educational outcomes for students.

### **REFERENCES:**

1. [December 2, 2021 Resolution on Collective Bargaining](#)

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