

## 2020 – 2021 BUDGET ADVISORY COUNCIL

December 9, 2020  
Online via MS Teams

The meeting started at 7:02 PM.

1. Welcome and Introductions
  - a. Fourteen members were present: Melanie Bowen (Chair), Chuck Rush (Vice-Chair), Katherine Christensen, Juan Gordon, Bob Ramsey, Erik Sullivan, Julie Davis, Sean Miller, Cristina Diaz-Torres, Valerie Smith, Nellie Carr, Lisa Blackwell, Dedra Curteman and Jennifer Wagener
  - b. APS staff member Leslie Peterson
  - c. School Board Liaison Monique O'Grady
2. Approval of Minutes
  - a. The November minutes were approved by all members
3. Public Comment – Josh Folb, AEA
  - a. Josh presented his annual teacher's master's salary comparison (against other jurisdictions) in data and graph form
  - b. Arlington County is not the highest paying in the region in any of the specific salary levels, and has been declining in competitive position year over year
4. Update on Policies for BAC Input – Erik Sullivan
  - a. There are about 19 policies to be reviewed between now and the end of the school year; not all of them will require BAC review
  - b. Erik will highlight the ones that the BAC needs to focus on
5. Update on FY22 Budget Process – Leslie Peterson
  - a. Leslie shared a compilation of feedback received to-date from advisory groups
  - b. Additional items still in progress from Principal groups
  - c. Discussion around potential savings on Transportation
    - i. One big opportunity would be planning transportation around opted-in families versus eligible families (which is a much larger number)
6. Discussion on Equity and Budget Implications – Arron Gregory, Chief Diversity, Equity, and Inclusion Officer
  - a. Arron reviewed the structure of his office, the equity team approach, the components of equity and key equity deliverables
    - i. He gained several staff members (transferred from other areas at APS)
    - ii. Goal is for every school building to have an Equity Team
    - iii. Equity policies are in process
    - iv. Year 1 strategy is to establish a framework that can begin to be implemented in Year 2
      1. Establishing a framework requires gaining an understanding of what equity is and preparing for organizational change by collecting and analyzing data, among other things

- b. One of the biggest challenges will be getting the messaging right and getting it out to everyone effectively
- c. The pandemic and current budget deficits have hampered, and will continue to impact, the equity efforts

The meeting adjourned at 9:03 PM.