

**ARLINGTON PUBLIC SCHOOLS**  
Employee Pre-Budget Work Session  
November 6, 2019

**Item C-1-a**

The Arlington School Board convened on Wednesday, November 6, 2019, at 5:04 PM at 2110 Washington Blvd., Arlington, Virginia.

**Present were:**

Tannia Talento, Chair  
Monique O’Grady, Vice Chair  
Reid Goldstein, Member  
Barbara Kanninen, Member  
Nancy Van Doren, Member  
Claudia Mercado, Deputy Clerk

**Also present were:**

Cintia Johnson, Interim Superintendent  
Raj Adusumilli, Assistant Superintendent, Information Services  
Jeannette Allen, Interim Assistant Superintendent, Administrative Services  
Catherine Ashby, Interim Assistant Superintendent, School and Community Relations  
John Chadwick, Assistant Superintendent, Facilities and Operation  
Leslie Peterson, Assistant Superintendent, Finance  
Dan Redding, Interim Assistant Superintendent, Human Resources  
Lisa Stengle, Executive Director, Planning and Evaluation  
Erin Wales-Smith, Director, Talent Acquisition & Management  
Brianna Cobbins, Director, Employee Relations

**Arlington School Administrators (ASA)**

Kimberly Graves, Principal, Dr. Charles R. Drew Model Elementary School  
Barbara Thompson, Principal, Arlington Community High School

**Collaborative Professional Strategies Team (CPST)**

Erick Healey, Assistant Principal, Arlington Career Center  
Kristen Johnson, Biology Teacher, Washington-Liberty High School  
Casey Robinson, Principal, HB Woodlawn Secondary Program  
Katie Willet (TCI), Science Teacher, Williamsburg Middle School

**Employee Advisory Committee (EAC)**

Robin Gardner, Instructional Technology Coordinator, Glebe Elementary School  
Endia Holmes, Executive Administrative Specialist, Finance & Management Services  
Milagros Martinez, Extended Day Care Supervisor, Kenmore Middle School

Ms. Talento began the Work Session with Employee Groups by explaining that the purpose of the work session was to receive feedback from each employee group as part of the FY 2021 Budget process.

**Employee Advisory Committee (EAC)**

The Employee Advisory Committee (EAC) consisting of representatives from A-Scale, E-Scale, G-Scale, M-Scale, and X-Scale provided the Board with an overview EAC's FY 2021 budget priorities. Recommendations shared by the EAC include:

- Increasing salaries by no less than 2% for all APS employees to include longevity-steps and increasing the base-line hourly rate
- Funding for a 1.0 FTE in Human Resources for a Professional Development Manager
- Increasing building rental fees
- Removing high/middle school activity late buses

The Board thanked the EAC for their recommendations and discussed professional learning.

### **Collaborative Professional Strategies Team (CPST)**

T-Scale CPST meet during the school year to address issues that are of concern to teachers and the administrators of the school system. Recommendations shared by the CPST include:

- Re-examining planning factors
- Reviewing School Board Policy G-1.1 Contracts and Work Schedules to ensure meeting recommended guidelines
- Increasing school-based instructional staff, including 0.50 testing coordinators at elementary schools
- Funding for mental health professionals
- Additional support for school health nurses

The Board discussed use of technology and staffing efficiencies.

### **Arlington School Administrators (ASA)**

The P-Scale members meet during the school year to address administrators' concerns. The ASA representatives shared the following items:

- Top priority is instruction and student outcomes
- Positions directly serving students should be last to be considered for reduction/elimination
- Support compensation increase for all employees, and compensation for employees earning a doctorate as P-Scale employees
- Re-examine planning factors

The Board discussed summer school, planning factors, central office support, and employee representative groups.

The meeting adjourned at 6:07 PM.

**ATTEST:**

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Claudia Mercado, Deputy Clerk  
Arlington School Board

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Tannia Talento, Chair  
Arlington School Board