

**ARLINGTON PUBLIC SCHOOLS**  
Budget Work Session #2 Meeting Minutes  
March 8, 2022

The Arlington School Board convened on Tuesday, March 8, 2022, at 5:01 PM at 2110 Washington Blvd., Arlington, Virginia.<sup>1</sup>

**Present were:**

Barbara Kanninen, Chair  
Reid Goldstein, Vice Chair  
Cristina Diaz-Torres, Member  
Mary Kadera, Member  
David Priddy, Member  
Claudia Mercado, Clerk

**Also present were:**

Dr. Francisco Durán, Superintendent  
Dr. John Mayo, Chief Operating Officer  
Christine Smith, Legal Counsel  
Leslie Peterson, Assistant Superintendent, Finance and Management Services  
Dr. Dashan Turner, Human Resources  
Brandon Clark, Gunston Middle School  
Katherine Willet, Teacher, Williamsburg Middle School

Employee Advisory Groups

On behalf of the Employee Advisory Committee (EAC), Dr. Kanninen shared that EAC supported the Superintendent's proposed FY23 compensation plan and proposal presented on Thursday, February 24. Representing the Collaborative Professional Strategies Team (CPST) and Teachers Council on Instruction (TCI), Mr. Clark and Ms. Willet presented recommendations related to the Superintendent's FY 2023 Proposed Budget deemed vital to maintaining a school system that delivers the best possible education to students. They explained suggestions to continue saving efforts, budget-neutral recommendations, cost savings for the future, and recommendations on the proposed budget.

The Board discussed the proposed compensation plan redesign and the need for more discussion about a technology application study and technology expenses. In addition, they conversed about changes to instructional models, and the need to analyze participation in the Medicaid Program Evaluation. They briefly discussed aligning professional learning to evaluations and finding innovative ways to increase professional development opportunities. Dr. Durán thanked the representatives for their dedication to APS and looked forward to working together on the long-range recommendations.

Compensation

Dr. Durán began expressing his commitment to prioritizing employee compensation, implementing the compensation study recommendations, and establishing a collective bargaining office. He explained the compensation study recommendations that create new salary scales to establish consistent, graduated step increases, and he shared FY 2023 funding highlights.

The Board discussed possible compensation changes and the sustainability of the proposed compensation redesign. To answer questions about compensation expenditures and the redesign proposal, Ms. Peterson explained that compensation would be a multi-year process that will require commitment and the continuous review of the pay plan, noting that the immediate goal was to create a market-competitive pay plan.

Collective Bargaining

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<sup>1</sup>The recording of School Board meetings is posted on the APS Web site following the meetings.

Dr. Durán presented the proposed expenditures related to establishing the Collective Bargaining Office. The Board discussed the work that the Collective Bargaining Office will engage

**ADJOURNMENT**

The meeting was adjourned at 6:34 PM.

**ATTEST:**

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Claudia Mercado, Clerk  
Arlington School Board

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Barbara Kanninen, Chair  
Arlington School Board

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