

ARLINGTON PUBLIC SCHOOLS
Budget Work Session #2
February 27, 2018

Item D-1-b

The Arlington School Board convened on Tuesday, February 27, 2018, at 5:01 PM at 1426 North Quincy Street, Arlington, Virginia.

Present were:

Barbara Kanninen, Chair
Reid Goldstein, Vice Chair
Monique O'Grady, Member
Tannia Talento, Member
Nancy Van Doren, Member
Claudia Mercado, Deputy Clerk

Also present were:

Dr. Patrick K. Murphy, Superintendent
Cintia Johnson, Assistant Superintendent, Administrative Services
Dr. Tara Natrass, Assistant Superintendent, Teaching and Learning
Kristy Murphy, Assistant Superintendent, Human Resources
Leslie Peterson, Assistant Superintendent, Finance and Management Services
Collin Brown, Principal, McKinley Elementary School
Tyrone Byrd, Director, Secondary Education
Cathy Genove, Principal, Drew Model Elementary School
Ellen Kennedy, Director, Employee Relations
Laura Newton, Director, Student Services
Wendy Pilch, Director, Early Childhood & Elementary Education
Erin Wales-Smith, Director, Talent Acquisition and Management

Employee Advisory Committee (EAC) Members:

Terri Carson, Administrative Officer, Facilities & Operations
Wanda Gant, Employment Specialist, Human Resources
Milagros Martinez, Extended Day Care Supervisor, Kenmore Middle School
Claudette McBride, Bus Driver, Facilities & Operations
Monica Sugaray, Bilingual Family Resource Assistant, Language Services Registration Center

Collaborative Professional Strategies Team (CPST) Members:

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

Arlington School Administrators

Chris Wilmore, Principal, Wakefield High School
Keisha Boggan, Principal, Jefferson Middle School
Kimberly Graves, Principal, Hoffman- Boston Elementary School

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 Dr. K. Murphy. She provided the Board with an overview of the work of EAC this school year, which typically is to meet once a month to review budget concerns, understand policies and assist in the resolution of employee conflicts. Areas addressed by the EAC include:

- Professional training in managing difficult situations/employees, support to create an environment of respect, and building better supervisor and employee relations
- Combine hourly positions to create more Benefits eligible positions
- No staff reductions to Central Office positions
- Add additional longevity step at the end of the pay scale
- No hiring freeze
- Expand professional standards stipends to recognize Masters' degrees held by support staff
- Charge students for lost/broken devices
- Stop mailings/Employees and Parents
 - Allow employees without technology access to opt-in to mailings
- Charge employees for lost swipe cards/IDs
- Overtime availability for employees

The Board requested follow-up information on benefits for hourly positions and options for longevity steps on the pay scale.

Collaborative Professional Strategies Team (CPST)

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

- Increase Information Services TSC Technician positions to meet school demands for hardware maintenance in line with Virginia Standards of Quality guidelines
- Increase school-based instructional staff support to include 0.5 testing coordinators for elementary schools that do not have them
- Provide instructional technology devices to high school assistants that align with student devices
- Provide funding for additional substance abuse counselors
- Continue discussions with Arlington County Government regarding the need for additional support of school health nurses

The Board requested follow-up on accessibility of electronic devices to assistants.

Arlington School Administrators (ASA)

Dr. K. Murphy introduced the P-Scale representatives who meet during the school year to address administrators' concerns. Matters addressed by the ASA include:

- Employee morale
- Initiatives – request for better communications around new and on-going initiatives
- Compensation – explore payment options for administrators who receive a doctorate degree at the P-Scale level

The Board recessed at 6:10 PM and reconvened at 6:15 PM.

Department of Teaching and Learning

Dr. Natrass presented a detailed overview of the Montessori Program, a summary of the Montessori school day, and reviewed proposed budget reductions and changes in service delivery. To better understand the program, the Board engaged in a conversation about class size, Montessori classroom model, staffing and the budget implications of the proposed reductions.

In addition, Dr. Natrass presented an overview of the Department of Teaching and Learning, covering the mission and vision, areas of focus, and staffing structure. She also reviewed proposed reductions to the department budget to include changes in delivery service, review of new investments, staffing reductions and possible shifts in staff responsibilities. The Board discussion on the proposed budget reductions included staffing at different programs, new and on-going initiatives, impact to Foreign Language in the Elementary Schools (FLES) and the arts education program. As the conversation progressed, the Board requested some follow-ups on these topics to help clarify the rationale for some of the proposed reductions.

ADJOURNMENT:

The meeting adjourned at 8:39 PM.

ATTEST:

Claudia Mercado, Deputy Clerk
Arlington School Board

Barbara Kanninen, Chair
Arlington School Board