

BOARD MEMO

Date: February 22, 2024

For ACTION

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

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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. 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.

RECOMMENDATION:

The Superintendent recommends that the School Board review 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:

Collective Bargaining Resolution

REFERENCES:

N/A

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