



## **DRAFT**

### **Resolution Concerning Collective Bargaining by Alexandria City Public Schools**

**WHEREAS**, the Virginia Constitution vests authority to supervise schools in local school boards; and

**WHEREAS**, the 2020 General Assembly amended Virginia Code § 40.1-57.2 to repeal the prohibition against collective bargaining for School Board employees beginning May 1, 2021; and

**WHEREAS**, the legislation grants 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 such Exclusive Representative(s); and

**WHEREAS**, to promote orderly and constructive relationships between the City of Alexandria and its employees, the City Council amended Title 2, Chapter 5 of the City Code, effective May 1, 2021, establishing the right of City employees to bargain collectively within parameters that promote a government that provides ethical, effective and efficient services that are responsive to the community and focused on improving quality of life; and

**WHEREAS**, the Alexandria City School Board believes that a collaborative approach between school division leadership and employees is beneficial, because a formal partnership can catalyze shared decision-making in schools and lead to positive educational outcomes for students; and

**WHEREAS**, the Alexandria City School Board recognizes research has shown that high levels of collaboration improve student outcomes by increasing student achievement, teacher retention and commitment. Schools with the highest levels of collaboration have more students performing at or above standards than schools with the lowest levels of collaboration, even after adjusting for poverty; and when collaboration is high, there is no statistical difference in teacher turnover between high-poverty and low-poverty schools; and

**WHEREAS**, the Alexandria City School Board further recognizes, as a high-needs school division with more than half of its students receiving free or reduced meals, that fostering a highly collaborative environment that focuses on joint outcomes compliments its ability to achieve the *ACPS 2025: Equity for All* Strategic Plan goals and core values; ensuring a deliberately inclusive and supportive experience where all can succeed; and

**WHEREAS**, the Alexandria City School Board believes that cooperative relations with its employees protects the public interest, advances the mission of the School Board, assures orderly school operations, improves the work environment for employees, and enhances the quality of education for students; and

**WHEREAS**, collective bargaining gives the Alexandria City School Board the opportunity to provide the best services and education to the citizens of Alexandria through shared objectives, rights, and responsibilities; and

**WHEREAS**, collective bargaining in good faith is an appropriate means to establish and foster cooperative relations between the School Board, its administrators, and its employees;

**NOW, THEREFORE, BE IT RESOLVED**, that the Alexandria City School Board undertakes to begin the process of researching and collecting the necessary information, including any budgetary and staffing implications, with the desire and intention to in the future, adopt a collective bargaining resolution consistent with Va. Code 40.1-57.2, and to successfully enter into a collective bargaining agreement or agreements with such bargaining unit or units as may hereafter be formed by employees of Alexandria City Public Schools. The Alexandria City School Board embarks on this endeavor with the intention of promoting a school division workforce:

- That is responsive to students and the community, is focused on improving teaching, learning and leadership through the services of well-qualified staff; and
- That values and works to actively support policies (1) to achieve and attain antiracism and inclusion; and (2) to advance all things reasonably necessary to achieve organizational excellence, while elevating the principles of cooperation, ethics, honesty, initiative, and learning at all times.

**Adopted and approved by the Alexandria City School Board this \_\_ day of \_\_\_\_\_, 2021.**

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Meagan L. Alderton

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Jacinta Greene

(School Board Member signatures continued on pg. 3.)

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