

**ARLINGTON PUBLIC SCHOOLS**  
Work Session with Employee Groups  
November 1, 2018

**Item C-1-c**

The Arlington School Board convened on Thursday, November 1, 2018, at 7:02 PM at 2110 Washington Blvd, Arlington, Virginia.

**Present were:**

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

**Also present were:**

Dr. Patrick K. Murphy, Superintendent  
John Chadwick, Assistant Superintendent, Facilities and Operation  
Brianna Cobbins, Director, Employee Relations  
Leslie Peterson, Assistant Superintendent, Finance  
Erin Wales-Smith, Interim Assistant Superintendent, Human Resources

**Arlington School Administrators (ASA)**

Kimberly Graves, Principal, Drew Model Elementary School  
Judy Seeber, Assistant Principal, Discovery Elementary School  
Chris Wilmore, Principal, Wakefield High School

**Collaborative Professional Strategies Team (CPST)**

Kelly Carruthers, School Counselor, Wakefield High School  
Erick Healey, Assistant Principal, Arlington Career Center  
Kristen Johnson, Biology Teacher, Washington-Lee High School

**Employee Advisory Committee (EAC)**

Wanda Gant, Employment Specialist, Human Resources  
Milagros Martinez, Extended Day Care Supervisor, Kenmore Middle School  
Regina Richardson, Kindergarten Assistant, Campbell Elementary School  
Nellie Vargas, Account Specialist, Human Resources

Dr. Murphy began the Work Session with Employee Groups by explaining that the purpose of the work session was to receive feedback from each employee group as part of the FY 2020 Budget process.

**Arlington School Administrators (ASA)**

Ms. Wales-Smith introduced the P-Scale representatives who meet during the school year to address administrators' concerns. The representatives spoke about the results and common themes from a survey provided to ASA membership. The following topics were addressed by ASA representatives:

- Compensation increase
- Longevity
- Retirement Cash Out and early retirement options
- Compensation for administrators who receive doctorate degrees
- Limiting staff reductions that would impact students directly

The Board requested to review the ASA survey questions. In addition, the Board requested additional conversation regarding employee morale concerns.

### **Collaborative Professional Strategies Team (CPST)**

T-Scale CPST meet during the school year to address issues that are of concern to teachers and the administrators of the school system. Recommendations shared by the CPST include:

- Support recommendation to increase technician positions
- Request increase in testing coordinator at the elementary school level
- Provide additional funding for mental health services and professionals
- Increase the cost of summer school

The Board conversed about initiatives at APS and class size.

### **Employee Advisory Committee (EAC)**

The Employee Advisory Committee (EAC) consisting of representatives from A-Scale, E-Scale, G-Scale, M-Scale, and X-Scale 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. Recommendations shared by the EAC include:

- Hire consultant to conduct an efficiency audit countywide
- Professional development
- Reduce summer school services
- Request students to pay to play sports

The Board discussed professional development opportunities and the different recommendations presented.

### **ADJOURNMENT:**

The meeting adjourned at 8:21 PM.

### **ATTEST:**

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Claudia Mercado, Deputy Clerk  
Arlington School Board

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Reid Goldstein, Chair  
Arlington School Board