

ARLINGTON PUBLIC SCHOOLS
School Board Meeting and Closed Meeting
February 15, 2018

Item C-1-b

The Arlington School Board convened on Thursday, February 15, 2018 at 5:33 PM at 1426 North Quincy Street, Arlington, Virginia.¹

Present were:

Barbara Kanninen, Chair
Reid Goldstein, Vice Chair (arr. 5:35 PM)
Monique O’Grady, Member
Tannia Talento, Member
Nancy Van Doren, Member
Melanie Elliott, Clerk

Also present were:

Dr. Patrick K. Murphy, Superintendent
Dr. Kristi Murphy, Assistant Superintendent, Human Resources

A. CLOSED MEETING

Dr. Kanninen moved that the Board immediately convene in a closed meeting to consider the appointments of Director, Curriculum and Instruction, Principal, Kenmore Middle School, and Interim Principal, Randolph Elementary School as authorized by Virginia Code §2.2- 3711(A)(1), seconded by Ms. Van Doren. The motion was adopted in a vote of 4 – 0, with, Dr. Kanninen, Ms. O’Grady, Ms. Talento and Ms. Van Doren voting affirmatively. Mr. Goldstein was not present at the vote.

The closed meeting adjourned at 5:52 PM.

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

Dr. Kanninen called for a brief recess. The Board reconvened in an open meeting at 6:30 PM.

B. MEETING OPENING

Also present were:

Raj Adusumilli, Assistant Superintendent, Information Services

¹ Videos 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.

John Chadwick, Assistant Superintendent, Facilities and Operations
Linda Erdos, Assistant Superintendent, School and Community Relations
Cintia Johnson, Assistant Superintendent, Administrative Services
Dr. Tara Natrass, Assistant Superintendent, Teaching and Learning
Leslie Peterson, Assistant Superintendent, Finance and Management
Lisa Stengle, Executive Director, Planning and Evaluation

1. Call to Order
2. Presentation of Colors by the Arlington Career Center JROTC

Dr. Kanninen then called for a moment of silence to remember and honor the victims of the recent shooting at the Marjory Stoneman Douglas High School in Florida.

3. Recognitions

The Carlin Springs Elementary School Chorus sang the African American National Anthem led by Claire Ruggiero. Pam Farrell, Supervisor, Arts Education, announced students who were selected for the All Virginia Jazz Band, the Jazz Ensemble and the Virginia Honor Choir. In recognition of National School Counseling Week, Pam McClellan, Supervisor, Counseling Services, introduced students and counselors from Barcroft, Claremont and Nottingham Elementary Schools who demonstrated social/emotional skills that they have learned. The Board congratulated Dr. Marjorie Myers, Principal, Key School, who received the Officer's Cross of the Order of Isabel la Católica from the Embassy of Spain for her support for Spanish instruction.

4. Announcements

Dr. Kanninen made the following announcement:

- February 24, 2018 School Board Retreat, 9 AM – 2 PM, Washington-Lee High School Library, 1301 N. Stafford Street, Arlington, VA 22201

Ms. Talento announced School Board Clerk Appreciation Week, and Board members expressed appreciation for the Board office staff.

Dr. Murphy announced dates of interest including events in honor of Black History Month. He congratulated Almaz Abebe, a Virginia Most Outstanding Crossing Guard, and announced Love the Bus Week and Pre-K, Kindergarten, and Summer School registration. He also shared information about the move of the Administrative Offices to the Sequoia Plaza location, and reviewed the FY 2019 budget timeline.

C. CONSENT AGENDA: (7:12 PM)

Ms. Van Doren moved that the Board adopt the consent agenda, seconded by Ms. Talento. The motion was adopted in a vote of 5 - 0, with Dr. Kanninen, Mr. Goldstein, Ms. O'Grady,

Ms. Talento and Ms. Van Doren voting affirmatively. The following items or actions were approved as a part of consent:

1. Minutes:
 - a. December 6, 2017 Work Session on The Whole Child and Wellness
 - b. December 14, 2017 School Board Meeting
 - c. February 8, 2018 Closed Meeting
 - d. February 9, 2018 Committee of the Whole Meeting

2. Personnel actions

P/E-SCALE PERSONNEL

- 2 Appointments
- 4 Changes In Position/Salary

T-SCALE PERSONNEL

- 2 Appointments
- 1 Resignation
- 1 Resignation (With Prejudice)

A-SCALE PERSONNEL

- 5 Appointments
- 1 Change In Position/Salary
- 3 Resignations

SUPPORT SERVICES PERSONNEL

- 5 Appointments
- 2 Changes In Position/Salary
- 1 Classification Request
Administrative Assistant
- 1 Demotion

3. ~~Construction Contract Award for Randolph Modernization~~ Moved to Action
4. Construction Manager at-Risk contract Award for the New Elementary School at Reed
5. Religious Exemption
6. Personnel Matter

Dr. Kanninen announced that as a part of consent, the Board appointed Sarah Putnam Director, Curriculum and Instruction, Bryan Boykin as Principal, Kenmore Middle School, and Donna Snyder as Interim Principal, Randolph Elementary School.

D. CITIZEN COMMENT ON NON-AGENDA ITEMS: (7:16 PM) – CHECK DVD

The following speakers addressed the Board concerning accessibility and universal design at the new location for the Stratford Program, commenting on the importance of inclusion for students with disabilities, encouraging APS to ensure that all schools are designed to be accessible to all, and thanking staff for reaching out to address these concerns.

Genevieve Kelly, parent
Tauna Szymanski, parent
Keith Chanon, parent
Heather Eilers-Bowser, parent
Tina Kuklenski-Miller, parent
Julia Rauen, parent
Sada Aksartova, parent
Kathy Guernsey, parent
Ann Kelly, parent
Janna Dressel, parent
Caroline Levy, parent
Elizabeth Priaulx, resident

The following speakers addressed the Board asking that Campbell Elementary School and the instructional program there be kept as is at the current site:

Stacey Zee, Campbell parent
Kathryn Evans, Campbell parent

The following speakers addressed the Board asking that the Children's School and Integration Station partnership be maintained, describing the benefits of this collaboration for students in both programs:

Gina Rocco, TCS parent
Amelia Black, TCS parent
Jena Kotler, TCS and Nottingham parent
Megan Lynch, TCS parent

The following speakers also addressed the Board:

Cory Folliard, Nottingham parent: expressing concerns about the delivery of special education and the Arlington Tiered System of Support at Nottingham and other schools.

Jim Hurysz, resident: encouraging the Board to begin comprehensive planning to accommodate the increasing enrollment that will result from the growing population.

Kevin Carey, bus driver: expressing concern about low benefits and other contract issues for bus drivers and other employees, and asking for a standard for granting stipends.

Ingrid Gant, AEA President: asking the Board to look at providing professional bonus/stipend and other benefits to bus drivers and other employees.

Milagros Martinez, AEA member: stating concerns about discrimination and harassment at some sites in APS.

Dr. Murphy and Dr. Nattrass described efforts to address concerns and to strengthen inclusion in the new facility at Wilson as well as in all APS programs.

E. MONITORING ITEMS: (8:18 PM)

1. Superintendent's 2017-18 Action Plan Update:

Dr. Murphy presented the update, reviewing the status of the initiatives in the 2017-18 Action Plan. Ms. Erdos reviewed the status of the School/Facility Naming Policy initiative and Dr. Murphy then updated the Board on the acceptable use policy being revised, and development of the inclusion policy. He reviewed initiatives related to preparations for new schools and program moves, including the elementary school planning initiative. After reviewing operational planning initiatives such as the Capital Improvement Plan, the Strategic Plan and the FY19 budget, Dr. Murphy also highlighted capital initiatives. In closing, he encouraged all to visit the Engage Web page for updates.

The following speaker addressed the Board:

Josh Folb, parent: sharing concerns about inconsistent delivery of inclusion in different schools, and looking forward to development of a policy that insures equitable services to all students.

Ms. Van Doren asked for an open, inclusive discussion with the community as the inclusion policy is developed so that there is a common understanding of what inclusion means in Arlington. She also asked for a plan and timeline for this effort so the community can stay informed and aware of the effort.

2. Update on Graduation Requirements: (8:37 PM)

Mr. Tyrone Byrd, Director of Secondary Education, presented revisions to graduation requirements that are being enacted by the Virginia Department of Education (VDOE). Changes include revised graduation requirements, a reduction in the number of Standards of Learning tests required, and implementation of the "Profile of a Graduate." Additional components include a focus on the five key competencies, career exploration and planning, and standard and verified credits. The requirements go into effect in the fall of 2018 and will affect students graduating in 2022. Mr. Byrd then provided more detailed information about the Profile of a Virginia Graduate as well as the five competencies. This effort will also provide students with more opportunities to learn about employment options and career paths. Mr. Byrd also summarized changes to verified credits needed.

Board members encouraged providing students with more opportunities to participate in internships and other learning opportunities, and Mr. Byrd confirmed that APS will

take advantage of the proposed changes to increase options available to students. Dr. Natrass also confirmed that these enhanced opportunities will be consistent across the schools. Dr. Murphy spoke to the work of the state innovation committee as related to this initiative, and also recognized the value of using performance assessments. The group discussed how the new requirements will be incorporated into the current program, and the types of changes that may be seen in the classroom.

3. Human Resources Update: (9:00 PM)

Dr. Kristi Murphy presented the update, reviewing the mission of Human Resources and highlighting the employee groups represented in APS. She shared data on teacher qualifications, staff diversity and how it compares to student diversity, and staff satisfaction data. Dr. K. Murphy then described the five departments within Human Resources. Sharing highlights, she confirmed APS has strong participation in benefits and provides strong support for employees. APS is working to expand partnerships with target universities to address diversity, and to strengthen APS' presence on social media. APS enjoys a high rate of teacher positions filled on the first day of school, and there is strong support for the assistant to teacher program. Moving forward, Human Resources will develop a comprehensive communications framework and an employee engagement framework, and plans to redesign the information system. In addition, Human Resources is working to strengthen financial education for employees and is building a five-year cycle to review and update job classifications.

The following speaker addressed the Board:

Josh Folb, teacher: asking Board to look more carefully at data on staff satisfaction and appreciating the efforts to build a review cycle for all positions, and encouraged continued efforts to provide meaningful professional development.

Responding to questions, Dr. K. Murphy provided clarifying information on the employee groups and questions in the community satisfaction survey. Staff agreed to bring detailed information about benefits available to employee groups to the Board. Dr. K. Murphy also described the class specification review process in more detail. Also discussed were factors that contribute to staff satisfaction, how to better support employees, and efforts to strengthen employee advisory groups. Other topics of interest were student teaching opportunities and building a robust substitute pool. The Superintendent spoke to efforts to build morale among staff and the Board encouraged making sure staff members know who to turn to if they have concerns about workplace issues. Other topics briefly discussed were bus driver positions and the plans to upgrade the Human Resources Information system.

F. INFORMATION ITEMS: (10:09 PM)

1. Revision of Select School Board Policies
 - a. School Board Policy 35-4.1 Human Relations – Employee Assistance Program
 - b. Policy 35-4.3 Workplace Violence

Ms. Ellen Kennedy, Director of Employee Assistance presented revisions to two policies for information. She explained that the revision to Policy 35-4.1 provides a more updated list of services provided and code references, and the revision to Policy 35-4.3 updates the definition of workplace violence to provide better understanding to supervisors.

The following speaker addressed the Board:

Ingrid Gant, AEA: asking for more support for staff members who feel discriminated against or threatened.

Ms. Talento was concerned about the reference to suicide in the workplace violence policy and asked staff to review the wording to ensure that it does not stigmatize individuals with mental health issues. Ms. Kennedy appreciated this concern and confirmed that the policy goal is to assist employees in getting the help they need. She agreed to revise the wording to address this concern. Tara Wooldridge, Director of Employee Assistance, briefly described services available to employees.

2. Final Design for Yorktown Internal Modifications: (10:30 PM)

Jeff Chambers, Director, Design and Construction, presented the proposal. He confirmed the project goals were to increase classroom utilization to 6/7 model, to add flexible teacher spaces so classrooms are used more efficiently and to capture underutilized space and use it more efficiently. He then shared highlights of the final design which resulted in space for an additional 310 students.

The following speaker addressed the Board:

Jim Hurysz, resident: commenting on growth in the county and the need to plan better to accommodate that growth.

Ms. Van Doren appreciated this process and the innovative approach to using space. She encouraged staff to not identify space as the special education room, as the space can be used for many purposes.

3. Determination to use Construction Management at Risk Delivery Method for the Education Center Renovation: (10:44 PM)

Mr. Chambers explained the item, which will help APS better manage costs for the renovation project at the Education Center. After describing the advantages of the CMR model, Mr. Chambers shared the staff recommendation.

4. Randolph Window Replacement Phase 2 Contract Award: (10:48 PM)

Mr. Chadwick briefly described the project, reviewing tasks completed in phase 1 of the project. He then outlined the work to be done, confirming the window replacement will improve internal conditioning and will reduce energy costs.

Responding to questions, Mr. Chadwick and Ms. Peterson confirmed that bond funding has been approved for this project.

5. Contract Amendment for Construction Management Advisor (CMA) Services for the Abingdon Project: (10:53 PM)

Mr. Chambers explained that this contract amendment is being proposed to address unexpected complexities at the site. He then shared the staff recommendation.

The following speaker addressed the Board:

Jim Hurysz, resident: stating he has concerns of perceived violations of the use permit on this project.

G. ACTION ITEM: (10:58 PM)

1. Construction Contract Award for Randolph Modernization

Mr. Chadwick summarized the purpose of the construction contract award for modernization at Randolph Elementary School.

Mr. Goldstein moved that the Board approve the Construction Contract Award for Randolph modernization, seconded by Ms. Van Doren.

Responding to questions, Mr. Chadwick confirmed that the contract came in low enough that bid alternates can be included. Mr. Goldstein appreciated the work being done at Randolph.

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

H. NEW BUSINESS: NONE

I. ADJOURNMENT:

The meeting adjourned at 11:03 PM.

ATTEST:

Melanie Elliott, Clerk
Arlington School Board

Barbara Kanninen, Chair
Arlington School Board