

School Board Update about Draft Memorandum of Understanding and Standard Operating Procedures with Charlottesville Police Department

- **Final Changes to Memorandum of Understanding**
- **Continuing Process for Standard Operating Procedures**
- **Next Steps**

December 4, 2025



FINAL Memorandum of Understanding

- Final MOU incorporates edits from City Attorney's Office.
- All changes shown below and marked in document at charlottesvilleschools.org/SROs.

Change from MOU Version 2	Explanation
First sentence in preamble	Language simplified to avoid redundancy.
Language in preamble	Some language made more broad and removed limitations: The program can be ended or officers can be removed for any reason, at any time, and without cause.
Language on the topics of complaints refined	Refinements enhance clarity and distinguish between the process for investigating complaints about an SRO vs. complaints about how a CCS staff member engages with an SRO; the new language maintains the option to initiate a complaint about an SRO with either the schools or directly with CPD.
Defining "mechanical restraints"	Definition relocated to appear at the first mention of the phrase.
Signature blocks	Added signature blocks for Dr. Gurley and Chief Kochis.

CONTINUING WORK ON Standard Operating Practices

- Work group – including Care and Safety Assistants – will continue to meet to refine this document.
- Example of areas needing refinement – since SROs will use body-worn cameras in keeping with CPD policy, the committee will clarify additional measures to protect student privacy (for example, in areas such as nurse's office).
- Even once this document is “finalized,” it is a living document that can be edited to refine our work.
- Next public review of SOP expected in spring or when the first SROs are hired.

WHAT'S THE IMPLEMENTATION TIMELINE?

August 2025: Gathering feedback on draft MOU

September 4: School Board report about feedback on draft MOU

Sept.-Nov.: Finalization of MOU (the “what”) and accompanying Standard Operating Procedures (the “how”)

Winter: City Budget season (with the reduction to 2 officers, the SRO program no longer has a budgetary impact)

Spring: Hiring/training of SROs

August 2026: Charlottesville Schools open with SRO program in place (2 trained officers)

NEXT STEPS

Stay Connected with the Program and the Process

- Dr. Gurley and Chief Kochis to sign MOU in December
- Website will remain updated with current and future documents and reports at charlottesvilleschools.org/SROs.
- Google Suggestion Form remains open: charlottesvilleschools.org/SROs

Thanks to the community for feedback that has made these documents better!