

ARLINGTON PUBLIC SCHOOLS
School Board Meeting and
Public Hearing on School Board Salaries
April 7, 2016

Item C-1-c

The Arlington School Board convened on Thursday, April 7, 2016, at 7:30 PM at 1426 North Quincy Street, Arlington, Virginia.¹

Present were:

Emma Violand-Sánchez, Chair
Nancy Van Doren, Vice Chair
Reid Goldstein, Member
Barbara Kanninen, Member
James Lander, Member
Melanie Elliott, Clerk

A. CLOSED MEETING: NONE

Also present were:

Dr. Patrick K. Murphy, Superintendent
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
Dr. Brenda Wilks, Assistant Superintendent, Student Services and Special Education
Dr. Donna Snyder, Director, Early Childhood and Elementary Education

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:

In honor of Military Child Month, the Board recognized Arlington children of military families who have made contributions to the community. The Board also congratulated the Wakefield High School Boys Basketball team for their outstanding sportsmanship and for representing APS honorably in the state tournament.

¹ 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.

4. Announcements: (7:56 PM)

Meetings:

- April 8, 2016 Joint School Board/County Board Work Session, 2100 Clarendon Blvd., 9:30 a.m.
- April 12, 2016 Work Session, Rm. 101A/B, 7:30 PM

Events:

- April 21, 2016 Honored Citizens Reception and Recognition, 6:30 PM

Dr. Murphy stated APS will move forward with the textbook adoption process for English/Language Arts (ELA), reiterating that this will include community participation in the review and selection of materials. He reviewed upcoming events including Summer School registration, the Color of Leadership Conference, Autism Acceptance Month, the Week of the Young Child, and Earth Month. He encouraged all to attend the A2E Career exploration event on May 14, and reviewed upcoming Budget and CIP dates and events.

C. PUBLIC HEARING ON SCHOOL BOARD SALARIES: (8:07 PM)

The following speakers addressed the Board:

Laura Larco, Arlington Education Association (AEA) executive Board representative: voicing the AEA's support for increasing the Board salaries, recognizing the time and commitment that this role requires.

D. CONSENT AGENDA: (8:11 PM)

The following speaker addressed the Board:

James Hurysz, resident: referencing item D-10, stating concerns about possible structural issues that may occur to homes during planned renovations at the Abingdon School site.

Ms. Van Doren moved that the Board adopt the consent agenda, seconded by Dr. Kanninen. 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 16, 2015 School Board Meeting
 - b. December 3, 2015 School Board Meeting
 - c. December 8, 2015 School Board Meeting
 - d. December 17, 2015 School Board Meeting
 - e. March 29, 2016 Closed Meeting

2. Personnel actions

P/E-SCALE PERSONNEL

- 1 Resignation
- 2 Retirements

T-SCALE PERSONNEL

- 2 Appointments
- 4 Changes In Position/Salary
- 20 Resignations
- 8 Retirements
- 1 Termination

A-SCALE PERSONNEL

- 3 Appointments
- 1 Change In Position/Salary
- 1 Resignation
- 1 Retirement

SUPPORT SERVICES PERSONNEL

- 6 Appointments
 - 2 Changes In Position/Salary
 - 1 Resignation
 - 2 Retirements
3. Grants and Restricted Programs:
 4. Perkins Grant
 5. School Calendar Update
 6. Appointment to the New Elementary School at Jefferson Building Level Planning Committee
 7. Ashlawn Addition/Renovation Project- Parking License Agreement w/ Powhatan
 8. Westover Baptist Church-Swanson Parking Lease
 9. Change Order Greater than \$100,000 and above 25% of Original Contract Value – New Elementary School Multi-Modal Transportation Services
 10. Abingdon Foundation Monitoring Program
 11. ~~Washington Lee Phase 2 Budget Adjustment and Contract Award~~ REMOVED FROM AGENDA

E. CITIZEN COMMENT ON NON-AGENDA ITEMS: (8:15 PM)

The following speakers addressed the Board, expressing concerns about the lack of appropriate instruction and support for dyslexic students. Some speakers stressed concerns about the textbook selection process which they believe is not focused on finding appropriate materials for these students. The speakers asked for a transparent, complex selection process for curriculum materials that will meet the need for students in gap groups.

Donna Owens, parent
Sara Jane Owens, student
Peter Filon, parent
Nadine Asef-Sargent, parent

The following speakers also addressed the Board:

Gabriela Uro, parent: sharing concerns with the textbook selection process in terms of the needs of English Language Learners, encouraging earlier community involvement, use of relevant criteria in the selection process, and a focus on meeting the needs of all learners.

James Hurysz, resident: sharing additional concerns about construction at Abingdon School and how this work will impact storm water drainage; asking for storm water mitigation efforts, and noting promises made at the 9/ 21 County Board meeting on storm water issues.

F. MONITORING ITEMS: (8:34 PM)

1. ACI Committee Report: ESOL/HILT

Cynthia Cocuesta-Cuttier and Zinah Raoof, co-chairs, presented the report, supported by ESOL/HLT Supervisor Faith Tabatabai. Ms. Cocuesta-Cuttier and Ms. Raoof reviewed the status of the ESOL/HILT committee's three recommendations from spring 2015, which included a request for additional staffing. The co-chairs spoke to the unique needs of ESOL/HILT students, the challenges they face, and the supports that are being requested.

The Board appreciated the committee's commitment to meeting the needs of and improving supports for ESOL/HILT students. It was confirmed that the proposed FY 2017 budget includes funding for additional counseling staff as recommended, and Ms. Raoof noted the committee recommends more coordination at each school to provide better support to staff who work with ESOL students. Staff confirmed that a pathways document has been developed in response to a recommendation, and will improve families' access this document. Ms. Tabatabai reviewed collaboration in the Department of Instruction to guide and support ESOL/HILT students to better prepare them for graduation, including collaboration between ESOL/HILT and Student Services to improve pathways. The group also discussed the importance of making students aware of opportunities to receive course credit in their native language and to pursue a biliteracy diploma. The Board thanked Ms. Tabatabai for her service as she retires, and encouraged continued efforts.

2. Family and Community Engagement Update: (9:04 PM)

Dr. Murphy introduced Rosa Briceño, Supervisor, who updated the Board on Family and Community Engagement (FACE) efforts. Dr. Briceño reviewed development of the FACE framework, policy, and the work of the Action Team. She reviewed communications tools developed for community outreach, and described learning opportunities for families and staff, efforts to build programs throughout APS, and

work to strengthen bilingual family liaisons. Recognizing the importance of building relationships, Dr. Briceño then shared examples from specific schools, as well as system-wide support provided by FACE, and plans moving forward. In closing, she shared a video of the Hispanic Heritage community conversation sponsored by FACE.

Board members appreciated the update and the work of FACE and encouraged ongoing outreach in this effort. Responding to questions, Dr. Briceño described how schools are chosen to participate in FACE, and spoke to identifying best practices and peer-to-peer efforts to expand the program. She also invited Board members to participate in sessions and seminars that will be presented.

3. Superintendent's Report on Possible Options for a new Elementary School in South Arlington: (9:38 PM)

Mr. Chadwick provided brief background information about the SAWG process, and explained how this report relates to Item G-2. Zach Larnard, Planner, presented the Report, first summarizing the preferences that came out of the SAWG process. The report focuses on considering a process for a new elementary school in south Arlington after 2019. Mr. Larnard shared projected seat needs at Oakridge Elementary School, and reviewed options considered to relieve crowding throughout APS, such as relocating programs, internal space modifications, use of relocatables, boundary changes and constructing a new school. He highlighted elementary seat deficits in the Crystal City/Columbia Community and the Rosslyn/Ballston Lee Highway community, and shared total seat deficits for these areas. He reviewed the Superintendent's recommendations, which include directly address crowding at Oakridge as the new school is built at Jefferson, and looking forward to identify and address areas of greatest need. Additional recommendations relate to collaborative efforts with the County on other sites and on the upcoming Capital Improvement Plan (CIP) to look at a possible joint use facility.

The group discussed options to address crowding, including building an elementary school that is smaller than the preferred maximum size of 725 seats. Staff responded to questions, providing more detail about the deficits presented and confirming that the figures presented are based on current use of the facilities. The Board recognized that this information may change as additional plans for capacity are developed. Also briefly discussed were opportunities to collaborate with the County on properties such as Aurora Hills, and Mr. Chadwick confirmed that these are worth considering and the County and Schools are aligning their CIPs to support this possible approach.

G. ACTION ITEMS: (9:57 PM)

1. School Board Proposed FY 2017 Budget

Ms. Peterson briefly reviewed changes that have been made to the Superintendent's Proposed FY 2017 budget, such as additional state revenues, changes responding to spring enrollment updates, and an increase in the costs for the Virginia Retirement System (VRS) Group Life program.

Ms. Van Doren moved that the Board adopt the Superintendent's Proposed FY 2017 Budget as updated which totals \$579,946,249. The motion was seconded by Dr. Kanninen.

Dr. Kanninen moved to amend the Superintendent's budget as follows:

- Changing the Superintendent's proposed Compensation increases totaling \$9.6 million to the following:

Salaries:

- A Step increase at a cost of \$7.6 million
- An increase of 1.75% for eligible employees at the top of scale or on longevity steps at a cost of \$2.4 million
- An increase in the minimum wage to \$14.50 per hour at a cost of \$150,000
- An increase in School Board salaries at a cost of \$14,760

Benefits:

- Implementation of a parental leave benefit of 2 weeks of leave at a cost of \$0.5 million
- An increase in the Live Where You Work program to provide additional grants as well as the implementation of rental assistance grants as at the County at a cost of \$68,700

- Adding the following:

- \$100,000 for internships (one-time funds)
- 1.0 STEM specialist (\$102,800)
- Stipends and equipment (\$57,000)
- 2.0 ATSS Coordinators (\$254,600)
- 1.0 Outdoor Lab teacher (\$92,300)
- 1.0 School Board office assistant (\$90,440)
- 1.0 Project Planning Manager (\$135,660)
- 0.5 Data Specialist for the APCYF (\$54,550)
- \$80,000 for a long-range planning consultant (one-time funds)
- \$40,000 for a longitudinal study (one-time funds)

- Reducing 2.0 positions for Central Registration by limiting it to Montessori and pre-K for a savings of \$145,200

- Moving the funding for Courageous Conversations from the Office of Minority Achievement to the Office of Professional Development.

- Allocating \$540,000 from the Future Budget Years reserve

The motion to amend was seconded by Mr. Goldstein.

The following speakers addressed the Board:

Laura Larco, AEA: on behalf of the AEA compensation committee, appreciating the compensation-related additions to the budget which support employees throughout the division, as well as the additions that strengthen the programs in APS.

Responding to questions, Ms. Peterson highlighted those new items that use one-time funds, and explained how the parental leave costs were calculated. She confirmed that this leave is only available to new parents and not for care of other family members.

Recognizing that a compensation study was begun to inform decisions but has not been completed, Mr. Lander was concerned that an additional benefit was included in the amendment for new parents that is not matched for other employees. While he appreciated the staff and was in favor of providing strong compensation packages, he shared his concern about the approach taken with this amendment.

Dr. Violand-Sánchez called for vote on the proposed amendment. The motion to amend was adopted in a vote of 4 - 1, with Mr. Goldstein, Dr. Kanninen, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively and Mr. Lander opposing.

Dr. Kanninen thanked Dr. Violand-Sánchez for her guidance through the budget process. While agreeing with the concern that the final compensation study was not available to inform the budget, she supported the proposed changes. She also noted items incorporated into the budget that will not require additional funds and confirmed her belief this is a strong budget. Mr. Goldstein agreed with the concern about the compensation study but supports the additions to the budget, and highlighted other additions that will strengthen APS.

Dr. Violand-Sánchez thanked staff for their work on the proposed budget, which addresses key features of the Board's budget direction and aligns with the Strategic Goals and Board priorities. She stated that the budget recognizes the commitment of staff and sends the message that all employees are valued. She recognized that the Board and staff worked together to incorporate recommendations put forward by the advisory groups and to improve the programs in APS. In closing, Dr. Violand-Sánchez looked forward to meeting with the County Board in a joint work session and to continue to work in partnership to provide the best education to all students.

Ms. Peterson provided additional information about the use of one-time funds, and the gap between the proposed total and what the County has indicated can be allocated to APS. Mr. Lander stressed that the community should be aware of this gap, and also spoke to the importance of focusing on classroom instruction and building needed capacity, while cautioning that there may be a future impact if the budget depends too heavily on reserves and results in deficits. Dr. Murphy confirmed that APS has been very cautious, using the strategy of setting aside and using reserves to address funding needs. Mr. Lander appreciated this approach, but again noted upcoming costs related to capital needs and cautioned the Board about the risk of using one-time funding for ongoing costs. Mr. Goldstein appreciated the different philosophies and strategies that went into developing the budget, and appreciated that the Board needs to be aware of Mr. Lander's concerns. The group also recognized that the School Board intends to ask the County Manager for additional funding to address the gap.

Ms. Van Doren moved that the Board adopt the amended motion, which is to adopt the School Board's Proposed FY 2017 budget as amended in the amount of \$581,941,859, which includes the use of an additional \$540,000 from the Future Budget Years reserve, seconded by Mr. Goldstein.

The motion was adopted in a vote of 4 - 1, with Mr. Goldstein, Dr. Kanninen, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively and Mr. Lander opposing.

2. Superintendent's Recommendation on Preferences 1 through 3 of the South Arlington Working Group Report: (10:42 PM)

Mr. Larnard reviewed the Superintendent's recommendation to approve preferences 1 through 3 of the SAWG Report, and he outlined next steps that relate to these preferences.

The following speaker addressed the Board:

Molly Calkins, Arlington Heights Civic Association: stating concerns about the process used to develop the report, stating that the working group was not given sufficient guidance and information to identify options, and asking for a community conversation to better inform the community of this work.

Dr. Kanninen moved that the Board accept the Superintendent's recommendation on preferences 1 through 3 of the South Arlington Working Group Report; These recommendations are: To build a new school for Henry Elementary on the Thomas Jefferson site to open in 2019; To relocate the Montessori Program out of its current location at Drew, to the current Henry Elementary School building; and to open approximately 400 seats at the Drew Model School. The motion was seconded by Mr. Goldstein.

Mr. Lander appreciated community work on this process, recognizing the different points of view. He acknowledged the importance of safety but also the need for capacity and an ongoing conversation to continue addressing crowding. Responding to Mr. Goldstein, Mr. Chadwick confirmed that the Fenwick facility was not available for consideration until recently, after the SAWG process was underway. All Board members appreciated Mr. Greeley's commitment and contribution to the process.

Dr. Violand-Sánchez called for a vote and 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.

H. INFORMATION ITEM: (10:50 PM)

1. Special Education Annual Plan

Ms. Wendy Carria, Interim Director, Special Education, provided a brief overview of the Special Education Annual Plan. She reviewed trends in special education enrollment as compared to overall enrollment, and then explained the application process, which must be done annually. After sharing data on the categories of special education identification, she outlined services provided by the Office of Special Education. She then reviewed the proposed budget, including a breakdown by IDEA Section, and grant funding by expenditure type. She noted that the annual application meets the federal requirement to set aside a proportionate amount of funds for private

school students with special needs who live in Arlington. In closing, she reviewed the grant timeline.

Responding to the Board, staff agreed to provide data on students identified by race. Ms. Carruia confirmed that federal funding for Special Education is only a fraction of the amount spent per student by APS, and the group discussed the increase in students with a 504 plan, and how these students receive services at a much lower cost than the average special education student. Also discussed was the variation in per pupil expenditure based on the type of special education identification. Ms. Van Doren encouraged efforts to move students to the general education setting with a 504 plan, by strengthening supports available, and Ms. Carria confirmed that there is collaboration between Special Education and Instruction to ensure that APS is meeting the needs of these students.

G. NEW BUSINESS: NONE

H. ADJOURNMENT:

The meeting adjourned at 11:08 PM.

ATTEST:

Melanie Elliott, Clerk
Arlington School Board

Emma Violand-Sánchez, Chair
Arlington School Board