

**ARLINGTON PUBLIC SCHOOLS**  
School Board Meeting  
March 3, 2016

**Item C-1-b**

The Arlington School Board convened on Thursday, February 4, 2016, at 7:30 PM at 1426 North Quincy Street, Arlington, Virginia.<sup>1</sup> Prior to the meeting, School Board members attended the Student Advisory Board meeting and the reception for APS Service Award Recipients.

**Present were:**

Dr. Emma Violand-Sánchez, Chair  
Nancy Van Doren, Vice Chair  
Reid Goldstein, Member  
Dr. Barbara Kanninen, Member  
James Lander, Member  
Claudia Mercado, Deputy Clerk  
Dr. Patrick K. Murphy, Superintendent

**Also present were:**

Raj Adusumilli, Assistant Superintendent, Information Services  
John Chadwick, Assistant Superintendent, Facilities and Operations  
Linda Erdos, Assistant Superintendent, School and Community Relations  
Cintia Johnson, Assistant Superintendent, Administrative Services  
Deirdra McLaughlin, Assistant Superintendent, Finance and Management  
Dr. Kristi Murphy, Interim Assistant Superintendent, Human Resources  
Connie Skelton, Assistant Superintendent, Instruction  
Dr. Brenda Wilks, Assistant Superintendent, Student Services and Special Education

**A. CLOSED MEETING - NONE**

**B. MEETING OPENING**

1. Call to Order

Dr. Violand-Sánchez called the meeting to order at 7:30 PM.

2. Presentation of Colors: Arlington Career Center AFJROTC Cadet Corps

3. Recognitions: (7:35 PM)

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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:  
<http://www.apsva.us/page/3067>  
DVDs of all regular School Board meetings are also available for viewing in the School Board office.

Dr. Murphy and the School Board recognized 141 employees for their years of service at Arlington Public Schools.

4. Announcements:

Meetings:

- March 7, 2016 ACI Work Session, Room 101 A/B, 6-9 PM
- March 8, 2016 Budget Work Session #3, Room 101 A/B, 6 PM
- March 14, 2016 Work Session on the Capital Improvement Plan, Room 101 A/B, 7:30 PM
- March 16, 2016 Meeting with the Oakridge Community, Oakridge Elementary School Cafeteria, 1414 S. 24th Street, Arlington VA, 22202, 7 PM

Events:

- March 13, 2016 - 61st Annual Northern Virginia Regional Science and Engineering Fair Awards Ceremony, Wakefield High School, 2 PM

**C. CONSENT ITEMS:**

*Dr. Kanninen moved that the Board adopt the consent agenda, seconded by Ms. Van Doren. The motion was adopted in a vote of 5 – 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively. The following items or actions were approved as a part of consent:*

1. Minutes:
  - a. November 10, 2015 School Board/County Board Joint Work session
2. Personnel actions

P/E-SCALE PERSONNEL

- 1 Appointment
- 1 Termination

T-SCALE PERSONNEL

- 5 Resignations
- 1 Resignation With Prejudice
- 4 Retirements

A-SCALE PERSONNEL

- 1 Resignation With Prejudice
- 1 Retirement

SUPPORT SERVICES PERSONNEL

- 4 Appointments
- 3 Changes In Position/Salary
- 1 Resignation

4 Retirements

3. Grants and Restricted Programs:

Special Project #15 – Security Work at New Directions SNAP State Funding

Special Project #16 – Verizon Innovative Learning Grant: STEM Integration Lab at Carlin Springs Elementary

4. ACI Appointments

5. Appointments to Arlington Mill High School Naming Committee

**D. CITIZEN COMMENT ON NON-AGENDA ITEMS:**

The following speakers addressed the Board:

*Todd Parker*, Arlington Outdoor Education Association: encouraging additional staffing at the Outdoor Lab in the FY 2017 Budget due to population increase at APS.

*Jim Hurysz*, Fairlington resident: addition of crossing guard at the intersection of S. Abingdon St. and S. 29<sup>th</sup> St.

**E. MONITORING ITEMS**

1. Compensation Study Report

The Compensation Study Report was presented by Dr. Kristy Murphy, Ms. Ellen Kennedy, Director and Donald Long, president of the Management Advisory Group, Inc.

The report shares a high level, preliminary overview of a four-tier project contract comparing APS pay scale to other jurisdictions and Arlington County. The four tiers include analysis of market rate, benefits, P & E scale reclassifications and job specifications. The purpose of the Compensation Study Report is to assist in the methodology and process of creating a fair and competitive benchmark for a compensation package. Mr. Long shared that in comparison to other jurisdictions, some scales lagged in pay, leave accrual may need restructuring and employees are paying higher for medical coverage. He recommended APS move to an open scale pay structure. Some concerns raised by the Board included the lack of detailed comparison to Fairfax and Alexandria Public Schools; not understanding the jurisdictions the report is comparing; lack of step structure analysis, and addressing longevity concerns.

2. Library Services Update

Ms. Theresa Flynn, Supervisor, updated the Board on Library Services. Ms. Flynn let the Board know Library Services is diligently working to maintain a passion for books in our students. Libraries around APS are actively partaking in integrating technology, creating programs and adding local history as part of their many initiatives. Ms. Flynn explained that libraries are now taking a virtual shape, they are seen as an exploration center and the roles of librarians are shifting, allowing them to be more involved in the classrooms. Dr. Violand-Sánchez encouraged the participation of more local authors in the schools in order to showcase more local history.

## **F. ACTION ITEMS:**

### 1. Revision of School Board Policy 35-6.2 Retirement:

Dr. Murphy confirmed that there were no updates made to the proposed revision of School Board Policy 35-6.2 Retirement.

*Ms. Van Doren moved that the Board approve the proposed changes to School Board Policy 35-6.2 Retirement, seconded by Mr. Lander. The motion was adopted in a vote of 5 – 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively. 5-0*

### 2. Revision of Select School Board Policies:

Dr. Murphy confirmed that there were no updates made to the proposed revision of School Board Policy 10-6 School Board Advisory Committees, policy 10-6.5 Student Advisory Board, and Policy 10-6.6 School Plan Committee.

*Ms. Van Doren moved that the Board approve the proposed changes to School Board Policy 35-6.2 Retirement, seconded by Mr. Lander. The motion was adopted in a vote of 5 – 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively.*

### 3. Abingdon Elementary School Final Design:

Mr. Chadwick and Mr. Ben Burgin, Assistant Director of Design & Construction, provided the Board with a brief update on the Abingdon Elementary School Final Design. Mr. Burgin stated that 140 seats would be added to Abingdon Elementary Schools once complete with the proposed renovations and additions. Some of the renovations/additions include a three-story addition in the back of the building to accommodate a new cafeteria, new bus loop, new gymnasium. The estimated total cost is \$32,880,571.

The following speakers addressed the Board:

*Jim Hurysz, Fairlington resident: concerned about Abingdon Elementary School renovations and its effect on traffic patterns.*

Ms. Van Doren requested for clarification on the difference of project costs between Abingdon Elementary and Stratford Program. Ms. Chadwick stated that it is difficult to compare these sites as each building required different needs.

*Dr. Kanninen moved that the Board approve the proposed final design for Abingdon Elementary School, seconded by Ms. Van Doren. The motion was adopted in a vote of 5 – 0, with Mr. Goldstein, Dr. Kanninen, Mr. Lander, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively.*

## **G. INFORMATION ITEMS:**

### **1. School Calendars**

Dr. Kristi Murphy presented the proposed School Calendars for the 2016-17 school year. The calendar committee is composed of 33 staff and parents members. The committee reviews past years' calendars and took into consideration other information to create a draft that was shared with multiple stakeholders around APS. Once the draft is finalized, the Superintendent approves the calendar and is open for feedback. This year's online survey received 608 comments. The calendars recommended for approval are:

Proposed 2016-17 School Calendar  
Proposed 2016-17 Barcroft Modified School Year Calendar  
Proposed 2016-17 H-B Woodlawn/Stratford School Calendar  
Proposed 2017 Summer School Calendar

The following speakers addressed the Board:

*Josh Folb*, APS staff: suggesting options for the school calendar that include alternative professional development.

*Melissa McGregor*, parent of Discovery Elementary student: proposing changing early release to Friday.

Mr. Lander shared his concern about the calendar selection process and the distribution of information to different stakeholders. He commented on the large number of staff members who spoke at the last School Board meeting and was concerned that input from various groups is lacking in the calendar committee, specifically regarding professional development options. Mr. Lander suggested Dr. K. Murphy review the process and communication efforts for next year. Mr. Goldstein expressed his curiosity in Ms. McGregor's early release change proposal. In addition, Board members solicited a flexible professional development approach and taking staff feedback into account when considering next year's calendar.

### **2. REMOVED FROM AGENDA**

3. Proposed Revision of School Board Policy 40-1.19 Use of School Facilities:

Ms. McLaughlin presented the proposed revisions to School Board Policy 40-1.19 Use of School Facilities. The proposed changes include creating a new policy for prioritizing school use, given to organizations that support APS. In addition, Ms. McLaughlin spoke about revisions to the current Policy Implementation Procedures, which would include criminal backgrounds checks and changes to the way sponsored Parent Teacher Association activities operate in the schools.

Ms. Van Doren suggested better defining outside groups and fees. In addition, Board members requested clarification of the background check process and requested for the County Council of PTAs to review proposed policy changes.

**H. NEW BUSINESS: NONE**

**I. ADJOURNMENT:**

The meeting adjourned at 10:39 PM.

**ATTEST:**

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Claudia Mercado, Deputy Clerk  
Arlington School Board

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Emma Violand-Sánchez, Chair  
Arlington School Board