

**ARLINGTON PUBLIC SCHOOLS**  
School Board Meeting  
April 11, 2019

**Item C-1-f**

The Arlington School Board convened on Thursday, April 11, 2019, at 7 PM at 2110 Washington Blvd., Arlington, Virginia.<sup>1</sup> Prior to the meeting, Board Members attended a reception for APS employees receiving years of service awards.

**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  
Raj Adusumilli, Assistant Superintendent, Information Services  
John Chadwick, Assistant Superintendent, Facilities and Operations  
Pam Farrell, Supervisor, Arts Education  
Cintia Johnson, Assistant Superintendent, Administrative Services  
Leslie Peterson, Assistant Superintendent, Finance and Management  
Erin Wales-Smith, Interim Assistant Superintendent, Human Resources  
Lisa Stengle, Executive Director, Planning and Evaluation  
Catherine Ashby, Acting Assistant Superintendent, School and Community Relations

**A. CLOSED MEETING - NONE**

**B. REGULAR MEETING OPENING:**

1. Call to Order and Presentation of the Colors
2. Recognitions:

Dr. Murphy, the School Board and the Executive Leadership Team recognized employees for their years of service at Arlington Public Schools.

3. Announcements

Meetings:

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<sup>1</sup> Video clips of regular School Board meetings can be viewed on the APS Web site at the following link: <https://www.apsva.us/school-board-meetings/view-school-board-meetings/>  
DVDs of all regular School Board meetings are also available for viewing in the School Board office.

- April 18, 2019 School Board Policy Subcommittee Meeting - General policies, 2 PM, School Board Conference Room
- April 15, 2019, Minority Student Achievement Network (MSAN) 2019 Conference, The Madison Concourse Hotel, Madison, Wisconsin
- NEW MEETING – April 23, 2019 School Board Meeting, 7 PM, Board Room
- April 23, 2019 – Committee of the Whole Meeting, 8 AM, School Board Conference Room
- April 24, 2019 School Board Policy Subcommittee Meeting - Board policies, 1 PM, School Board Conference Room
- April 25, 2019 School Board Policy Subcommittee Meeting - General policies, 2 PM, School Board Conference Room

#### Board announcements

Ms. O’Grady spoke about the Week of the Young Child (April 8-12) and events that took place around APS. Mr. Goldstein shared that Wakefield French teacher, Katy Wheelock was awarded Chevalier des Palmes Académiques by the Cultural Attache of the French Embassy in recognition of her work to promote French language and culture abroad. He also shared about events taking place at Oakridge Elementary School and Kenmore Middle School.

#### 4. Superintendent’s Announcements and Updates

Dr. Murphy announced some upcoming events including the Celebration of Excellence scheduled for Tuesday, May 14 at Washington-Lee High School. Each year APS honors the APS Principal, Teacher and Support Employees of the Year and nominees for their commitment and excellence in contributing to the APS mission and goals. He shared that Kenmore Middle School was recognized by the Special Olympics and ESPN as a National Banner Special Olympics Unified School for its commitment to inclusion of all students.

Dr. Murphy spoke about the FY 2020 Budget timeline and provided an update on the 2018-19 School Board Action Plan. The Action Plan update covered some information on policies, PreK-12 Instructional Program Pathways (IPP), and the Education Center Reuse Project.

#### C. **CONSENT AGENDA:** (7:40 PM)

Mr. Goldstein announced that Ms. Van Doren requested that items C-2 Personnel and C-5 Special Education Annual Plan be removed from consent. These items were taken up immediately following the vote on the remaining consent items.

The following speaker addressed the Board on Consent Item 1 - Minutes:

*Dean Fleming*, Washington-Lee High School Alumni Association, Vice President, posting of meeting minutes.

The following speaker addressed the Board on Consent Item 4 – Family and Community Engagement Brief:

*Dean Fleming*, Washington-Lee High School Alumni Association, Vice President, School Board community engagement.

The following speaker addressed the Board on Consent Item 12 - Revisions to School Board Policy B-3.2 Board Leadership:

*Dean Fleming*, Washington-Lee High School Alumni Association, Vice President, School Board agenda items on consent.

*Ms. Van Doren moved for adoption of the consent agenda as amended*, seconded by Ms. Ms. Talento. The motion was adopted in a vote of 5 – 0, with Mr. Goldstein, Dr. Kanninen, Ms. O’Grady, Ms. Talento, and Ms. Van Doren voting affirmatively. The following items or actions were approved as a part of consent:

1. Minutes:
  - a. February 7, 2019 School Board Meeting
  - b. February 12, 2019 Closed Meeting and Work Session on Instructional Program Pathways
  - c. February 19, 2019 Work Session on Discipline and Code of Conduct
  - d. February 28, 2019 School Board Meeting and Closed Meeting
  - e. February 28, 2019 Budget Work Session #1
2. ~~Personnel Actions~~ REMOVED FROM CONSENT
3. Perkins Grant
4. Family and Community Engagement Brief
5. ~~Special Education Annual Plan~~ REMOVED FROM CONSENT
6. Revisions to School Board Policy J-15.31 Reporting Students Enrolled in Programs
7. Revisions to School Board Policy I-7.2.3.32 Addition or Deletion of Courses
8. Proposed New School Board Policy G-1.2 Acceptable Use Policy - Staff
9. Revisions to School Board Policy I-11.6.34 Secondary Course Withdrawal
10. Revisions to School Board Policy B-2.61 Conflict of Interests
11. Revisions to School Board Policy G-1.8 Financial Interests

12. Revisions to School Board Policy B-3.2 Board Leadership
13. Revisions to School Board Policy B-3.7.30 Legislative Liaison
14. Revisions to School Board Policy B-8.4 Compensation and Benefits for School Board Members
15. The Children's School Service Agreement
16. VSBA Workforce Readiness Award

Mr. Goldstein announced that as a part of consent, the Board signed the Services Agreement with The Children's School to continue the partnership between The Children's School and APS' Integration Station program. This partnership enables children with special needs to attend preschool with their peers. Ms. Talento encouraged the community to read through the Family and Community Engagement Brief

2. Personnel Actions:

The following speaker addressed the Board on Consent Item 2 - Personnel:

*Ingrid Gant*, Arlington Education Association, President, surplus and termination of employees.

*Ms. Kanninen moved that the Board approve the Personnel Actions*, seconded by Ms. O'Grady.

Ms. Van Doren shared concerns about the process in managing the surplus employees list. Ms. Wales-Smith spoke about the process and let Ms. Van Doren know that surplus employees will be placed as positions become available.

Mr. Goldstein called for a vote, and the motion was adopted in a vote of 5-0 with Mr. Goldstein, Dr. Kanninen, Ms. O'Grady, Ms. Talento and Ms. Van Doren voting affirmatively. The following items were adopted:

P/E-SCALE PERSONNEL

- 1 Appointment
- 2 Resignations

T-SCALE PERSONNEL

- 1 Appointment
- 24 Resignations
- 6 Retirements

A-SCALE PERSONNEL

- 1 Appointment
- 2 Resignations

- 1 Resignation (With Prejudice)
- 1 Retirement

SUPPORT SERVICES PERSONNEL

- 6 Appointments
- 1 Resignation

5. Special Education Plan:

*Ms. Talento moved that the Board approve the Special Education Plan, seconded by Dr. Kanninen.*

Ms. Van Doren requested clarification on grant money related to the Special Education program. Mr. Jamelske spoke about the staffing and funding of special education assistants.

Mr. Goldstein called for a vote, and the motion was adopted in a vote of 5-0 with Mr. Goldstein, Dr. Kanninen, Ms. O’Grady, Ms. Talento and Ms. Van Doren voting affirmatively.

**D. CITIZEN COMMENT ON NON-AGENDA ITEMS: (8:30 PM)**

The following speakers addressed the Board:

*Dean Fleming*, Washington-Lee High School Alumni Association, Vice President, Board trust in the community.

*Erin Gaston*, Claremont, parent, communications regarding the Transgender and Gender Non-Conforming Policy Implementation Procedure.

*Robert Rigby, Jr.*, Arlington Gender Identity Allies (AGIA), member, Gavin Grimm Amicus Brief

*Deborah Waldron*, Yorktown High School, teacher, support of the Transgender and Gender Non-Conforming Policy Implementation Procedure

*Liz Matthews*, Arlington Gender Identity Allies (AGIA), parent, support of the Transgender and Gender Non-Conforming Policy Implementation Procedure

*Maria Keffler*, H-B Woodlawn Secondary Program, parent, communications regarding the Transgender and Gender Non-Conforming Policy Implementation Procedure.

*Dr. James Rives*, Claremont Elementary School and Gunston Middle School, parent, timeline of the Transgender and Gender Non-Conforming Policy Implementation Procedure.

*Laurie Vena*, Yorktown High School, teacher and parent, support of the Transgender and Gender Non-Conforming Policy Implementation Procedure.

*Mike Webb*, Transgender and Gender Non-Conforming Policy Implementation Procedure

Ms. Farrell provided a summary on the timeline and process of the draft Transgender & Gender Nonconforming Student Policy and Policy Implementation Procedures that falls under the already existing J-2 Student Equal Educational Opportunities-Nondiscrimination Policy.

**E. ACTION ITEMS: (9:05 PM)**

1. School Board's Proposed FY 2019-2020 Budget

Ms. Peterson presented the School Board's Proposed FY 2020. The proposed budget totaled \$669,818,235, requiring an additional \$6.8 million from the Arlington County Board.

The following speakers addressed the Board:

*Celeste Cynkin and Miriam*, Williamsburg Middle School, students, funding to Thomas Jefferson High School for Science and Technology.

*Dean Fleming*, Washington-Lee High School Alumni Association, Vice President, Washington-Lee High School renaming cost.

*Ryoko Reed*, Washington-Lee High School, parent, student focused budget.

*Ms. Talento* moved that the Board approve the Superintendent's Proposed Budget as updated which totals \$669,818,235 seconded by Ms. Van Doren.

*Ms. O'Grady* moved to amend the budget by:

- *Implementing the following reductions totaling \$763,521 and 5.0 FTE:*
  - *Reduce funding for postage*
  - *Reduce evaluation costs*
  - *Reduce FLES at Key School*
  - *No longer permit APS Employees residing outside Arlington County to use APS vehicles for commuting*
  - *Discontinue onsite training and support for Gradebook and Student Information System*
  - *Increase fees for student parking at the high schools*
  - *Elimination of Meltwater services*
  - *Eliminate the Assistant Director of Assessment position*
  - *Eliminate the Assistant Director of Transportation position*
  - *Eliminate the replacement computer equipment budget in HR*
  - *Revising the following reductions and implementing the revised reduction, totaling \$399,809 and 3.5 FTE:*

- *Reduce the funding for local travel reimbursement by half*
- *Reduce service awards and special events (SCR) by half*
- *Reduce printing of report cards by two-thirds*
- *Reduce service awards (HR) by half*
- *Reduce funding for substitutes clerical (school) by half*
- *Reduce Human Resources front desk staff by half*
- *Incorporate the Middle Schools Pathways Program into each middle school rather than New Directions*
- *Eliminate the implementation of the anonymous reporting hotline for a reduction of \$15,000*

The motion was seconded by Ms. Van Doren. Dr. Kanninen spoke about her support for the reductions.

Mr. Goldstein called for a vote, and the amendment to the motion was adopted in a vote of 5-0 with Mr. Goldstein, Dr. Kanninen, Ms. O'Grady, Ms. Talento and Ms. Van Doren voting affirmatively.

*Ms. Van Doren moved to amend the budget by:*

- *Adding the following totaling \$674,800 and 2.0 FTE:*
  - *A 1.0 FTE Chief Diversity Officer*
  - *A 1.0 FTE Partnership Coordinator*
  - *Funding for a compensation study*
  - *Funding for an ART Bus pilot*
  - *Additional funding for transportation to the Outdoor Lab*
  - *Funding for a budget study*

The motion was seconded by Ms. Talento. Some Board members spoke about the staffing additions and funding to the Outdoor Lab. Dr. Kanninen expressed her concerns about prioritizing the proposed additions to the budget.

Mr. Goldstein called for a vote, and the amendment to the motion was adopted in a vote of 4-1 with Mr. Goldstein, Ms. O'Grady, Ms. Talento and Ms. Van Doren voting affirmatively. Dr. Kanninen abstained from the vote.

*Dr. Kanninen moved to amend the budget by:*

- *Adding \$2,100,000 and 22.2 FTE to restore class sizes*
- *Implementing the following reductions to offset this addition, totaling \$2,106,825 and 14.2 FTE:*
  - *Reduce an AETV Producer Position*
  - *Sliding scale or other cost efficiency to reduce cost of TJHSST bus by \$15-20K*
  - *Reduce Funding Support to the Superintendent's Office*
  - *Reduce the Special Projects Clerical Positions*
  - *Reduce Contract Services in Planning and Evaluation*
  - *Eliminate a Secondary Teacher Specialist Position in the Department of Teaching and Learning*

- *Reduce Planning and Evaluation Consultant Fees*
- *Reduce Exemplary Project Coordinators to 0.5 only at 4 non-Title I schools*
- *Implement a Cap on the Number of AP and IB Assessments Funded by APS -- half cut to address affordability*
- *Discontinue Printing of Report Cards*
- *Eliminate School Testing Coordinators from 3 Non-Title I Elementary Schools*
- *Eliminate Teachers College Summit at Wakefield*
- *Reduce Administrative Services Printing & Duplication*
- *Move Instructional Technology Coordinators (ITC) from 12-month Contracts to 11-month contracts*
- *Reduce Instructional Clerical Positions at the High Schools*
- *Reduce Middle School Testing Coordinators to 0.5*
- *Change to the In-School Alternative Teacher Positions*
- *Reduce Central Funding for Replacement Classroom Furniture and Supplies*
- *Reduce E-days in the Department of Teaching & Learning*

The motion was seconded by Ms. Talento. The Board briefly discussed the proposed reductions.

Mr. Goldstein called for a vote, and the amendment to the motion failed in a vote of 2-3 with Mr. Goldstein and Dr. Kanninen voting affirmatively, and Ms. O'Grady, Ms. Talento and Ms. Van Doren voting against.

*Dr. Kanninen moved to amend the budget by proposing to delay the step increase until half-way through the year and provide an across-the-board COLA of 1.0%, which remains within the \$10.7 million compensation budget, including the loss of \$413,517 in state revenue.* The motion was seconded by Ms. Talento. Board members expressed their suggestions in allocating funding for employee compensation.

Mr. Goldstein called for a vote, and the amendment to the motion failed in a vote of 2-3 with Mr. Goldstein and Dr. Kanninen voting affirmatively, and Ms. O'Grady, Ms. Talento and Ms. Van Doren voting against.

*Ms. Van Doren moved to amend the budget by moving the line item related to compensation of \$10.7 million that it be listed as a compensation increase for staff without any delineation that it is a step increase.* Seconded by Ms. Talento.

Mr. Goldstein called for a vote, and the amendment to the motion was adopted in a vote of 3-2 with Ms. O'Grady, Ms. Talento and Ms. Van Doren voting affirmatively, and Mr. Goldstein and Dr. Kanninen voting against.



*Mr. Goldstein moved to adopt the main motion as amended by amendments 1, 2 and 5 and moved to adopt School Board's proposed FY 2020 Budget, as amended in the amount of \$669,314,705. The motion was second by Ms. Talento.*

Mr. Goldstein called for a vote, and the motion was adopted in a vote of 4-0 with Mr. Goldstein, Ms. O'Grady, Ms. Talento and Ms. Van Doren voting affirmatively. Dr. Kanninen abstained from the vote.

Mr. Goldstein thanked the staff and community for their engagement and input in this year's budget process.

*Ms. Talento moved that the Board direct the Superintendent to develop a proposal that includes various models for student device access that considers elementary, middle, and high school instructional needs as well as PreK-12 alignment and operational impact. The motion was seconded by Ms. O'Grady.*

Dr. Murphy spoke about the timeline of proposed implementation and shared that the Board will receive additional information at the May 29 Work Session on the 1:1 Study.

*Ms. Van Doren made the following motion:*

*I move that the Board direct the Superintendent to provide a plan to adjust the 1 to 1 program in APS. This plan should be provided to the Board in advance of the May 29 Work Session on 1 to 1 for review and discussion. It can then be considered for Information at the May 23 Board meeting and action in June. Community input can be solicited between the May 23 Info item and June action item.*

*Specifically, the Board would like to consider adjusting to a shared device model at the elementary level, K-5, and to lap tops / devices with key boards at the secondary level, 6-12 grade.*

*The Board would like to secure savings by moving to the shared device model at the elementary level and consideration of the laptop model at secondary level.*

*Please provide a plan to address the above requests and options for implementation. Staff rationale for the approach proposed and considerations regarding implementation are requested. Staff alternatives are welcome and will be considered. The motion was seconded by Ms. Talento.*

The Board discussed ideas on a plan to move forward with a framework.

Mr. Goldstein called for a vote, and the amendment to the motion failed in a vote of 1-4 with Ms. Van Doren voting affirmatively, and Dr. Kanninen, Mr. Goldstein, Ms. O'Grady, and Ms. Talento voting against.

Mr. Goldstein called for a vote, and the motion was adopted in a vote of 5-0 with Mr. Goldstein, Dr. Kanninen, Ms. O’Grady, Ms. Talento and Ms. Van Doren voting affirmatively.

**I. NEW BUSINESS**

**J. ADJOURNMENT**

The meeting adjourned at 10:50 PM.

**ATTEST:**

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Claudia Mercado, Deputy Clerk  
Arlington School Board

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Reid Goldstein, Chair  
Arlington School Board