

**CITIZEN PARTICIPATION FORM RESPONSES**  
 Thursday, September 23, 2021

Timestamp	First Name:	Last Name:	Magisterial District:	Your written comments for the September 23 work session:
Sep. 13, 21 -- 10:30: AM	Sasha	Zerkin-Trickett	Three Chopt District - Michelle F. Ogburn	<p>First, let me say that I appreciate the diligence of HCPS in keeping our children as safe as possible this school year. Your efforts haven't gone unnoticed. I do, however, wish to point out part of the mitigation strategy that has already caused unnecessary problems and will only continue to do so. In the quarantine flowchart, it is shown that all students and staff who are exposed to Covid-19 need to quarantine away from school until contact tracing determines if the exposure was considered a close contact and how long the quarantine should last, if at all. In theory, this seems like a sound way to implement quarantine protocol. However, that's only on the surface. Contact tracing is extremely understaffed and weeks behind on their exposure cases. Children, including mine, have had initial trouble starting school because they have been waiting to get cleared from contact tracing for weeks. My Kindergartener experienced a 20 second outdoor exposure 18 days before the first days of school, a negative test 13 days before the start of school, and finished a ten day precautionary quarantine 8 days before the start of school. Despite a contact tracing form being submitted by the school nurse 12 days before the start of school, they never contacted me. They also didn't return my calls when I attempted to contact them. If it weren't for the nurse, principal, and myself making calls and writing emails to get my daughter into the classroom via records and a note from her pediatrician, she would probably still be out of school over 3 weeks after her exposure because I still haven't heard one word from contact tracing. Making a return to school contingent on clearance from contact tracing is unrealistic and when, not if, children need to quarantine due to exposures, they could be out indefinitely without a change in HCPS policy. I strongly encourage you to adjust the current policy to based on either a clearance form contact tracing, a negative test with a specified length of quarantine, or a positive test with a specified length of quarantine - whichever comes first. A pediatrician should be able to recommend quarantine lengths based on the various factors that contact tracing would use. It's not fair to our children, teachers, or the parents to have our children out of school when there's zero medical necessity for it. Please adjust this policy. Thank you.</p>

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Sep. 15, 21 -- 6:29: AM	Amy	Nicholas	Tuckahoe District - Marcie F. Shea, Not really relevant to my question	What are you going to do to fix the fact that students who were not provided pupil transportation have absences and derogatory marks on their grades because the district failed to provide them access to their Free and Appropriate Public Education? I understand transportation is limited because of the bus driver shortage but why are students being penalized for something that they can't control. I am a single parent and Special Education Teacher and must leave for work two hours before school starts. My high schoolers go to the specialty centers and were told that if they applied and were accepted that transportation would be provided, unfortunately this year that was a struggle for the county. I expect absences and missed/failing grades if they miss the bus, but I refuse to accept that they should have such things when they are not provided with promised and expected transportation. There needs to be a plan put in place to address such issues with the flow of services because right now it's promoting an unequitable situation.
Sep. 18, 21 -- 4:55: PM	Tabatha	Williams	Brookland District - Kristi B. Kinsella	Why were clerical days for teachers taken off the calendar ? Or they are now shared w PD days? Teachers needed dedicated days to plan. And they now always have to be in the building, versus working from home. Why?
Sep. 21, 21 -- 9:10: AM	Jessie	Snodgrass	Brookland District - Kristi B. Kinsella	Has the School Board given any consideration to bringing in charter buses or contract drivers to address the crippling shortage of county-employed drivers?
Sep. 21, 21 -- 4:50: PM	Andrea	Liverman	Tuckahoe District - Marcie F. Shea	I have too many preps, too much coverage, buses are too late.
Sep. 21, 21 -- 4:59: PM	Susan	Newton	Three Chopt District - Michelle F. Ogburn	Please inquire about what is being expected of teachers by admin due to transportation issues. It is even more than any other year. There are too many meetings during planning and after school and then there are more trainings. We are being required to watch children in our classrooms while buses and car riders are picked up late. This lasts until after our contract hours so we lose planning time every day after school and must stay late at the elementary level. Isn't it mandatory to provide planning time to teachers? It's week 3 and we are already maxed out and stressed. Think of a teacher and solve some of these problems please.

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Sep. 21, 21 -- 4:59: PM	Elizabeth	Compton	Employed in Three Chopt Dostrict	We need more transparency and communication please. It's ridiculous that we have to find out what's going on in HCPS by reading the Henrico Citizen. And as an itinerant employee, it's reckless that every one of my 5 schools has different procedures for safety and contract tracing. HCPS is not being upfront and honest with parents or staff - if the board believes that mitigation strategies are actually in place, I encourage you to actually visit schools and classrooms to see what's REALLY happening. Morale is lower than I've ever seen it. We need help.
Sep. 21, 21 -- 5:44: PM	Kelly	Marshburn	Three Chopt District - Michelle F. Ogburn	Our teachers have demonstrated extraordinary and exceptional professionalism, resilience, acumen, and leadership for our children throughout the pandemic. When will teacher salaries reflect the true increase in cost of living and inflation ? Furthermore, does the community know the extent of which their salary does not reflect our community's cost of living? It is not posted on the HCPS website. Thank you.
Sep. 21, 21 -- 6:30: PM	Lindsey	Beckham	Tuckahoe District - Marcie F. Shea	Something must be done to help the substitute situation. With many teachers being out 8-10 days at a time there aren't subs available, and everyone suffers. The students who would benefit from a consistent sub and the other staff in the building that are then losing their time covering classes for bits and pieces of a day to help. I know that you can't make people appear out of nowhere but some kind of recruitment with education schools in the area might help. Subs were never plentiful but even more must be done now to show how valuable they are to the county. Also teachers are doing their best, as they always do. Let's try to celebrate and reward the staff (teachers, lunchroom, admin, c & m, etc) that is hanging tough through these challenges.
Sep. 21, 21 -- 7:06: PM	Sarah	Smith	Varina District - Alicia S. Atkins	I have a kindergarten class with 21 students. I believe 3 will be identified as autistic. I have 2 in pull ups. I have 1 that self mutilates himself. He comes from Georgia where his Mother tried to burn the house down , with him in it. I have several girls that are terrified by the young boys behavior of peeing on the toilet, so we are having toilet training. I have children that miss there mother's! I believe that these children have been under their mother's skirts (terms of endearment). They crave their Moms love and security. The pandemic has been scary for these children too. I have incorporated a 1/2 hour nap in my day- I hold and talk to children during this time and assure them That everything will be ok- these are just young children coming in and out and in and out of the pandemic- They need to learn in a loving stress-free environment- as well as the teachers- social distancing is impossible in my class. We have shields! We have no More carpet time because of room. Kindergarten is not what it used to be.

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Sep. 21, 21 -- 7:28: PM	Denise	Clary	Employee of HCPS	Teachers should be given the option to teach remotely if they are in quarantine and are feeling up to the task. There is too much learning loss going on by sending students to other classes for coverage or having subs and other teachers cover classes for more than a day or two. Other instructional staff are being pulled to cover these long instances of coverage and the staff they work with are losing out on opportunities to grow and become better educators. All hands on deck is definitely a part of our mentality but for longer periods that quarantine requires, no one benefits from staff coverage and subs.
Sep. 21, 21 -- 7:36: PM	Sandra	Kanasink	Brookland District - Kristi B. Kinsella	Teachers are overworked, underpaid, and exhausted more so now than ever before. We're doing the job of 2 teachers at one time, enforcing COVID precautions in children, covering colleagues classes, staying well past contract to wait for busses, and having to still post to Schoology and answer questions/help students who are quarantined in our own free time. Nothing is ever taken off our plates, only piled on. We are at our wits end and it's only been 2 weeks. This is not sustainable, and feels like borderline abuse.
Sep. 21, 21 -- 7:56: PM	Sandra	Sherrod	Fairfield District - Roscoe D. Cooper, III	Why are exposed (positive or negative) COVID-19 kids not allowed to log in remotely to their home school classroom to receive instruction from their teacher? Kids are being sent home with packets of work without instruction and basically saying figure it out. This process is not working. My child is a third grader and needs guidance so a stack of papers are not going to work for him. The purpose of kids returning to the building was to receive instruction and not teach themselves and fall behind. Why are the plastic shield not mandatory on all desk like they were 2020-2021 school year?

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Sep. 21, 21 -- 9:16: PM	Anonymous	Teacher	Fairfield District - Roscoe D. Cooper, III	Greetings Board Members, I am writing to you this evening as an exhausted, burnt out high school teacher on day 8 of the 21-22 school year. This is the worst school year of my entire teaching career, which is hard to believe after the last year & a half. This year is so much worse. Where is the focus on the health & wellbeing of staff & students? I am teaching at one of the high schools that has switched to an 8 period schedule & being tasked with teaching an additional class this year with no extra planning time nor extra compensation. How is this equitable? How is this supporting your teachers? How is this supporting your students to have classes with 28+ students? I have 40+ more students this year than I did last year. One of the "selling points" administration told us last year was that our class sizes would be smaller. That is NOT the case. My classes are larger than the past 10 years & I have an extra prep, not to mention teaching a new course for the first time. In the midst of a pandemic, I ask you - what are you doing to support your students & teachers? Please hear your teachers. Please hear the students. Please hear the parents & families. We are drowning in the extra work you are asking us to do in the midst of a pandemic. In the midst of this ongoing pandemic & crisis, you are tasking educators with new preps, extra classes, larger class sizes, balancing attendance & learning opportunities for kids in & out of school for covid+ / quarantining, addressing transportation delays, & on & on the list goes. How are you supporting your teachers & students in this environment? Please give your teachers & students TANGIBLE ways in which you are going to solve these challenges. One way you could do this is by reinstating Wellness Wednesday. This would allow for extra cleaning time, contact tracing, teachers prep time, etc. Another way you could do this is by providing additional prep time to teachers who are teaching new & extra classes this year. Another solution would be to cap class sizes at 25. Another solution would be to provide equal educational opportunities for both students & faculty regardless of where in the county they reside; East End teachers shouldn't be overloaded with extra classes, extra students, extra preps; while West End teachers get to maintain the status quo. Please, I implore you to address these impending crises your teachers & students are facing. The present circumstances are not sustainable for either teachers or students.
Sep. 21, 21 -- 9:46: PM	Rachel	Lawrence	Brookland District - Kristi B. Kinsella	Teachers in Varina, Henrico, and Hermitage High Schools are currently 6 classes, while other high school teachers in the county are teaching 5 for the same amount of pay. This is unacceptable! Our hard-working teachers at Varina, Henrico, and Hermitage High Schools MUST be compensated for teaching an additional class. Even better, hire more teachers so they only have to teach 5 classes like the rest of the county.
Sep. 21, 21 -- 10:12: PM	Latrina	Lemon	Three Chopt District - Michelle F. Ogburn	I respectfully request the School Board address overcrowding at Rivers Edge. The school is over capacity and has negative impacts to the safety of children, productive learning environment and morale of students. Homeowners in the neighborhood (me being one) love neighborhood schools but put a bigger value on the educational environment for children. Please address this issue and consider allowing parents to transport kids to other neighboring schools that are not overcrowded. Rivers Edge is almost 200 students over the closest school (Twin Hickory). As a future parent at Rivers Edge I hope the School Board considers the impact this has on the youngest learners in our schools.

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Sep. 21, 21 -- 10:42: PM	Miraj	Murali	Three Chopt District - Michelle F. Ogburn	Please do not approve any new construction with the Rivers Edge elementary school zone, until the rezoning is complete or additional space is built in the school. The school is already over the capacity and any new allocation would negatively impact the students and the school.
Sep. 21, 21 -- 11:26: PM	Marco	DeLasCasas	Three Chopt District - Michelle F. Ogburn	You need to fix the overcrowding situation at Rivers Edge Elementary. Mobile classrooms are not acceptable and provide a second rate learning environment. That is all.
Sep. 21, 21 -- 11:39: PM	Prajakta	Koparde	Rivers Edge Elementary School	The overcrowding of students in Rivers Edge Elementary School is increasing exponentially and the school board has been stalling re-districting for now over 3-4 years. The student body is so large that the administrative staff can not help the parents with many issues such as — entry, dismissal, COVID concerns ( most of the school body is unvaccinated due to age restrictions as of September 2021), lunch safety and not to mention the academic focus. Recent potential development at the 100 acre farm is set to crumble the already strained situation at REES. Time is now for redistricting to reduce the school crowding. Please help us restore Rivers Edge back to the school it once was!!!
Sep. 22, 21 -- 12:27: AM	Batul	Bohara	Three Chopt District - Michelle F. Ogburn	I am parent of 2 kids going to rivers edge elementary school and have major concern on school overcrowding! My 4th grader is attending class in a trailer full time and everyday I hear him complaining why we are being put in a trailer it is not fair! Student to teacher ratio is keep on increasing, bringing effectiveness down! And how do we ensure kids are safe with this overcrowding, COVID-19, safety /fire drills, super crowded cafeteria and outdoor space! A new neighbor hood construction on 100 acre farm is coming up which will add another 100 houses and further overcrowding! We need school board reinstate the rezoning process ASAP , it is affecting our kids safety and right to get equal and fair treatment compared to other students across HCPS! School rating has also gone down from 9 to 7 on greatschool.org which shows the overcrowding is indeed affecting the effectiveness and students success!
Sep. 22, 21 -- 7:31: AM	Rashmi	Deshpande	Three Chopt District - Michelle F. Ogburn	Rivers Edge Elementary school is overcrowded. My child has to spend the whole year in a cramped trailer classroom. Traffic and afterschool dismissal is impacted because of the overcrowding. Please consider rezoning of some neighborhoods to another ES and please do not assign this school to new developments. Thank you.
Sep. 22, 21 -- 8:02: AM	Phaneendra	Tadigadapa	Three Chopt District - Michelle F. Ogburn	Overcrowding at REES is significant. I personally don't like the fact that kids are being taught in the trailer classrooms. I fear for their safety. Another aspect that worries me is teacher/student ratio.



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Sep. 22, 21 -- 9:34: AM	Rafi	Jaffary	Three Chopt District - Michelle F. Ogburn	My kids go to Rivers edge elementary school. The school is already overcrowded with my oldest one having his class in a trailer. What are the plans for addressing this overcrowding at the school. Please specify plans for next 1-3 years rather than 5-10 years timeframe.
Sep. 22, 21 -- 9:35: AM	Lauren	Harris	Fairfield District - Roscoe D. Cooper, III	1. Many teachers either do not have a full planning or losing their planning due to meetings, covering other classes, and/or have not been provided in their original schedule. Can there be compensation for teachers who do not have a planning built in their schedule? Can there be compensation for teachers who cover other classes during their planning? For example, Chesterfield is paying their teachers \$30 for each class they cover during their planning when a substitute is not available. 2. Feeding students and preventing food waste should be a priority in our schools. I am curious to know why teachers and cafeteria staff are encouraged to throw away unopened pre-packaged foods instead of allowing students to give it to another student. Currently and prior to COVID, staff members are scolded for saving unopened pre-packaged food, like pop tarts or graham crackers, that a student does not want and would normally throw away. The other day the cafeteria manager grabbed an unopened package of cereal and graham crackers and dumped it into the trash to prevent other students from eating it. The response was "they get in trouble by the cafeteria manager of HCPS." This is unacceptable. We should be teaching students about food waste and encouraging them to donate unwanted items instead of just throwing the food away.
Sep. 22, 21 -- 9:53: AM	Laura	Santacruz	Brookland District - Kristi B. Kinsella	I am adamantly opposed to the theatrics of the masks and imploring the board to push back on this mandate aka not legal recommendation. They are causing more harm than good and no one is wearing legitimate masks or wearing them in a way that would prevent any transmission. I work in an elementary school and the masks are nothing more than Petri dishes of bacteria that these children are breathing in day after day. They get wet, dirty, dropped on the floor, handled by others and children are missing key mouth movements and facial expressions that are imperative in their foundation of reading and speaking. I also am very much against any type of mandate for vaccination of students or athletes and suggest the board follow scientists and doctors that aren't being endorsed by a pharmaceutical group. The school board has become very political and has forgotten they work for us, the students and their families. Stop using the children as pawns for your agenda and do what's right.
Sep. 22, 21 -- 10:10: AM	Cristin	Traylor	Tuckahoe District - Marcie F. Shea	We should reconsider the mask policies for outdoors. Last week I watched my son try out for sports in the 90+ degree heat with a mask on. These kids were running around at full speed and could have passed out from the heat and stifled air that they were breathing through the masks. Masks should not have to be worn outside, and especially not during sports.

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Sep. 22, 21 -- 10:36: AM	Somers	Senz	Tuckahoe District - Marcie F. Shea	With positivity rates in the community down to 7.6 percent as of today— when can we get volunteers back on campus during school hours?
Sep. 22, 21 -- 10:40: AM	Sarah	Allen	Three Chopt District - Michelle F. Ogburn, Tuckahoe District - Marcie F. Shea	Hello and thank you for reading. I'm a parent of 3 children in HCPS school 2 middle Schoolers and one Elementary student. I'm very concerned with the possibility of a vaccine mandate in the future. Students and families should have choice to decide if taking the vaccine is the right thing to do for them. This should not be a mandate to attend school. Mask Wearing should also be a choice many students are struggling to breath and think. Especially outdoors making mask wearing mandatory outdoors for sporting events is not ok and potentially a medical threat. I'm also very apposed to the guidelines on addressing transgenders and asking children their pronouns. My middle schoolers have been made to feel very uncomfortable in most of their classes by surveys on their sexual orientation my kids are 11&13 years old they should not be made to feel uncomfortable and confused by things they don't even understand. My 11 yr old didn't even know what they and them meant and came home very upset. At this age these conversations should be for parents and school counselors when a child has questions not asked in every class. My last concern is directed toward the bus situation. I understand that there is a bus driver shortage and there will be delays. However my childs safety was compromised when my sixth grader was lost for 2 hours on the first day of school. The bus driver did not stop at our stop and ignored him when he asked for help and told the driver he missed his stop. How did the driver or school staff not notice there were still 5 students on his bus when returning to the school for more students? He was traumatized by the time he finally was taken home he was hot sweaty and could hardly breathe after riding a hot bus for two hours with a mask on. while I was at the school trying to find him no one at the school knew where he was. Then my 6th and 8th grader had another incident last week where the bus was an hour late picking up at the school and when the driver finally picked up at the school she was cussing so loud all the kids could hear her calling people who were driving an a@@hole and telling students she was going to s@#t herself. I tried to contact Amy Cashwell via email and voicemail regarding the very alarming bus incidents and got not response from her. These bus incidents are unacceptable and boarding on child abuse. I understand there is a driver shortage but hcps can do better to keep our kids safe this is not okay. Thank you for your time.
Sep. 22, 21 -- 10:45: AM	Thomas	Gardner	Brookland District - Kristi B. Kinsella	As a HCPS Bus Driver I had a question about the upgraded pay scale we've now seen as a result of bumping the entry level pay for bus drivers by 15% to \$17.15 per hour. And offering an up to \$3,000 sign on bonus. I am under contract currently for \$16.37 per hour and that includes a couple longevity bumps in addition to COL increases. But now I find myself making the exact same amount as an entry level employee. So my question is; Am I missing something? Because it doesn't seem right for an almost 5 year driver to now be at the same scale as an entry level driver? It seems like everyone already in the system should have been given a 15% increase from where they were to allow the county to recognize the service of the longer term drivers. Not to mention the \$3,000 bonus for CDL drivers with S & P endorsements. I know the last thing anyone wants is to lose good fully trained drivers over something like this. Do we all need to resign and then come back as new employees to be treated like our service is valued? Thanks for any light you can shed on this since I'm definitely not the only driver wondering about it.



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Sep. 22, 21 -- 10:47: AM	Elizabeth	Thurman	Three Chopt District - Michelle F. Ogburn	<p>I am writing to express concern about overcrowding at River's Edge Elementary school. The minimal effort to redistrict last year had minimal impact, and the school remains well above capacity. The overcrowding is dangerous for health and safety including fire and safety drills, it removes opportunities for outdoor instruction because every outdoor space is needed for spaced recess all day long, it is dangerous for Covid especially with the overcrowded cafeterias, and it has forced whole classes into cramped trailers that were never meant to be used as regular classrooms. Now, there is a large development planned adjacent to the school's neighborhood. It doesn't look like the school district for the subdivision has been determined. Adding these kids to our school zone would make this situation even worse. There are solutions other than waiting 4-5 years to expand the school. 1. An ad hoc rezoning committee could redistribute some of the kids currently living farthest from the school. Last year's redistricting helped balance other are schools, but not ours. I have never hear an explanation for this. 2. Students from this area, and other overcrowded could be prioritized for Henrico Virtual Academy if spots become available. 3. The proposed new neighborhood absolutely needs to be zoned for another area school if neither of the above are met.</p>

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Sep. 22, 21 -- 11:42: AM	Sarah	Eddins	Tuckahoe District - Marcie F. Shea	<p>I am writing to continue to advocate for you to revoke your current mask mandate policy in schools. While I realize we are currently under the Virginia State Health Commissioner's unconstitutional mandate at the state level, you decided to backtrack from your decision in July and voted 5-0 for the mask mandate BEFORE the Commissioner issued this order. Do not attempt to blame this current situation on the state. I felt it best to pursue a religious exemption. I did not receive any response regarding my request until the late afternoon on day before school was to begin. The "accommodations" that were being offered were unacceptable, as they would cause my children to be treated differently than their peers in the classroom. I was also told that I would need to submit my specific religious objection to wearing masks in school to the Health Committee. I was so disturbed by this request that I have not responded back to Central Office. I will not allow my religious beliefs to be scrutinized for their credibility. I am appalled at how my religious exemption has been handled and find it completely unacceptable that this issue was not handled prior to the start of school. While I respect and appreciate your desire to "keep everyone safe," I must remind you that my husband and I are the best ones to make health and safety decisions for our children. This sort of remark, while well intended, is disturbing to me. My husband and I have the legal, moral, and spiritual authority to parent our children. We do not take this role lightly and we will not sit back and allow Henrico County Public Schools, the State of Virginia, or any other government agency make decisions for our children regarding their health and well-being. We will not co-parent with any government entity. At this point, I see no need in trying to convince you about the ineffectiveness of mask mandates or the illegality of mandating health practices (see Nuremburg Code). I don't care if every single child in the school wears a mask, if that is what their parents believe is best. I simply am asking for you to allow my husband and I to make that decision for our own kids. I am saddened by your lack of courage and your willingness to trample on our parental rights. You must do better.</p>

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Sep. 22, 21 -- 12:13: PM	AJ	James	Three Chopt District - Michelle F. Ogburn	<p>You know the data with regard to children and COVID, yet they're required to mask all day. You know that COVID is much higher risk for the elderly, and those with comorbidities, whom should be encouraged to protect themselves with vaccine, mask or just stay away, yet it's the children whom must wear their masks all day. You see the millions of people gathering every week at college football games, baseball games, NFL games, concerts, office buildings, this week's Emmys, I could go on, but it's interminable as this will continue, yet our children must still wear masks all day in school. Our kids are vaccinated, yet they must wear masks all day in school. Masks didn't stop the 20/21 winter surge, nor the delta surge, and they won't stop the next. A mask doesn't prevent you from smelling smoke, let alone stopping covid transmission, yet are kids are required to mask all day, every day. Why are the vast majority not required to wear masks yet our children are still required. There is no symmetry of logic. I'm not anti-mask, nor anti-vaccine. I'm for choice. Choice whether to have my child wear a mask or not. Choice to have your children learn at home if you're worried about them attending school in person. There are many people at risk, but look at everything I've written then ask yourself, why is the burden on our children, and no one else. Allowing choice is entirely in line with the rest of the United States at this time, yet our children have zero choice. I'm so frustrated with the decisions made this year. In the beginning there were unknowns, so I get it. But there are so fewer unknowns now, that it's incomprehensible to me why you're masking our children, all day, every day.</p>
Sep. 22, 21 -- 12:23: PM	Linda	Pearman	Brookland District - Kristi B. Kinsella	<p>I am a school bus driver with Zone 3 NW for 13 years. I have always enjoyed driving the school bus for Henrico County. Loved the flexibility, the kids, I loved my job. Two weeks into this school year, I am miserable, exhausted. Never experienced anything as this. The extra burdens of double routes (I have 12 - 6 for a.m. runs, 6 for p.m. runs, and midday shuttle), impossible piles of paperwork (seating charts for each run - am and pm), daily student check lists (which change daily - so much for the seating charts). The schools are inconsistent with how to handle seating charts. Some take pictures of the students am then pm on the bus, another only wants the seating charts. Should be the same for each school across the board. We have 2 - 3 students sitting per seat, this is not social distancing. Trying to make sure the students keep their masks on while on the bus, student management and trying to drive a bus safely is challenging. Many of my middle school students pull their masks down below their chin, some take it off. Something needs to be done to relieve this ticking timebomb of pressure on HCPS drivers. There are many seasoned, skilled and dependable HCPS bus drivers who love their jobs but feel they are being tested.</p>

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Sep. 22, 21 -- 12:30: PM	Linda	Crockett	Brookland District - Kristi B. Kinsella	Wow is all I can say. I have been with Henrico County since 2006 and I never been so overwhelmed. The expectations of trying to keep up with all of these students everyday is taking away from us making sure we are being safe at all times. We can not continue to do all of this paperwork daily. We are driving a bus not an office. Last school session was manageable because there was a limit to children on the bus. We are packed and it is not possible for us to keep going this way. Another big problem is there is a language barrier between us and the students. We are trying to get their names and with the mask it is extra difficult. I have always been good at learning my students but we are so pushed and DO NOT have the time. I challenge any of you to spend a day in my shoes. I doubt that any of you would last. I will honestly say that I am so stressed nightly that I have one foot out of the door. I will not keep going this way. Myself and the other drivers feel so disrespected with the ridiculous low raise that we got. This showed us just what we mean to the county. The system is broke and needs to be fixed sooner than later. My husband David Crockett is also a driver and he feels the same.
Sep. 22, 21 -- 12:36: PM	Catherine	Crigger	Varina District - Alicia S. Atkins	What is tlyhe plan for the bus drivers who are working like crazy to get children to and from school with no support from you, the superintendant, or the central office. We are constantly asked to do more and more and driving the kids safely is becoming hard with expected paperwork to do while driving, insuring kids sit in assigned seats, knowing where they are sitting for covid tracing, and of course everyone keeps mask on. You are
Sep. 22, 21 -- 12:43: PM	Catherine	Crigger	Varina District - Alicia S. Atkins	my other comment got cut off. we know what you are doing for new drivers which is very unfair to current drivers, what about us. no new drivers yet and expecting us to cover everything. Also our bus aides need to be taken care of, you completely left them out. they are just as important as the drivers. What do the drivers need to do for you to listen to us and actually see what we are going through. just listen to the radios in the morning. And Central gives us no acknowledgement, they take us for granted and do not care and that is exactly how we are feeling about the board. could you do this job. We are frustrated and tired that is not good driving for our children
Sep. 22, 21 -- 12:54: PM	Robert	Humber	Tuckahoe District - Marcie F. Shea	I am in my 8th year driving a school bus for Henrico County Schools. I am now making the same hourly rate as a brand new driver,how fair is that. We are all being over worked this year because we are so short on drivers with people leaving every day.The paperwork we have to do while we are driving is too much and dangerous.Please help us and make things right for the people who get up at 5:00am every day to get the children to school safely.Please fix the compression that the last increase caused with 8 years I should be making more than a new hire. Thank you for your time.

**CITIZEN PARTICIPATION FORM RESPONSES**  
 Thursday, September 23, 2021

Timestamp	First Name:	Last Name:	Magisterial District:	Your written comments for the September 23 work session:
Sep. 22, 21 -- 1:20: PM	Candacs	Owens	Three Chopt District - Michelle F. Ogburn, Tuckahoe District - Marcie F. Shea	Unmask our kids now! Masks should be optional in all school settings. Data (censored data if this is new info. at this point) shows masks have very low effectiveness rates to protect and contain spread of illness. Common sense & critical thinking also shows this conclusion. Logic is fast and science is slow and evolves and should be questioned and tested and retested. In the meantime, masks create an unhygienic and low oxygen environment for our children (and teachers) to breath all day long. Masks create anxiety and mental health issues and they disconnect people from each other. How on earth can you justify this mask mandate for students and educators when other populations (celebrities at the recent Emmy for example) are allowed special privileges to be mask free. But our children remain masked. Mandating masks - It's cowardly to let this continue. Make masks optional to appease those who believe they work. Spend money and time on ventilating and filtering the air in schools and on busses. Promote healthy eating (throw some \$ at improving the school food too while you are at it) and exercise to boost immune systems. I know you know better. Time to do better.
Sep. 22, 21 -- 1:36: PM	Pamela	Guthrow	Tuckahoe District - Marcie F. Shea	I've been driving the school bus for 25 years, I am completely exhausted these last couple of weeks have been very stressful and exhausting I'm covering 10 runs a day as are most of us something Has got to be done we need help we're getting burnt out and it's only a couple of weeks into school these Covid sheets are ridiculous they change every day because new students are added were late getting to school then when we get there A member of the administration gets on the bus and either takes pictures or video tapes the kids which makes us even later we are extremely short staffed and under paid. I'm tired I'm exhausted I'm anxious and so are my fellow drivers we are frustrated and we are angry that all of this is being asked of us and we are simply school bus drivers that's what I signed up for to be a school bus driver. Children are not wearing masks were having to pass masks out every day they are not staying in their assigned seats they're not keeping masks on their face. A lot of drivers are running out of seats there's so much more at Tucker high school somebody is going to be killed or seriously injured because of the traffic the kids running in and out of traffic crossing streets being dropped off and picked up kids in droves coming up the school bus ramp while buses are trying to get in there to pick upWe need help and we need it now we are exhausted and fed up! We don't understand all of this if it is safe enough for us to be at school then why are we having to do all of this it's too much on the bus drivers we need to be focusing on getting children to and from school safely and that is being compromised by all of this paperwork by us being late and by the schools being congested with cars and children in the streets

**CITIZEN PARTICIPATION FORM RESPONSES**  
 Thursday, September 23, 2021

Timestamp	First Name:	Last Name:	Magisterial District:	Your written comments for the September 23 work session:
Sep. 22, 21 -- 1:37: PM	Wanda	Covitz	Varina District - Alicia S. Atkins	I am a 17 year Bus Driver and I do believe we have been overlooked. The new raises for Driver's should have been for ALL DRIVERS. and also for BONUSES too. We have already earned that Bonus. Sometimes we don't even get to go to BATHROOM. We have alot of responsibility . Other County's have stepped up and paying there Driver's alot more than we make. I'm very frustrated about it. Where is our APPRECIATION us Veteran Driver's got a. 42 cent raise WOW. OVERLOOKED, OVERWORKED, UNDERPAID!!!!!! I Thought Henrico County was better than this. I know some Veteran Driver's left and Henrico County couldn't offer more money or match it. So what does show us ??? I guess we're not worth it. Tells me you don't support us at all. Sincerely Wanda Covitz Zone 1
Sep. 22, 21 -- 2:01: PM	n/a	n/a	Fairfield District - Roscoe D. Cooper, III	Is the county considering utilizing VDH's offer for weekly covid testing? This seems like a great way to mitigate covid spread in the school systems. Additionally, I am quite concerned about the lack of transparency surrounding the covid-positives and covid-exposures in Henrico County Public Schools. I understand everyone is overwhelmed right now, but the lack of communication and transparency is disconcerting. I urge you to please publish expedient, accurate data surrounding covid positives and exposures in order to better inform and protect the entire school community. Thank you



**CITIZEN PARTICIPATION FORM RESPONSES**  
 Thursday, September 23, 2021

Timestamp	First Name:	Last Name:	Magisterial District:	Your written comments for the September 23 work session:
Sep. 22, 21 -- 2:03: PM	Concerned	Parent	Three Chopt District - Michelle F. Ogburn, Tuckahoe District - Marcie F. Shea	<p>Remove Masks from our Children • We need the school to remove the mask mandates for our children. • Children need to see each other’s facial expressions, and not inhibit their ability to breath. • Children rarely wear masks around each other outside of school and there is NOT an epidemic occurring among those children. • Children rarely have any complications from this virus. • We cannot have a society that caters to the weakest and most afraid among us. If anyone is afraid, they have the option to wear a mask.</p> <p>Quarantine Plan • Henrico County’s quarantine plan is completely unacceptable. Henrico currently requires children to quarantine even if they should no symptoms (ie they are completely healthy). The children are expected to learn “asynchronously”, without direct teacher instruction. This is entirely unacceptable for the County to mandate the student stay away from school, and then proceed to provide no resources for the child’s education. • If the County is going to persist in implementing this quarantine policy, they must provide the children a way to continue learning in a seamless way. Hanover County schools can do this, so can Henrico. PCR Testing • Children should not be subjected to PCR testing. It was never designed for this continuous type of use and has been shown to be completely inaccurate for identifying the virus. Additionally, there are studies showing that repeated use of this test up the nostrils can be harmful to the child.</p> <p>Mandates • Our children should never, ever be mandated to take this vaccine. Our children have a miniscule chance of any adverse effects from this virus. The vaccine has caused severe heart issues (especially in young men), blood clotting, menstrual cycle and pregnancy issues, and much more. It makes no sense to subject our children to this risk, if the risk of the virus is so incredibly small. • Also, there is data emerging that indicates the efficacy of the vaccine wains over time. And an FDA panel has decided not to recommend the booster to all the population at this time due to their concerns. • Finally, no government body has yet to acknowledge natural immunity, which more than likely is better against variants and much longer lasting. The government’s response to this virus is creating much bigger issues in our society than the virus itself is. I am submitting this anonymously because of the divisiveness and hate that is currently brewing in our society. It makes me sad.</p>
Sep. 22, 21 -- 3:17: PM	Whitney	Sapp	Three Chopt District - Michelle F. Ogburn	<p>I am writing to express my concerns about overcrowding at River’s Edge Elementary school. River's Edge is over capacity even with the small redistricting that occurred last year. An additional 75 homes will add even more of a strain on our crowded school. This over crowding is dangerous to our students health and safety. With class sizes of 22 I do not see how teachers are able to mentally and physically care for more students if class sizes need to increase. The increase of traffic through our neighborhood will also be an added issue. Currently cars are spilling out of the elementary school and blocking traffic on 3 and 4 blocks of side roads on Holman Ridge every morning and afternoon. I understand new homes and developments are inevitable, but I urge you to think about the well being of the students who are currently at Rivers Edge. These additional homes could theoretically add over 100 more students to a school that is already at 108% capacity. I would like to see the county complete the Education review are receive more input before approving this rezoning.</p>