

ARLINGTON PUBLIC SCHOOLS
Budget Work Session #2
February 28, 2017

Item C-1-b

The Arlington School Board convened on Tuesday, February 28, 2017 at 5:00 PM at 1426 North Quincy Street, Arlington, Virginia.

Present were:

Nancy Van Doren, Chair
Barbara Kanninen, Vice Chair
Reid Goldstein, Member
James Lander, Member
Tannia Talento, Member
Claudia Mercado, Deputy Clerk

Also present were:

Dr. Patrick K. Murphy, Superintendent
Raj Adusumilli, Assistant Superintendent, Information Services
John Chadwick, Assistant Superintendent, Facilities & Operations
Linda Erdos, Assistant Superintendent, School and Community Relations
Cintia Johnson, Assistant Superintendent, Administrative Services
Leslie Peterson, Assistant Superintendent, Finance & Management Services
Dr. Kristi Murphy, Assistant Superintendent, Human Resources
Dr. Tara Natrass, Assistant Superintendent, Instruction
Dr. Brenda Wilks, Assistant Superintendent, Student Services
Ellen Kennedy, Director, Employee Relations
Tameka Lovett-Miller, Director, Budget

Employee Advisory Committee (EAC) Members:

Thanh Au, Maintenance Mechanic I (Carpenter), Facilities & Operations
Kirubel Belineh, Bus Driver, Transportation
Wanda Gant, Personnel Technician, Human Resources
Milagros Martinez, Extended Day Care Supervisor, Kenmore Middle School
Regina Richardson, Special Education Assistant, Campbell Elementary School
Eric Underhill, Instructional Technology Coordinator, Carlin Springs Elementary School

Collaborative Professional Strategies Team (CPST) Members:

Pam Farrell, Supervisor, Fine Arts
Harold Pellegreen, Principal, Taylor Elementary School
Gina Miller, Testing Coordinator, Key Elementary School
Leslie Stockton, Minority Achievement Coordinator, Kenmore Middle School

Ms. Van Doren began the work session by welcoming attendees and thanking staff for their contributions to APS. In addition, Dr. K. Murphy spoke about the importance of the employee committees and their feedback to improve working relations at APS.

Employee Advisory Committee (EAC)

The Employee Advisory Committee (EAC) consisting of representatives from A-Scale, E-Scale, G-Scale, M-Scale, and X-Scale was introduced by Ms. Kennedy. She provided the Board with an overview of the work of EAC this school year, typically meeting once a month to review budget concerns, understand policies and assist in the resolution of employee conflicts.

The EAC shared the following budgetary recommendations:

1. Step increase plus a COLA for staff and addressing compensation for staff in longevity by either extending the pay plan or providing employees with a one-time bonus
2. Extending the A-Scale contract to a 7.5-hour day to accommodate planning time
3. Provide additional funds to support G-Scale Professional Development
4. Technology for A-Scale employees who work directly with students who use devices to better support student learning (i.e. iPads)
5. Request a compensation study to include X-Scale staff and include a review of hourly employees working different positions who may qualify for full-time benefits, and provide additional computers for X-scale staff at each school.
6. Add HVAC preventive maintenance technicians and contract funding to meet increased demands created by student enrollment growth.
7. Review of bus driver contracts to extend benefits

A non-budgetary recommendation was to improve conflict remediation.

The Board and Ms. Kennedy discussed the different benefits extended to full-time and part-time employees. Ms. Van Doren requested a follow-up on the number of hourly employees who fall in the part-time category but work full-time because they hold different positions at APS. The EAC and the Board discussed professional development training options and the increased demand for devices for instructional assistants. Furthermore, Mr. Lander suggested employee committees begin brainstorming employee compensation strategies that include benefits other than monetary compensation.

Collaborative Professional Strategies Team (CPST)

Dr. K. Murphy introduced the T-Scale CPST who meet during the school year to address mutual issues that are of concern to teachers and the administrators of the school system.

The recommendations presented to the Board were the following:

1. Consider asking the County to provide five additional nurses
2. Allocate a .50 testing coordinator for all elementary schools
3. Financial compensation for T-Scale employees on longevity and “flat” steps- Steps O, P and Q

4. Additional substance abuse counselors

In addition, the CPST recommended exploring solutions to accommodate better teacher planning time across the school system to mold to each school's needs.

The Board briefly discussed professional development as a compensation option in the future. In addition, the Board encouraged the CPST to start having conversations about looking for efficiencies in the schools and to identify a long-term vision as the school system population grows.

Mr. Goldstein requested a follow-up on the number of employees in longevity and "flat" steps, as well as an update on the compensation study.

Ms. Van Doren thanked everyone for attending and providing important feedback as the Board works to develop the FY 2018 Budget.

The meeting adjourned at 6:30 PM.

ATTEST:

Claudia Mercado, Deputy Clerk
Arlington School Board

Nancy Van Doren, Chair
Arlington School Board