

**ARLINGTON PUBLIC SCHOOLS**  
School Board Meeting and Closed Meeting  
June 29, 2017

**Item C-1-b**

The Arlington School Board convened on Thursday, June 29, 2017, at 5:00 PM at 1426 North Quincy Street, Arlington, Virginia.<sup>1</sup>

**Present were:**

Nancy Van Doren, Chair  
Barbara Kanninen, Vice Chair  
Reid Goldstein, Member (arr. 5:10 PM)  
James Lander, Member  
Tannia Talento, Member  
Melanie Elliott, Clerk

**Also present were:**

Dr. Patrick K. Murphy, Superintendent  
John Chadwick, Assistant Superintendent, Facilities and Operations  
Dr. Kristi Murphy, Assistant Superintendent, Human Resources  
Leslie Peterson, Assistant Superintendent, Finance and Management Services

**A. CALL TO ORDER AND CONVENE IN CLOSED MEETING: (5:04 PM)**

*Ms. Van Doren moved that the Board immediately convene in a closed meeting to consider the appointments of Principal, Ashlawn Elementary School; Principal, Carlin Springs Elementary School; Assistant Principal, Wakefield High School; Assistant Principal, Washington-Lee High School; Director of Counseling, Washington-Lee High School, and Director, Administrative Services as authorized by Virginia Code §2.2-3711(A)(1); to discuss the disposition of publicly held real property, where discussion in an open meeting would adversely affect the bargaining position or negotiating strategy of the public body, as authorized by Virginia Code §2.2-3711(A)(3); and for consultation with legal counsel pertaining to actual litigation, where such consultation or briefing in open meeting would adversely affect the negotiating or litigating posture of the public body as authorized by Virginia Code 2.2-3711(A)(7), seconded by Ms. Talento. The motion was adopted in a vote of 4 - 0, with Dr. Kanninen, Mr. Lander, Ms. Talento and Ms. Van Doren voting affirmatively, and the Board convened in a closed meeting. Mr. Goldstein was not present at the vote.*

The closed meeting adjourned at 6:40 PM and the Board reconvened in an open meeting.

**CERTIFICATION OF CLOSED MEETING**

*Ms. Van Doren moved to certify that to the best of her knowledge only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting and only such public business matters that were identified in the motion convening the*

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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.

*closed meeting were heard, discussed or considered*, seconded by Mr. Goldstein and adopted in a vote of 5–0. The voting record is as follows: Mr. Goldstein – Aye; Dr. Kanninen – Aye; Mr. Lander – Aye; Ms. Talento – Aye; and Ms. Van Doren – Aye.

## **B. REGULAR MEETING OPENING**

### **Also present were:**

Raj Adusumilli, Assistant Superintendent, Information Services  
Linda Erdos, Assistant Superintendent, School and Community Relations  
Cintia Johnson, Assistant Superintendent, Administrative Services  
Dr. Tara Natrass, Assistant Superintendent, Instruction  
Dr. Brenda Wilks, Assistant Superintendent, Student Services and Special Education

1. Call to Order – 7 PM
2. Recognition

The Board recognized students from Thomas Jefferson Middle School for their participation in the SchoolsNEXT design competition, which encourages students to learn about environmental design and sustainability.

4. Announcements: (7:13 PM)

### *Meetings:*

- July 5, 2017 – School Board Organizational Meeting, noon

Mr. Goldstein announced the Arlington Partnership for Children, Youth and Families Spring 2017 Connect with Kids Champions, appreciating the recipients for their support of youth in Arlington.

Ms. Van Doren announced that Dr. Brenda Wilks will be retiring from APS, and thanked her for her hard work and the support she has provided to both students and staff over the years.

## **C. CONSENT AGENDA: (7:20 PM)**

*Mr. Goldstein moved that the Board adopt the consent agenda*, seconded by Dr. Kanninen. The motion was adopted in a vote of 5 - 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Talento and Ms. Van Doren voting affirmatively.

The following items or actions were approved as a part of consent:

1. Minutes:
  - a. April 6, 2017 School Board Meeting and Closed Meeting
  - b. April 20, 2017 School Board Meeting
  - c. June 9, 2017 Committee of the Whole Meeting
  - d. June 14, 2017 Closed Meeting
2. Personnel actions

P/E-SCALE PERSONNEL

- 4 Appointments
- 10 Changes In Position/Salary
- 1 Retirement
- 2 Classification Specifications
  - Director, Multimodal Transportation Planning
  - Information Systems Analyst (Facilities & Operations)

T-SCALE PERSONNEL

- 4 Terminations

SUPPORT SERVICES PERSONNEL

- 2 Appointments
  - 2 Changes In Position/Salary
  - 1 Retirement
  - 1 Termination
3. Receive Briefing Reports:
    - a. Minority Achievement Update
    - b. Security Update
    - c. School and Community Relations Update
  4. Local Plan for the Education of the Gifted
  5. Construction Contract Award for the Gunston Internal Modifications
  6. Construction Contract Award- Early Work Package 1 for New Elementary School at Jefferson
  7. Conveyance of APS Property at Taylor to Arlington County
  8. First Amendment to License Agreement for Long Branch Elementary School

Ms. Van Doren announced that as part of consent, the following appointments were made: Breonna McClain, Principal, Ashlawn Elementary; Eileen Delaney, Principal, Carlin Springs Elementary; Jasneen Sahni, Assistant Principal, Wakefield High; Lisa Moore, Assistant Principal, Washington-Lee High; Kristin Devaney, Director of Counseling, Washington-Lee High; and Jeannette Allen, Director, Administrative Services. Ms. Van Doren also announced that as part of consent, the Board accepted the Minority Achievement Update, the Security Update and the School and Community Relations Update. Ms. Talento appreciated the work of the Minority Achievement coordinators, including support they provide to first generation students applying to colleges.

Dr. Murphy shared highlights of student successes and of recent graduations and promotions. He announced a new ART Bus discount for APS students and congratulated the School and Community Relations Office for awards they received recently. He also encouraged all to review all the briefing reports that had been presented through the school year. He also

summarized APS student conversations held this year that focused on diversity and reviewed next steps planned on this initiative. In closing, he highlighted summer learning opportunities.

**D. CITIZEN COMMENT ON NON-AGENDA ITEMS: (7:42 PM)**

The following speaker addressed the Board:

*Maureen Ross*, parent: stating concerns about student use and misuse of APS issued laptops and harmful behaviors in school, as well as a lack of homework.

**E. MONITORING ITEMS: (7:46 PM)**

1. Gifted Program Evaluation Report

Regina Van Horne, Assistant Director, Accountability, and Cheryl McCullough, Supervisor, Gifted Services, presented the Gifted Program Evaluation report. After reviewing the evaluation process and timeline, Ms. Van Horne highlighted key findings, including increased identification of students, improved quality of instruction and better student outcomes. Ms. McCullough then reviewed recommendations and next steps. Recommendations are to increase the use of differentiated strategies and personalized learning and to clearly articulate expectations for gifted instruction. It was also recommended to align expectations with the roles and responsibilities of staff, focusing on middle school. Additional recommendations are to improve the availability of data that will facilitate ready identification of trends and focus areas for gifted services, and to develop and implement a plan to clearly and regularly communicate information to students and families.

The Board asked about time spent on identification and increasing clustering in middle schools, and were interested in efforts to better balance time spent on identification with time focused on delivery of services. Ms. McCullough provided additional information on support provided by gifted staff to both teachers and students, and spoke to plans to continue implementation and monitoring of clustering practices. Dr. Nattrass described professional learning that will be provided to staff as needed to strengthen instruction to gifted students in cluster groups. She also reviewed staff work that follows up on recommendations of the review of the Gifted Program performed in 2015-16. Mr. Goldstein expressed interest in including timelines in reports.

2. Internal Audit Report: (8:17 PM)

John Mickevics, Director, Internal Audit, presented the annual Audit Report, first reviewing the internal audit function and process. Mr. Mickevics performed audits of Design and Construction, fee revenues, and employee reimbursement this year, and he shared findings, observations and results for each of these audits. Next steps include completion of a review of billing Medicaid for school-based services, completing a Sale of APS Assets review and developing the Audit plan for FY 2018.

Mr. Goldstein and Ms. Van Doren appreciated the good work and recommendations that were presented in the report.

**F. ACTION ITEMS: (8:29 PM)**

1. Options for High School Seats:

Ms. Van Doren confirmed that there have been no updates to this item.

The following speakers addressed the Board:

*Nancy Iacomini*, resident: supporting the hybrid option, appreciating the Education Center and recognizing additional projects that will need to be done in Arlington.

*Maria Pete Durgan*, Penrose Neighborhood Association: stating concerns with plans for the Career Center, noting poor communication and a lack of information, and asking the vote to be postponed until additional analysis is done and detailed information shared.

*Dr. Kanninen* made the following motion:

*Consistent with the School Board's adopted FY 2017-26 CIP, APS and County staff analysis, community input and the superintendent's recommendation, I move that the School Board approve Option D, to renovate the Education Center Building to provide approximately 500 – 600+ seats, and to renovate and add to the Career Center to provide 700-800+ seats (to be known as Career Center Phase 2). I further move that the School Board direct the Superintendent to develop specific recommendations for instructional focus and capital projects at each location, as outlined below, so that the capital projects may be included in the FY 2019-28 CIP.*

***Education Center***

*The Superintendent shall make recommendations to the School Board regarding the following, no later than December 2017:*

- 1. Program and instructional focus*
- 2. High school boundary revisions, if applicable*
- 3. Estimated total project cost, with low, middle and high cost alternatives, within funding limits approved by the School Board*
- 4. A community engagement process to develop a design concept for renovating the existing building that does not preclude a possible future addition or additions*
- 5. Options for common space, including recreation and performance spaces, that might also be shared with the community*
- 6. Parking requirements including additional structured parking*
- 7. Physical education programs and field space*
- 8. Timelines and funding requirements, with potential acceleration to complete the project before 2022*

*The BLPC/PFRC process for the project will not commence before the School Board has received and acted upon the Superintendent's recommendations.*

### ***Career Center***

*The Superintendent shall make recommendations to the School Board on the following, no later than May 2018:*

- 1. Program and instructional focuses*
- 2. High school boundary revisions, if applicable*
- 3. Estimated total project cost, with low, middle and high cost alternatives that are within the funding limits approved by the School Board*
- 4. A vision and plan for the Career Center site that could include further additions and renovations that might develop in phases into a comprehensive high school, and that includes Arlington Tech and existing programs. This will be developed through a community engagement process in concert with the County.*
- 5. Options for common spaces, including recreational and performance spaces, that might also be shared with the community*
- 6. Parking requirements including structured parking*
- 7. Physical education programs and field space*
- 8. Timelines and funding requirements*

*The BLPC/PFRC process for the project will not commence before the School Board has received and acted upon the Superintendent's recommendations.*

### ***Additional High School Seats***

*I further move that the Superintendent include options describing cost, timeline, capacity, location, and program for a 4<sup>th</sup> comprehensive high school in the FY2019-28 CIP process.*

The motion was seconded by Mr. Goldstein.

Mr. Goldstein acknowledged the challenge of providing time for community input in planning processes but recognized APS must work efficiently to address capacity needs. He agreed that an additional comprehensive high school is needed but noted that funds are not available at this time. Stating support for Option D, he encouraged robust community engagement as projects move forward. Dr. Kanninen also stated her support for this motion, and spoke to the projects that are included. She confirmed that community engagement will continue to ensure that the best projects are planned and that programs in place will be supported and maintained. She also noted that the planning process is fluid, and looked forward to work ahead to continue to refine and strengthen these plans. Ms. Van Doren agreed with Dr. Kanninen and felt the process that was followed has been well done. She recognized that work needs to continue to ensure creative use of available spaces that support the APS vision going forward.

Mr. Lander stated that he would not support option D, as he believed adding only 600 seats at the Education Center is not the best use of the site, and he noted his concern about adding students at the Career Center site. He recognized and agreed with the

challenges that APS faces to find space to add capacity and time for robust community engagement, but felt there were better ways to meet capacity needs.

Ms. Van Doren called for a vote and the motion was adopted in a vote of 4 - 1, with Mr. Goldstein, Dr. Kanninen, Ms. Talento and Ms. Van Doren voting affirmatively, and Mr. Lander opposing.

2. Revision of School Board Policy 10-6.5 Student Advisory Board: (8:54 PM)

Dr. Murphy recognized Student Advisory Board (SAB) member Graham Weinschenk who was present. Ms. Johnson explained a minor revision to the policy which was to add a representative from the Stratford Program to the Board.

*Ms. Talento moved to approve adoption of the proposed Revision of School Board Policy 10-6.5 Student Advisory Board, seconded by Dr. Kanninen.*

Ms. Talento and Dr. Kanninen thanked the SAB for their diligent, thoughtful work on this policy and on all the issues they considered this year.

Ms. Van Doren called for a vote and the motion was adopted in a vote of 5 - 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Talento and Ms. Van Doren voting affirmatively.

3. School Board Policy 25-3.11 Threat Assessment Team: (8:56 PM)

*Ms. Talento moved to approve the proposed School Board Policy 25-3.11 Threat Assessment Team, seconded by Dr. Kanninen. The motion was adopted in a vote of 5 - 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Talento and Ms. Van Doren voting affirmatively.*

4. Revision of School Board Policy 25-1.18 Home Instruction: (8:57 PM)

Dr. Natrass provided a brief update, noting the policy had been updated to address a change in the Code of Virginia and to standardize the policy language.

*Dr. Kanninen moved to approve adoption of the proposed Revision of School Board Policy 25-1.18 Home Instruction, seconded by Ms. Talento. The motion was adopted in a vote of 5 - 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Talento and Ms. Van Doren voting affirmatively.*

5. Revision of School Board Policy 30-2.2 Boundaries: (8:59 PM)

Ms. Stengle confirmed that one statement has been added concerning a systematic review of boundaries every 5 years.

*Dr. Kanninen moved that the School Board approve the proposed changes to Boundaries Policy, 30-2.2, as shown in draft 4. These changes include the following adjustments:*

- Clarify some details, making the policy more consistent with other APS communication messages, and other policies. For example “crowded” is replaced with “over-utilized”.
- Change the title of the section on “criteria” to “considerations”
- Add more direction for the boundary process.
- Draft 4 adds that “At a minimum, there will be a systematic review of boundaries every five years.
- Make no changes to the “considerations” of Efficiency, Proximity, Stability, Alignment, Demographics, or Contiguity.

The motion was seconded by Ms. Talento, and adopted in a vote of 5 - 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Talento and Ms. Van Doren voting affirmatively.

6. Revision of Select School Board Policies: (9:00 PM)
- a. School Board Policy (SBP) 10-13 Human Rights
  - b. SBP 25-1.15 Student Equal Education Opportunities/ Nondiscrimination
  - c. SBP 35-4.4 Employee Relations – Equal Employment Opportunity

Dr. K. Murphy briefly updated the review process, highlighted feedback received from stakeholder groups and confirmed that suggestions were incorporated to the extent possible. She also confirmed input from legal counsel that informed consideration of changes to the policies. In closing, she stated staff will work to align the accompanying policy implementation procedures to these policies.

*Mr. Lander moved to approve the proposed Revision of School Board Policy 10-13 Human Rights; School Board Policy 25-1.15 Student Equal Education Opportunities/Nondiscrimination, and School Board Policy 35-4.4 Employee Relations – Equal Employment Opportunity, seconded by Dr. Kanninen.*

As liaison to ASEAC, Mr. Goldstein appreciated their efforts to ensure that this policy received thorough review. Ms. Van Doren also appreciated the review process, recognizing the challenges of meeting requirements while also providing clear, understandable guidance.

Ms. Van Doren called for a vote and the motion was adopted in a vote of 5 - 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Talento and Ms. Van Doren voting affirmatively.

7. Revision of School Board Policy 25-3 Support for Students – Wellness: (9:06 PM)

Dr. Wilks confirmed that no changes have been made, and confirmed the PIP that accompanies this policy has been shared with the Board.

*Mr. Goldstein moved to approve adoption of the proposed Revision of School Board Policy 25-3 Support for Students - Wellness, seconded by Mr. Lander. The motion was adopted in a vote of 5 - 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Talento and Ms. Van Doren voting affirmatively.*

8. Revision of School Board Policy 25-4.3 Section 504 of the Rehabilitation Act of 1973:  
(9:07 PM)

*Mr. Goldstein moved to approve adoption of the proposed Revision of School Board Policy 25-4.3 Section 504 of the Rehabilitation Act of 1973, seconded by Dr. Kanninen. The motion was adopted in a vote of 5 - 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Talento and Ms. Van Doren voting affirmatively.*

9. FY 17 3rd Quarter Fiscal Report: (9:08 PM)

Ms. Peterson briefly reviewed the report, summarizing the status of funds and recommended reallocation of the funds within the FY 2017 budget.

*Dr. Kanninen made the following motion:*

*1. To authorize the reallocation of funds within the Adopted FY 2017 Budget, I move that the School Board adopt the following resolution:*

*The School Board authorizes the reallocation of funds within the FY 2017 budget year in the amount of \$1.19 million as detailed in the recommendations; and*

*2. To provide additional funding to the Compensation reserve, I move that the School Board adopt the following resolution:*

*The School Board authorizes the addition of \$1.0 million to the Compensation reserve. These funds will be carried forward as fund balance reserves.*

The motion was seconded by Mr. Lander.

*Ms. Talento moved to amend resolution 1, which authorizes the reallocation of funds, to include a set aside of \$20,000 for the Superintendent to develop a diversity framework plan for Arlington Public Schools for a total reallocation of funds in the amount of \$1.21 million, seconded by Mr. Lander.*

Mr. Goldstein asked for a brief description of the diversity framework to be developed with funds identified in the proposed amendment. Dr. Murphy reviewed the plan to expand the student and community conversations on diversity and to bring in expertise, such as a consultant or a local university, to help focus these conversations. Ms. Talento stated her support for this opportunity, and Ms. Van Doren appreciated efforts of both the Board and staff on this initiative. She noted that this framework will build on the efforts of the past year, and will advance the community conversation.

Ms. Van Doren called for a vote, and the motion to amend was adopted in a vote of 5 - 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Talento and Ms. Van Doren voting affirmatively.

Ms. Van Doren then called for a vote on the main motion as amended, and it was adopted in a vote of 5 - 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Talento and Ms. Van Doren voting affirmatively.

10. Renewal of Superintendent's Contract: (9:16 PM)

The following speakers addressed the Board opposing renewal of the Superintendent's contract at this time, sharing concerns about his decisions related to staffing, curriculum, and testing, and asking for a public process before a decision is made.

*Leslie Mitchell*, resident

*Amy Mortimer*, Wakefield parent

*Mr. Lander moved that the Board approve a renewed employment contract for the Superintendent, effective July 1, 2017 and continuing through June 30, 2021, incorporating terms and conditions previously discussed, and simultaneously terminate the Superintendent's existing contract of employment, seconded by Ms. Talento.*

Mr. Goldstein stated that after consideration of community input as well as his experience on the Board, he is not going to support this motion. His decision was based on concerns about staff and community morale and Mr. Goldstein stated that he wants the community to know that their concerns have been heard. He also recognized Dr. Murphy's strengths, and confirmed that he will support the decision of the majority and will work with his colleagues and the Superintendent to meet the goals ahead.

Ms. Talento also acknowledged community feedback, both supporting and not supporting renewal of the Superintendent's contract. She thanked the community for their involvement and appreciated their concerns, but also recognized the significant changes and decisions before the Board and the community related to facilities, enrollment and instruction. After serious contemplation and consideration, she stated that she believes the best decision at this time is to support the renewal of Dr. Murphy's contract. She recognized the experience, wisdom and understanding of educational policy and processes he brings to APS and the many challenges the school division is facing. Vowing to address concerns she has heard, she stated that based on all of these considerations, she will support the contract renewal.

Also referencing low staff morale and poor communication with the community about issues and initiatives, Dr. Kanninen stated that she will not support the contract renewal. She stated her belief that a fresh start would serve APS best. Also recognizing the challenges before the Board, she confirmed that she will also continue to work with the Board and Dr. Murphy to ensure that APS moves forward.

Mr. Lander spoke to his experience over the years as a Board member, and recognized the challenges that have been faced and the accomplishments that have been made in that time. He appreciated his colleagues and recognized the role of the Board to lead with transparency and also acknowledged the growth that has occurred throughout his tenure on the Board. He recognized concerns in the community and feedback received,

but stressed that the Board needs to look forward, and acknowledging the importance of stability and the progress that has been made in APS, he confirmed he will support the contract renewal.

Ms. Van Doren provided background information about the process conducted to hire Dr. Murphy and recognized the many challenges and accomplishments that APS has faced since then. She also outlined the thorough and detailed process that the Board followed in consideration of Dr. Murphy's contract renewal, confirming it was conducted transparently and in compliance with state law. She shared highlights of a report Dr. Murphy provided to the Board summarizing his work and the many accomplishments achieved by APS over the past eight years. While recognizing community concerns and areas for growth, she stated her belief that Dr. Murphy is committed to meeting all challenges and has put the right team in place to do so. She also recognized the importance of stability and strength at this time as APS faces challenges ahead, and confirmed her strong support for Dr. Murphy's contract renewal. She looked forward to working together with the Superintendent and the Board to close the achievement gap, strengthen caring and support for staff and students, and communicate and embrace the community as APS continues to constantly improve in an era of intense growth and change.

Ms. Van Doren called for a vote and the motion was adopted in a vote of 3 - 2, with Mr. Lander, Ms. Talento and Ms. Van Doren voting affirmatively and Mr. Goldstein and Dr. Kanninen opposing.

Dr. Murphy appreciated the Board comments, and thanked the Executive Leadership Team for their hard work and support as well as the community's commitment to public education. He recognized and thanked the Board for their support, and also acknowledged challenges ahead and confirmed that he is committed to working to address all concerns. While highlighting achievements that have been made, he vowed to continue to strengthen the education provided to all Arlington students. He also appreciated the support of the County Board, and highlighted initiatives going forward, confirming his intent to continue to strengthen and support APS.

## **H. INFORMATION ITEMS: (9:56 PM)**

### **1. OPEB Transfer:**

Ms. Peterson presented the OPEB transfer, explaining that this is an annual prefunding contribution to the OPEB trust, which is required to meet the actuarially determined contribution for the fiscal year.

### **2. Tie Back and Access Agreement with Penzance for New School at Wilson Site: (9:58 PM)**

### **3. Tie Back and Access Agreement with 7-Eleven for New School at Wilson Site**

### **4. Construction Easement with APAH for New School at Wilson Site**

Mr. Chadwick addressed items 2 through 4, all of which relate to development and construction at the Wilson site. He confirmed that each of these agreements is for a specific adjoining property.

The group briefly discussed the approval process, and it was confirmed that these items need to be moved forward as efficiently as possible so will be brought forward as consent items on the July 5 agenda.

5. Parking License Agreement for the Fleet Elementary at Jefferson Project: (10:02 PM)

Mr. Chadwick explained that this agreement is for temporary parking at the Jefferson site to provide parking for staff during construction of Fleet Elementary School.

Responding to questions, Mr. Chadwick provided additional information about the agreement, confirming that these spaces will be available for staff for the start of school, and also noting that additional spaces will be lined up to accommodate all staff. He also confirmed that there is sufficient funding in the project for this cost.

**H. NEW BUSINESS: NONE**

**I. ADJOURNMENT:**

The meeting adjourned at 10:05 PM.

**ATTEST:**

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Melanie Elliott, Clerk  
Arlington School Board

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Nancy Van Doren, Chair  
Arlington School