

ARLINGTON PUBLIC SCHOOLS
Organizational Meeting, School Board Meeting and Closed Meeting
July 1, 2015

Item C-1-j

The Arlington School Board convened on Wednesday, July 1, 2015, at 8:34 AM at 1426 North Quincy Street, Arlington, Virginia.¹

Present were:

James S. Lander, Chair
Emma Violand-Sánchez, Vice Chair
Barbara Kanninen, Member (arr. 8:39 AM)
Abby Raphael, Member
Nancy Van Doren, Member
Melanie Elliott, Clerk

A. CALL TO ORDER AND CLOSED MEETING

Mr. Lander moved that the Board immediately convene in a closed meeting to consider personnel appointments of Principal, Tuckahoe Elementary School; Assistant Principal, Williamsburg Middle School; 0.5 FTE Assistant Principal, Yorktown High School; 0.5 FTE Interim Assistant Principal and 0.5 FTE Supervisor, Title I at Drew Elementary School; and Supervisor, Career & Technical Education, as authorized by Virginia Code §2.2-3711(A)(1), seconded by Ms. Van Doren. The motion was adopted in a vote of 4 - 0, with Mr. Lander, Ms. Raphael, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively, and the Board convened in a closed meeting. Dr. Kanninen was not present at the vote.

Also present were:

Dr. Patrick K. Murphy, Superintendent
Ellen Kennedy, Director, Employee Relations, Human Resources

The closed meeting adjourned at 8:49 AM. The Board took a brief recess, and the Board reconvened in an open meeting at 9:00 AM.

Also present were:

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
Connie Skelton, Assistant Superintendent, Instruction
Brenda Wilks, Assistant Superintendent, Student Services

¹ Video clips of regular School Board meetings can be viewed on the APS Web site at the following link:
<http://www.apsva.us/15401081151356423/site/default.asp>
DVDs of all regular School Board meetings are also available for viewing in the School Board office.

Mr. Lander moved to certify that to the best of his knowledge only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting and only such public business matters that were identified in the motion convening the closed meeting were heard, discussed or considered. The motion was seconded by seconded by Ms. Van Doren and was adopted in a vote of 5 – 0. The voting record is as follows: Dr. Kanninen – Aye; Mr. Lander – Aye; Ms. Raphael – Aye; Ms. Van Doren – Aye and Dr. Violand-Sánchez – Aye.

B. ORGANIZATIONAL MEETING

1. School Board Code of Conduct

Dr. Kanninen moved that the School Board adopt the Code of Conduct, seconded by Ms. Van Doren. The motion was adopted in a vote of 5 – 0, with Dr. Kanninen, Mr. Lander, Ms. Raphael, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively. All Board members then signed the document.

2. Election of the Chair of the Board:

Ms. Van Doren nominated Dr. Violand-Sánchez for Chair for the 2015-2016 school year, seconded by Ms. Raphael. The motion was adopted in a vote of 5 – 0 with Dr. Kanninen, Mr. Lander, Ms. Raphael, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively.

3. Election of the Vice-Chair of the Board:

Dr. Kanninen nominated Ms. Van Doren as Vice Chair for the 2015-2016 school year, seconded by Mr. Lander. The motion was adopted in a vote of 5 – 0, with Dr. Kanninen, Mr. Lander, Ms. Raphael, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively.

Mr. Lander moved for adoption of organizational items 4 through 13, seconded by Ms. Van Doren. The motion was adopted in a vote of 5 – 0, with Dr. Kanninen, Mr. Lander, Ms. Raphael, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively. The following items were approved:

4. Appointment of the Clerk of the Board:

Melanie Elliott was re-appointed Clerk of the Board for the 2015-2016 school year.

5. Appointment of the Deputy Clerk of the Board:

Lizette Torres-Barthel appointed Deputy Clerk of the Board for the 2015-2016 school year, or until a further appointment is made.

6. Approval of Payment of Claims

7. Supervision of Construction

8. Adoption of Schedule of School Board Meetings, 2015-2016 School Year
9. Adoption of Proposed Schedule of Pay Dates, 2015-2016 School Year
10. Adoption of Existing Policies and Regulations
11. Adoption of Proposed Guidelines on Executive Session Confidentiality
12. School Board Member Liaison Assignments, 2015-2016
13. School Board Speaker Guidelines

Dr. Violand-Sánchez announced that, in compliance with the Code of Virginia, as part of the organizational items, the School Board re-adopted existing policies for the administration of Arlington Public Schools. A current copy of the policies is posted on the Arlington Public School's website at www.apsva.us/policies and is available to employees and to the public. For citizens who do not have online access, printed copies of the policies are available in the School Board Office and the Office of School and Community Relations in the Education Center, and the Virginia Room in the Arlington Central Library.

SCHOOL BOARD MEETING

C. ANNOUNCEMENTS: (9:10 AM)

As outgoing Chair, Mr. Lander stated that it was an honor and privilege to serve, and he appreciated the collaboration of the other Board members through the year. He recognized that this year has required flexibility, as the Board has gone through several changes over the past 12 months. Recognizing former County Board Chair Jay Fisette, he appreciated Mr. Fisette's support for collaboration between the two Boards on the successful budget process, as well as in other joint efforts. He also thanked current County Board Chair Mary Hynes for her collaborative support of the schools. Acknowledging the growing enrollment, he appreciated efforts that both Boards have invested in addressing capacity needs. He also recognized the other County Board members present, Ms. Garvey and Mr. Tejada, for their service and commitment to Arlington. He thanked the Executive Leadership Team and other staff members who have supported him as Chair and supported the work of the Board, thanking, in particular, retirees Dr. Betty Hobbs and Ms. Karen Allen. He looked forward to continuing his service on the Board and working with his colleagues, who have been supportive and brought compassion, expertise, and commitment to children through their work as Board members. He particularly thanked Ms. Raphael, as she will be leaving the Board this year, for her service, diligence and for all of the work she has done for Arlington.

Ms. Van Doren appreciated Mr. Lander's service as Chair and thanked him for his support to her as a new member of the Board. She recognized the challenges Arlington Public Schools is facing, particularly the growing enrollment, and appreciated the Board's efforts to address these challenges. In particular, she recognized Mr. Lander's leadership in helping the Board work together and stay connected with the community. Reaffirming her

commitment to strong collaboration with the County Board, she recognized the community's support for this approach. She also spoke to the Board's commitment to supporting collaboration between the two staffs, and recognized that the community expects these two entities to work as one. In closing, she thanked Mr. Lander for his commitment and for his positive approach to working with County colleagues and putting structures in place to make collaboration happen.

Ms. Raphael spoke about the successful year Arlington Public Schools has had, recognizing academic successes and continued progress that has been seen for several years, and highlighting specific accomplishments. Confirming the Schools' dedication to supporting the whole child, she recognized that this has and will continue to be a primary focus for the Board. She acknowledged the hard work of the students, the support provided by their families, and the commitment, professionalism and dedication of the teachers and staff throughout APS, confirming that this commitment is why APS is so successful. She thanked Mr. Lander and Dr. Violand-Sánchez for their leadership over the past year, and recognized the new perspective and energy that Dr. Kanninen and Ms. Van Doren have brought to the Board. Noting that collaboration with the County has also contributed to the success APS has seen, Ms. Raphael also acknowledged her County Board colleagues. She commented in particular that this collaboration was fundamental to the successful budget process of the past year. She also looked to the support this collaboration will provide as APS addresses capacity needs, to ensure that APS has wonderful environments for teaching and learning. For the coming year, she recognized that it is important to keep a focus on supporting the whole child, and she recognized that the Board will soon begin to identify priorities for the coming year. Thanking her colleagues for the great year the Board has had, she looked forward to working together through her next six months as a Board member.

Dr. Kanninen appreciated Mr. Lander and all of her Board colleagues, as well as the staff and Superintendent, for supporting her as a new member. She recognized the successful year just completed, and looked forward to working with the new leadership in identifying priorities for the Board's work in the coming year. She recognized the Board's commitment to the students, including focusing on the whole child, looking at testing and a focus on supporting teachers in the classroom and with their work. She again stated that she is excited about working with the Board and thanked her colleagues for their support and commitment.

Dr. Violand-Sánchez thanked Ms. Van Doren for the nomination, and her colleagues for supporting her as the incoming Chair. She looked forward to working together and stated that she will approach her work with a focus on shared leadership. Appreciating Mr. Lander's service as Chair, she acknowledged his openness to dialog and his constant attention to improving achievement. She also looked forward to working with the Superintendent, staff, and the County Board. She thanked Mr. Tejada for being her mentor and appreciated his work on behalf of Arlington. Commenting on the complex changes that Arlington Public Schools faces, Dr. Violand-Sánchez recognized that the School Board, the County Board, the community, and staff will need to continue to work together. She noted these challenges include maintaining adequate learning space for the growing student population through a cost-effective and sensible plan developed in collaboration with the community and the County. Recognizing the power of education, she spoke to her

experience as an immigrant and the importance of education in helping her to succeed. Arlington Public Schools' mission to instill a love of learning and Dr. Violand-Sánchez confirmed the need to teach students to be responsible and productive global citizens. Confirming the Board's goal for all students to graduate proficient in more than one language, she stated that bilingualism will be a priority under her leadership. She also recognized the importance of hiring and retaining outstanding teachers who are adequately supported and compensated, and who are part of the decision-making process, especially as the Board continues to focus on eliminating the achievement gap. She also recognized the importance of being culturally responsive and welcoming community organizations and families as partners who can contribute to student success. She confirmed that the Board must prioritize the Strategic Plan Goal of meeting the needs of the whole child. This will be accomplished by nurturing students' intellectual, personal, social, physical and emotional development and by providing services and strategies, in collaboration with the County, that support students. She also recognized that a safe, healthy engaging and responsive environment provides the solid support network essential for student success. In closing, she asked for a greater emphasis on compassion and care, recognizing the importance of treating every child as important, and doing what is necessary to make opportunity real for every child.

Dr. Violand-Sánchez then announced that the School Board and Superintendent will hold a retreat on August 5, and a retreat with the Superintendent and Executive Leadership Team on August 12. The location and time for the retreats will be announced later.

Dr. Murphy thanked the Board for their commitment, especially appreciating Mr. Lander's leadership, and looked forward to working with Dr. Violand-Sánchez and Ms. Van Doren. He also highlighted summer activities and events.

D. CITIZEN COMMENT ON NON-AGENDA ITEMS: NONE

E. CONSENT ITEMS: (9:37 AM)

Dr. Violand-Sánchez announced that item E-11 Revision of Select School Board Policies will be removed from consent.

Mr. Lander moved for adoption of consent items 1 to 10, seconded by Ms. Van Doren. The motion was adopted in a vote of 5 – 0, with Dr. Kanninen, Mr. Lander, Ms. Raphael, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively. The following items or actions were approved as a part of consent.

1. Minutes:
 - a. April 23, 2015 School Board Meeting and Closed Meeting
 - b. April 30, 2015 Honored Citizen Recognition and School Board Meeting
 - c. June 10, 2015 Closed Meeting

2. Personnel Actions:

P/E-SCALE PERSONNEL

- 1 Appointment
- 3 Reclassifications
- 5 Change in Position/Salary

T-SCALE PERSONNEL

- 13 Resignations
- 3 Retirements

A-SCALE PERSONNEL

- 2 Resignations
- 1 Resignation With Prejudice
- 1 Retirement

SUPPORT SERVICES PERSONNEL

- 3 Changes In Position/Salary

- 3. Membership in the Virginia High School League
- 4. School Plan Advisory Committee Appointments
- 5. FY 2017 Budget Development Calendar
- 6. Transfer of OPEB Trust
- 7. Purchasing Resolution Amendment
- 8. Appointment of ACI Co-Chair(s)
- 9. Ashlawn Addition/Renovation Approval of Revised Joint Fund for Community Amenity Allocation and Project Budget
- 10. Appointments to the South Arlington Elementary Working Group

Dr. Violand-Sánchez announced that as a part of consent, Mitch Pascal was appointed Principal of Tuckahoe Elementary School, Elizabeth Rowden was appointed Assistant Principal, Williamsburg Middle School, Laura Porter was appointed as a half-time Assistant Principal at Yorktown High School, Phyllis Gandy was appointed Supervisor, Career and Technical Education, and Wendy Pilch was appointed 0.5 Interim Assistant Principal and 0.5 Title I Supervisor, Drew Model School.

F. NEW BUSINESS: (9:51 AM)

E. 11. Revision of School Board Policies

Dr. Violand-Sánchez then called for item E-11, Revision of Select School Board Policies: 10-13 Human Relations; 25-1.17 Student Safety – Bullying/Harassment

Prevention; 35 – Goals; and 35-4.4 Employee Relations – Equal Employment Opportunity.

Ms. Kennedy explained the changes being made to the policies, confirming that this effort is to align the language related to discrimination within all APS policies. This change confirms that APS will not discriminate on the basis of race, national origin, creed, color, religion, gender, age, economic status, sexual orientation, marital status, gender, identity or expression, and/or disability. This change also reflects guidance from the Department of Education Office of Civil Rights, which has interpreted Title IX's prohibition of discrimination as including a prohibition of discrimination on the basis of gender identity. She also noted that the statement was also changed to clarify that the anti-harassment language refers to all of the protected classes.

Mr. Lander explained that he asked for this item to be voted on separately to provide an opportunity for Board discussion of the changes and to ensure transparency. He confirmed his full support for the changes and his respect for diversity throughout Arlington, and he assured all that APS will make every effort possible to prevent discrimination and bullying. He also appreciated staff work to facilitate these changes, and acknowledged the County Board for their progressive leadership in addressing this issue as well. He again confirmed that he supports this statement and embraces the diversity that all Arlingtonians bring to the community. Dr. Kanninen spoke to the Board's consideration of and support for this policy change, and appreciated staff's diligence in making sure that all policies are aligned. She recognized that Arlington has always been a nondiscriminatory and inclusive community. Ms. Raphael spoke briefly to the process the Board followed to bring these policy changes to a vote, confirming that this has been publicly discussed, and, as with all agenda items, made available to the public in advance of the meeting to allow for review and public comment. She confirmed the Board has thought this change through carefully and has solicited feedback from staff advisory groups, and she stated her belief that this is the right thing to do. Ms. Van Doren agreed, and confirmed that, in addition to being the right thing to do, this is a change that is required so that APS complies with Federal law. Recognizing the diversity that exists throughout the school division, she confirmed that this change supports that diversity, and reaffirmed her strong support. Dr. Violand-Sánchez thanked staff for reviewing the policies, and was very proud that this will be implemented for students, staff, and as part of the hiring process. She appreciated the importance of eliminating bullying and harassment throughout APS. She also appreciated that this change replaces the word 'handicapped' with 'disability,' and also includes national origin to the antidiscrimination clause.

Mr. Lander moved that the Board adopt the proposed changes to the four School Board Policies just presented, seconded by Ms. Raphael. The motion was adopted in a vote of 5 – 0, with Dr. Kanninen, Mr. Lander, Ms. Raphael, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively.

2. Student Discipline Item SBD 1415-04

Dr. Violand-Sánchez moved in student disciplinary action number SBD 1415-04, the Board accept the Superintendent's recommendation to expel the student for one year, effective May 21, 2015, and authorize the Chair to issue a letter on behalf of the Board to that effect. She further moved that the student be permitted to enroll online with an approved correspondence program or enroll in an approved home instruction program that meets Commonwealth of Virginia requirements during the student's period of expulsion. She further moved that the student be permitted to petition the School Board for readmission to Arlington Public Schools as of May 21, 2016 on the conditions that if readmitted, the student be placed on probationary status, and that the student not be involved in any further disciplinary actions, including police or court involvement. The motion was seconded by Mr. Lander and adopted in a vote of 4 – 1, with Mr. Lander, Ms. Raphael, Ms. Van Doren and Dr. Violand-Sánchez voting affirmatively, and Dr. Kanninen opposing.

I. ADJOURNMENT:

The meeting adjourned at 9:53 AM.

ATTEST:

Melanie Elliott, Clerk
Arlington School Board

Emma Violand-Sánchez, Chair
Arlington School Board