

**ARLINGTON PUBLIC SCHOOLS**  
School Board Meeting  
November 3, 2016

**Item C-1-a**

The Arlington School Board convened on Thursday, November 3, 2016, at 7:30 PM at 1426 North Quincy Street, Arlington, Virginia.<sup>1</sup> Prior to the meeting, the School Board members attended a meeting of the Student Advisory Board at 6:00 p.m.

**Present were:**

Nancy Van Doren, Chair  
Barbara Kanninen, Vice Chair  
Reid Goldstein, Member  
James Lander, Member  
Melanie Elliott, Clerk

**Also present were:**

Dr. Patrick K. Murphy, Superintendent  
Raj Adusumilli, Assistant Superintendent, Information Services  
Linda Erdos, Assistant Superintendent, School and Community Relations  
Cintia Johnson, Assistant Superintendent, Administrative Services  
Dr. Kristi Murphy, Assistant Superintendent, Human Resources  
Dr. Tara Natrass, Assistant Superintendent, Instruction  
Dr. Brenda Wilks, Assistant Superintendent, Student Services and Special Education  
James Meikle, Director, Maintenance Services

**A. CALL TO ORDER**

**B. MEETING OPENING**

1. Call to Order
2. Presentation of Colors: Arlington Career Center AFJROTC Cadet Corps
3. Recognition

Dr. Teri Adkins, Director, Minority Achievement, introduced students from Yorktown High School's Minority Student Achievement Network, who gave a presentation on their attendance at the recent MSAN conference at Chapel Hill, North Carolina.

4. Announcements: (7:40 PM)

Meetings:

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<sup>1</sup> Video clips of regular School Board meetings can be viewed on the APS Web site at the following link:  
<https://www.apsva.us/school-board-meetings/view-school-board-meetings/>  
DVDs of all regular School Board meetings are also available for viewing in the School Board office.

- November 4, 2016 School Board Committee of the Whole Meeting, Board Conference Room, 8:30 AM
- November 9, 2016 Work Session on Proposed Refinements to High School Attendance Zone Boundaries, Wakefield Cafeteria, 7 PM
- November 10, 2016 Closed Meeting, School Board Conference Room, 7 PM

Ms. Van Doren encouraged all to review the APS 3-5 Year Plan, which outlines projects and initiatives to be implemented over the next several years.

Dr. Murphy announced upcoming dates of interest to students and families, and in honor of Veterans Day, recognized Mr. Lander and other veterans for their contributions. He shared opportunities for students to participate in literary and visual arts activities for Black History Month and Martin Luther King, Jr. Day, and encouraged all to participate in the APSGO! Survey.

**C. CONSENT AGENDA: (7:50 PM)**

*Dr. Kanninen moved that the Board adopt the consent agenda, seconded by Mr. Lander. The motion was adopted in a vote of 5 – 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively. The following items or actions were approved as a part of consent:*

1. Minutes:
  - a. October 1, 2016 Joint School Board/County Board Meeting
  - b. October 6, 2016 School Board Meeting

2. Personnel Actions:

P/E-SCALE PERSONNEL

- 1 Resignation
- 1 Change In Position/Salary

T-SCALE PERSONNEL

- 5 Appointments
- 3 Resignations
- 1 Resignation With Prejudice
- 1 Retirement

A-SCALE PERSONNEL

- 1 Resignation
- 1 Retirement

SUPPORT SERVICES PERSONNEL

- 2 Appointments
- 1 Change In Position/Salary
- 2 Resignations

3. ACI Appointments

4. Accept Briefing Report
  - a. Food and Nutrition Services Annual Report

Ms. Van Doren announced that as a part of consent, the Board received the annual report on Food and Nutrition Services, and encouraged all to review the report.

**D. CITIZEN COMMENT ON NON-AGENDA ITEMS: (7:51 PM)**

The following speakers addressed the Board:

*Ingrid Gant*, President, Arlington Education Association (AEA): commenting on challenges being faced by staff such as issues with technology and new security procedures.

*Leslie Stockton*, staff member and AEA member: sharing a draft calendar for the Board to consider for 2017-18, which includes flexibility on professional development days.

*Katherine Gillen*, student: asking the Board to continue to support the immersion program at Claremont, sharing her experiences there and her concerns with crowding at that school.

*Lysbeth Monard*, Claremont PTA representative: asking the Board to waive policy to address crowding and capacity issues at Claremont.

**E. INFORMATION ITEMS: (8:01 PM)**

1. Proposed Refinements to High School Attendance Zone Boundaries

Dr. Murphy provided an overview of this item, confirming Board direction to prepare several options. Ms. Erdos presented the proposed refinements, acknowledging staff who are working on this initiative, and outlining the process to date and next steps. She reviewed projected seat deficits, identified students who will be affected, and shared data sources that informed staff work. She highlighted community participation in data collection, and outlined how options were identified. Ms. Lisa Stengle, Director, Planning and Evaluation, then explained how the recommendations being presented were developed. She then described the seven options being presented for Board consideration, confirming that these options reflect the boundary policy. In closing, Ms. Erdos shared resources and feedback options available to the community, and outlined grandfathering options for siblings. She reiterated the timeline for decisions and the implementation of the changes.

The following speakers addressed the Board, asking that planning units 1201, 1202 and 1203 not be moved, citing concerns on walkability and other criteria in the boundary policy. Some speakers were concerned about data used in assessing options and stated that the rationale used has not been explained to the community:

*Christine Brennan*, Barrett and Kenmore parent

*Ryoko Reed*, Kenmore parent

*Kenny Kraft*, Arlington Forest resident and parent

*Tor Winston*, Arlington Forest resident

*Alyssa Prince*, Arlington Forest resident  
*Pete Messman*, Washington-Lee parent

The following speakers also addressed the Board in support of moving planning units 1201, 1202 and 1203, speaking to the criteria of alignment, walkability and demographic balance. The student speaker also described her positive experiences as a transfer student at Wakefield:

*Hannah Goldstein*, Arlington Forest resident and student  
*Nathan Zee*, Arlington Forest resident  
*Kathy Evans Gordon*, Arlington Forest parent

The following speakers also addressed the Board:

*Alison Landsberg*, Washington-Lee parent: encouraging the Board to approve the sibling preference for students at Washington-Lee.

*Anthony Ermovick*, Boulevard Manor Civic Association (BMCA): stating that the BMCA supports keeping planning unit 1303 at Washington-Lee, citing criteria of alignment and proximity as important considerations.

*Wendy Pizer*, Nottingham PTA: expressing concerns that the options will move too many students and result in crowding at Yorktown or Wakefield.

*Graham Weinschenk*, Yorktown student, Student Advisory Board (SAB) vice chair: stating that the SAB agrees with the need balance enrollment, suggests that diversity be strongly considered, and appreciates the proposed options. The SAB also believes that all APS schools are great.

*Michael Beer*, parent: supporting the need to balance enrollment and suggesting that diversity and demographics should be considered more strongly than other criteria.

The Board thanked the speakers for their comments and thanked those who wrote to the Board. They appreciated staff for their work and confirmed all feedback is being considered. Mr. Lander recognized the Advisory Council on School Facilities and Capital Programs for their participation and confirmed that the Board has not made any decisions. He noted that while diversity is being considered, the decision before the Board is not focused on balancing diversity. Dr. Violand-Sánchez acknowledged the complexity of this decision and asked for further exploration of factors considered in developing options. She supported keeping planning units 3510 and 3706 at Washington-Lee. Dr. Kanninen reiterated that the goal at this point in the process was to provide the Board with a variety of options to consider.

Responding to questions, Ms. Stengle described how staff looked at data related to alignment, and confirmed that no option will require a student to leave the school they are currently enrolled in. Board members provided additional feedback on information they would like to receive at the upcoming work session. Noting the goal of moving 400 students over 4 years to balance enrollment, Mr. Lander spoke to diversity and

how it relates to the decisions to be made. The Board recognized the many factors that will affect enrollment over the next several years and asked for long-range projections. Dr. Violand-Sánchez encouraged expanding IB to all high schools. In closing, Ms. Van Doren asked the community to continue to be engaged, confirmed no decision has been made, and recognized that all schools are strong. She summarized requests from the Board for the work session, including looking at other options and/or at moving fewer students, information on alignment and walk zone maps, provision of data through 2025, and how free and reduced lunch data can be considered in future discussions.

Ms. Van Doren called for a recess at 9:47 PM and the Board reconvened at 9:55 PM.

2. Amendment to License Agreement for Wilson Property: (9:55 PM)

Mr. Jeff Chambers, Director, Design and Construction, briefly reviewed the proposed amendment to the License Agreement for the Wilson property. He confirmed this is change moves the commencement date seven months earlier than in the original agreement, which will allow APS to begin work sooner.

3. REMOVED FROM AGENDA

4. Proposed Charge to Joint Facilities Advisory Commission (JFAC): (9:59 PM)

Dr. Kanninen described the Joint Facilities Advisory Commission, which responds to a recommendation of the Community Facilities Study group. This charge was developed by a subcommittee of members of the County and School Boards along with staff. Dr. Kanninen outlined the mission, functions/scope, and membership of JFAC. She also described liaison roles, meeting and reporting schedules. Ms. Van Doren encouraged interested citizens to apply to JFAC.

**F. MONITORING ITEMS: (10:01 PM)**

1. Career and Technical Education Update

Dr. Natrass introduced Career Center Principal Margaret Chung, who presented the update. Dr. Chung shared stories of students' experiences in the program, which incorporates academic content into real-time learning and aligns with the Virginia Department of Education's "Profile of a Virginia Graduate." Program director Catherine Steinmetz shared additional information about project based learning in this program. Brie Myer then described her experience and the skills she is learning as an APS student at Arlington Tech. Ms. Steinmetz then described how students are given the opportunity to shape their learning, and also shared parent feedback on the program. In closing, Dr. Chung described plans to expand the program through outreach and recruitment efforts which will inform families and encourage enrollment.

Board members thanked staff, and especially Ms. Myer, for the presentation, and noted how this program will help balance high school enrollment. Staff responded to questions, sharing additional information about outreach to students and the makeup

of the student body. Mr. Martini confirmed that two new STEM specialists have been hired and are implementing programs that support Career and Technical Education. The Board supported strengthening recruitment for Arlington Tech, and increasing enrollment more quickly than planned, if there is interest.

2. Compensation Study (10:36 PM)

Dr. K. Murphy introduced Elliott Susseles of Segal Waters Consulting, who provided a brief overview of the market study which compared APS to six peer employers, and shared information about the data gathered. He presented a summary of findings for teacher pay as well as for 55 benchmark non-instructional positions. He noted that while teacher salaries tend to be at the top of the range in the area, there is wider variation for the other positions. After reviewing the study methodology used, Mr. Susseles presented more detailed data for the benchmark jobs, focusing on positions significantly below market. In closing he highlighted recommendations to change current practices to address lags.

Terrance Pringle and Sharon Emmons from Aon Hewitt Consulting then presented a summary of the comparison of the APS health and dental benefits package to surrounding jurisdictions. The study included medical benchmarking, medical and prescription recommendations, dental benchmarking, and retirement related benefits. Mr. Pringle shared data on the health and dental benefits available to APS and how they compare to comparable organizations and summarized recommendations to address issues.

The following speakers addressed the Board:

*Josh Folb*, AEA Compensation Committee: noting the high cost of living in Arlington, encouraging strong efforts to bring all salaries in line, and suggesting returning the annual step to the policy.

*Ingrid Gant*, AEA President: sharing suggestions for next steps to strengthening the compensation particularly for staff in positions that are significantly below market.

Board members appreciated the presentation and Mr. Lander spoke to the need for a more holistic approach to compensation. He noted the need to balance how adjustments are made to the pay scale and how staff are recruited, and to determine the best approach for what APS wants to accomplish. He looked forward to the upcoming work session for further discussion. Dr. Violand-Sánchez supported increasing salaries for those non-instructional positions that are below market rate, and also adjusting compensation for staff at the top of the scale. Responding to a request, Dr. K. Murphy confirmed that these reports will be made available to the public. Board members then noted information they would like to receive at the upcoming work session. Summarizing, Ms. Van Doren confirmed Board interest in a benefits framework and retention philosophy, additional information about turnover, and what next steps are proposed to right the pay scales overall and within the current market. She thanked staff and the consultants for the reports.

**G. ACTION ITEMS: (11:23 PM)**

1. Revision of Select Human Resources School Board Policies:
  - a. SBP 35-4.3 Workplace Violence
  - b. SBP 35-4.5 Employee Communication in Native Language

Dr. Kristi Murphy confirmed there have been no changes to this item since it was presented to the Board for information.

*Dr. Violand-Sánchez moved that the Board approve the proposed revisions of School Board Policy 35-4.3 Workplace Violence and School Board Policy 35-4.5 Employee Communication in Native Language, seconded by Dr. Kanninen. The motion was adopted in a vote of 5 – 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively.*

2. License Agreement with County for Bus Parking at 2629 Shirlington Road: (11:24 PM)

Mr. Meikle confirmed there have been no additions since presented for information.

*Dr. Violand-Sánchez moved that the Board approve the proposed license agreement with the County for bus parking at 2629 Shirlington Road, seconded by Mr. Lander. The motion was adopted in a vote of 5 – 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively.*

**H. NEW BUSINESS: (11:24 PM)**

There was no new business.

**I. ADJOURNMENT:**

The meeting adjourned at 11:24 PM.

**ATTEST:**

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Melanie Elliott, Clerk  
Arlington School Board

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Nancy Van Doren, Chair  
Arlington School Board