

**ARLINGTON PUBLIC SCHOOLS**  
School Board Meeting  
May 9, 2019

**Item C-1-c**

The Arlington School Board convened on Thursday, May 9, 2019, at 7:01 PM at 2110 Washington Blvd., Arlington, Virginia.<sup>1</sup> Prior to the meeting, some Board members joined the Student Advisory Board at their monthly meeting.

**Present were:**

Reid Goldstein, Chair  
Tannia Talento, Vice Chair  
Barbara Kanninen, Member  
Monique O’Grady, Member  
Nancy Van Doren, Member  
Melanie Elliott, Clerk

**Also present were:**

Dr. Patrick K. Murphy, Superintendent  
Raj Adusumilli, Assistant Superintendent, Information Services  
John Chadwick, Assistant Superintendent, Facilities and Operations  
Catherine Ashby, Acting Assistant Superintendent, School and Community Relations  
Dr. Tara Natrass, Assistant Superintendent, Department of Teaching and Learning  
Leslie Peterson, Assistant Superintendent, Finance and Management  
Erin Wales-Smith, Interim Assistant Superintendent, Human Resources  
Lisa Stengle, Executive Director, Planning and Evaluation

**A. CLOSED MEETING - NONE**

**B. REGULAR MEETING OPENING:**

1. Call to Order and Presentation of the Colors

2. Recognitions:

Jefferson Middle School students performed a scene from their musical production. Schools and programs that took part in the Arlington Transportation Partners’ Champions program were then recognized for their participation. Ms. Peterson and Budget office staff were congratulated on receiving the Association of School Business Officials International Meritorious Budget Award.

3. Announcements

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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.

*MEETINGS:*

- May 14, 2019 School Board Policy Subcommittee – General Policies Meeting, 2 PM, School Board Conference Room
- May 17, 2019 Committee of the Whole, 8 AM, School Board Conference Room

Ms. Talento confirmed that after this meeting, she would be out of the office on medical leave until the June 18 School Board Meeting. Mr. Goldstein announced special events at his liaison schools.

4. Superintendent’s Announcements and Updates

Dr. Murphy announced upcoming events and important dates for events in APS. He thanked all teachers for their work and shared a video for Teacher Appreciation Week. He confirmed APS will provide breakfast to students during SOL testing, and encouraged families to talk about how to be safe, especially during year-end celebrations. He also summarized the status of the FY 2020 budget, thanking the County for their support of APS.

Dr. Murphy then shared progress and next steps on items in the 2018-19 School Board Action Plan in the areas of new policies and policy revisions, operational planning, new schools and program moves, and capital initiatives. Dr. Natrass gave an update on policies and policy implementation procedures being developed or revised, and on the PreK to Grade 12 Instructional Program Pathways initiative. Dr. Murphy then commented on capital projects underway, and encouraged all to review the monthly project updates posted on the APS website.

Mr. Goldstein congratulated Dr. Murphy and staff for receiving a National School Public Relations Association award for excellence in communications.

**C. CONSENT AGENDA: (7:49 PM)**

Mr. Goldstein announced that Ms. Van Doren has asked that item C-2 Personnel be removed from consent. This item will be taken up immediately following the vote on the remaining consent items.

*Ms. O’Grady moved for adoption of the consent agenda as amended, seconded by Ms. Talento. The motion was adopted in a vote of 5 – 0, with Mr. Goldstein, Dr. Kanninen, 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. March 8, 2019 Closed Meeting and Committee of the Whole Meeting
  - b. March 14, 2019 School Board Meeting
  - c. April 9, 2019 Committee of the Whole Meeting
  - d. April 23, 2019 Committee of the Whole Meeting

2. Personnel Actions: REMOVED FROM CONSENT

PERSONNEL ACTIONS:

*Dr. Kanninen moved that the Board approve the Personnel Actions, seconded by Ms. O’Grady.*

Ms. Van Doren appreciated the work Human Resources has done to ensure full staffing for the coming school year, and asked for information on why staff leave APS. Ms. Wales-Smith and Dr. Murphy described work on improving the exit interview process and on efforts underway to place surplus staff in new positions.

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

P/E-SCALE PERSONNEL

- 1 Change In Position/Salary
- 2 Retirements

T-SCALE PERSONNEL

- 21 Resignations
- 8 Retirements

SUPPORT SERVICES PERSONNEL

- 2 Changes In Position/Salary
- 1 Resignation
- 1 Retirement
- 3 Terminations

**D. CITIZEN COMMENT ON NON-AGENDA ITEMS: (8:02 PM)**

The following speakers addressed the Board:

*Anna Viquez, parent: concerning Policy Implementation Procedure (PIP) J-2 and encouraging the Board to involve individuals with all viewpoints in discussions as this PIP is developed.*

*Portia Wilson, parent: sharing concerns about bullying and how that has been handled.*

*Deana Caputo, ATS: stating concerns about possible changes to option schools and asking for a guarantee that all current programs will remain available to families.*

*Gabriela Uro, Wakefield PTSA president: sharing concerns about access to Career Center CTE courses for students at the comprehensive high schools, and encouraging the Board to provide as much access as possible to these classes for all students.*

**E. ACTION ITEMS: (8:15 PM)**

1. School Board Final FY 2020 Budget

Mr. Goldstein briefly reviewed the budget development process that took place and appreciated the County Board's efforts to support APS. He also thanked all staff and the community for their support. Ms. Peterson then summarized the status of the School Board's proposed budget, highlighting additional revenue provided with the County transfer. Noting a shortfall between the proposed budget and the County transfer, Ms. Peterson stated that reserves will be used to balance the budget.

The following speakers addressed the Board thanking them for their work and asking that a STEP increase be provided to staff. Speakers explained why a STEP was preferable to a cost of living increase (COLA), and how important a STEP is for recruitment of quality teachers. One speaker shared concerns about the teacher surplus process, and others looked forward to the planned compensation study:

*Brandon Durlinger, teacher*

*Josh Folb, Arlington Education Association*

*Ingrid Gant, Arlington Education Association President*

*Belinda Folb, teacher*

*Zachary Fritz, teacher*

Mr. Goldstein thanked the speakers for their comments.

*Mr. Goldstein made the following motion:*

*I move that the Arlington School Board adopt its Fiscal Year 2020 School Board Budget totaling 669,314,705. The School Board's FY 2020 budget requires an on-going County Transfer of \$532,329,006, a Beginning Balance or Carry Forward of \$3,500,000, and funding from Reserves of \$11,409,258, broken into the following:*

- 1. The School Operating Fund at a total of \$553,034,408, requiring a County transfer of \$463,264,169, a beginning balance or carry forward of \$3,500,000, and funding from reserves of \$6,489,808. Funding is provided in the School Operating Fund for a Compensation Study (\$200K) and a Budget Study (\$75K) to inform future budgets.*
- 2. The Community Activities Fund at a total of \$20,244,873, requiring a County transfer of \$6,125,305.*
- 3. The Debt Service Fund at a total of \$59,160,562, requiring a County transfer of \$58,857,474 and funding from reserves of \$303,088.*
- 4. The Food and Nutrition Services Fund at a total of \$10,728,000, requiring a County transfer of \$0 and funding from beginning balance or carry forward of \$180,000.*

5. *The Capital Projects Fund at a total of \$6,458,495, requiring a County transfer of \$1,842,133, and funding from reserves of \$4,616,362.*
6. *The Children's Services Act Fund at a total of \$4,225,000, requiring a County transfer of \$2,239,925.*
7. *The Grants and Restricted Programs Fund at a total of \$15,463,367, requiring a County transfer of \$0.*

*I further move that the \$10.7 million for a compensation increase included in the budget be used to provide a step increase to eligible employees.*

*I further move that the Arlington School Board authorize the advance placement of purchase orders for the purchases of goods and services such as playground equipment, general floorcovering improvements, play areas, painting projects, HVAC equipment and services, upgrades to public announcement systems, new fire alarm systems, repositioning relocatables, productivity software, computers, and device cases that are funded in the adopted FY 2020 budget. These orders will be placed only after the Finance Office verifies that the funds have been designated in the School Board's adopted FY 2020 budget. These items should be neither received nor invoiced until on, or after, July 1, 2019.*

The motion was seconded by Ms. Talento.

*Ms. Talento moved to waive Policy G-3.2.1 – Salary for FY 2020 and amend the budget to allocate the \$10.7 million compensation package to the compensation payment breakouts outlined in Hypothetical Option 1 presented at the March 19 and May 2 work sessions.* The motion was seconded by Ms. Van Doren.

Ms. Talento commented on the large number of staff, particularly hourly staff, who will not benefit from a STEP, and difficulties experienced by employees when they do not receive a COLA. She recognized that some staff members would not receive as much of an increase with a COLA as they would with a STEP, but felt it was important to provide some compensation increase to all employees. Ms. Van Doren stated her support for the amendment, noting it provides increases to all employees across all salary scales, while a STEP would only benefit 46% of employees.

While agreeing that all staff should receive an increase, Dr. Kanninen pointed out that the Board budget direction did not specify including a COLA. She also noted Board policy states specifically that a STEP should be provided, and stated she did not support the amendment. She suggested that both a COLA and a STEP be included in the FY 2021 budget direction.

Ms. O'Grady commented that the difficult budget process limited the Board's ability to provide compensation to all. She sympathized with employees who will

not receive any increase, but felt that there was not enough time to consider adding a COLA. She looked forward to the upcoming compensation study and other efforts to address these concerns.

Mr. Goldstein acknowledged the thoughtful comments of his colleagues and appreciated the caring and support they show for all staff. He recognized the challenges affecting compensation and felt that the issues could not be addressed in the current budget process. He also looked forward to the compensation study to provide an approach to address these concerns.

Ms. Talento stated that her proposed amendment did not disregard the compensation study, but would be an interim step to address some concerns while the study is completed. Ms. O'Grady acknowledged the need to review the compensation policy. Ms. Van Doren pointed out that throughout the budget process, the Superintendent's recommendation was to include a 2.4% COLA.

Dr. Murphy appreciated the difficult decisions the Board had to consider and recognized the importance of remaining competitive to recruit a quality staff, and he looked forward to working on addressing these issues.

Mr. Goldstein called for a vote on the motion to amend, and the motion was defeated in a vote of 2-3 with Ms. Talento and Ms. Van Doren voting affirmatively and Mr. Goldstein, Dr. Kanninen, and Ms. O'Grady opposing.

*Ms. Talento moved to amend the budget to add \$100,000 to maintain the 2 Montessori assistants paid for with one-time money in the FY2019 adopted budget and to add back into the FY2020 budget the Assistant Director of Assessment which is an additional \$140,000. This would add a total of \$240,000 to our baseline budget and maintain these 3 current FTEs. I further move that \$240,000 be used from the Future Budget Years Reserve to fund these two requests.* The motion was seconded by Ms. Van Doren.

Ms. Talento explained why she proposed reinstating these positions and described the support that would be provided to students. Ms. O'Grady agreed with the need for this staffing, and confirmed she will support the amendment.

Dr. Kanninen shared her concerns about the use of one-time funds and how it affects the sustainability of the budget. Mr. Goldstein also spoke about budget challenges and noted his concerns with using one-time funds for staff positions, and confirmed he would not support the amendment.

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

Ms. Van Doren thanked the community and the County Board for their support and appreciated all the work that went into the budget. She stressed the importance

of the proposed compensation and budget studies to examine current practices and improve processes, and looked forward to this work. Ms. O’Grady appreciated the effort that went in to developing the budget, and recognized future challenges facing APS. She also looked forward to the compensation and budget studies. Dr. Kanninen acknowledged the work of Chair Goldstein throughout the budget process and thanked the Board, staff and community for their support. She shared concerns about potential cuts and challenges in the coming years. Ms. Talento thanked the County for funding the budget, and appreciated the diverse viewpoints of her Board colleagues. She also thanked the community and reiterated that every dollar invested in the schools is an investment in the future.

Mr. Goldstein thanked the Finance staff for their work throughout the process, as well as the rest of the staff for their support. He appreciated the helpful input received from the community and the Arlington Education Association. In addition, he thanked his School and County Board colleagues for their support.

Mr. Goldstein then restated the main motion as amended, to adopt the School Board’s FY 2020 Adopted budget as amended in the amount of \$669,554,705, and called for a vote. The motion was adopted in a vote of 5-0 with Mr. Goldstein, Dr. Kanninen, Ms. O’Grady, Ms. Talento, and Ms. Van Doren voting affirmatively.

Mr. Goldstein called for a brief recess and the Board reconvened at 9:40 PM.

**F. MONITORING ITEMS: (9:41 PM)**

2. Equity and Excellence Update

Ms. Carolyn Jackson, Supervisor, presented the update on the work overseen by the Equity and Excellence Office. She reviewed the Office’s vision and purpose, and confirmed their efforts support the Strategic Goals of student success, student wellbeing, and strong and supportive partnerships. She introduced the Equity and Excellence staff and shared highlights of their work. She then described some of the Equity and Excellence initiatives such as the elementary financial literacy program, college visits, and the Early Identification Program which is a partnership with George Mason University. In closing she shared recommendations, action steps, and the timeline for moving forward.

Responding to questions, Ms. Jackson described how the staff assesses the effectiveness of their efforts. This includes using matrices to look at work such as professional learning, student survey data, and student achievement. Additional topics briefly discussed were lessons learned at the Minority Student Achievement Network conference, how staff can ensure that students take advantage of STEM offerings, and efforts to address opportunity gaps. Ms. Talento acknowledged the advocacy work that the Office of Equity and Excellence does in the schools and in the community.

3. Career Center Summer Work 2019: (10:19 PM)

Mr. Chadwick updated the Board on work planned for the Career Center. After reviewing the expected enrollment growth of the Arlington Tech Program, he reviewed planned strategies to accommodate this growth. This will include installing relocatables, renovation of space in the Columbia Pike Library to accommodate classes, and internal renovations at the Career Center that are coordinated with the overall concept design for the upcoming expansion project. He summarized specific interior renovations planned for summer 2019. He then reviewed the Career Center expansion project included in the last Capital improvement Plan (CIP) and potential changes being considered. He also reviewed the timeline and status of the project, including the plans for establishing a Building Level Planning Committee and charge. In closing, he summarized next steps.

Staff responded to questions about how decisions will be made on renovations being considered and agreed to provide more information about the plans. Information was also provided on how the Instructional Program Pathways will tie in to work at this site, and how to expand opportunities for students to enroll in CTE courses. The group also discussed various aspects of the site and plans for the programs there. Some Board members requested that more specific plans for the site be shared with the Board and community.

**G. INFORMATION ITEMS: (11:04 PM)**

1. REMOVED FROM AGENDA

2. Revisions to School Board Policy A-6.31 Evaluation:

Ms. Stengle presented the proposed revisions to School Board Policy A-6.31 Evaluation. She reviewed the stakeholder groups that provided input, and summarized the staff recommendations and the rationale for the proposed revisions.

3. Proposed New School Board Policies on Technology: (11:06 PM)

Mr. Adusumilli presented proposed policies related to technology, including School Board Policies M-12 Technology, M-12.1 Technology Infrastructure, M-12.2 Technology Equipment and M-12.3 Technology Systems. He explained that these policies incorporated information from the current Technology policy, and he summarized the rationale for the proposed policies.

4. Revisions to School Board Policy I-7.1.11 Use of Animals: (11:09 PM)

Dr. Dat Le, Science Supervisor, presented the proposed revisions to School Board Policy I-7.1.11 Use of Animals. He explained that this is one of two policies related to animals in the schools, and the revision clarifies that this policy focuses on the use of animals for instructional use.

In response to Board comments, it was confirmed that there is a separate policy that applies to service animals in the schools.



5. Amendment to School Board Policy F-5.7 Construction and Maintenance: (11:14 PM)

Mr. Chadwick presented proposed amendments to School Board Policy F-5.7 Construction and Maintenance. He explained the recommendation is to specify that the Board will adopt the charge and appoint the Chair of BLPCs, and to eliminate the reference to modified use permits as they are no longer used. He confirmed a more thorough review of the policy will be done in the future, but this amendment is recommended now so the proposed changes are in place for the upcoming BLPC process.

6. First Amendment to Thomas Jefferson Community Center Bikeshare Agreement: (11:17 PM)

Mr. Chadwick presented the proposed first amendment to the Bikeshare agreement for placement on Board-owned property at Thomas Jefferson Community Center. He confirmed that the original agreement ends on July 30, 2019 and this action will extend the agreement.

Responding to questions, Mr. Chadwick confirmed the County supports this agreement.

**I. NEW BUSINESS: NONE**

**J. ADJOURNMENT**

The meeting adjourned at 11:19 PM.

**ATTEST:**

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Melanie Elliott, Clerk  
Arlington School Board

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Reid Goldstein, Chair  
Arlington School Board