

ARLINGTON PUBLIC SCHOOLS
Budget Work Session #2
March 10, 2020

Item D-1-b

The Arlington School Board convened on Tuesday, March 10, 2020, at 5:07 PM at 2110 Washington Blvd., Arlington, Virginia.

Present were:

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

Also present were:

Cintia Johnson, Interim Superintendent
Raj Adusumilli, Assistant Superintendent, Information Services
John Chadwick, Assistant Superintendent, Facilities and Operations
Brianna Cobbins, Director, Employee Relations
Arron Gregory, Chief Diversity, Equity and Inclusion Officer
Renee Harber, Principal, Swanson Middle School
Endia Holmes, Executive Administrative Specialist, Finance and Management
Bridget Loft, Assistant Superintendent, Teaching and Learning
Leslie Peterson, Assistant Superintendent, Finance and Management
Dan Redding, Assistant Superintendent, Human Resources
Lisa Stengle, Executive Director, Planning and Evaluation
Leslie Stockton, Teacher, Kenmore Middle School
Suzan West, Extended Day Supervisor, Claremont Elementary School
Katie Willet, Teacher, Williamsburg Middle School

Ms. Talento began the Work Session by sharing the unfortunate passing of former School Board member Mr. Frank Wilson and called for a moment of silence in his honor.

Employee Advisory Committee (EAC)

Ms. Cobbins explained that the EAC is comprised of 29 APS representatives from the A, C, D, E, G, M, and X support staff scales. The committee was established to discuss employee concerns pertaining to conditions of employment and issues effecting support staff scales.

The EAC presented the following recommendations:

- Support for the Superintendent’s compensation proposal of a step increase and 1.6% cost of living adjustment (COLA) for APS employees effective July 1, 2020
- One-time funds to pilot a professional development program for Support Staff
- Consider approving a policy which would support equitable compensation for continuing education for Support Staff scales

The Board discussed differences in support scales, compensation, and professional development opportunities currently available. In addition, the Board briefly discussed the Extended Day Program.

Collaborative Professional Strategies Team (CPST)

Mr. Redding explained that the CPST is composed of members from the Arlington Education Association, Teachers Council on Instruction, and School Administrators who meet to discuss issues related to T-Scale employees.

The CPST presented the following recommendations:

1. Review Special Education planning factors to decrease student to teacher ratios to better provide services for special populations
2. Fund 0.50 testing coordinators at the elementary level
3. Review positions at the central office and allocate staff for classroom-based support to directly serve students and teachers
4. Increase funding for nurses and mental health counselors
5. Support for a step increase and cost of living adjustment (COLA)

The Board delved into the topic of special education planning factors and staffing.

Ms. Talento called for a dinner recess at 6:14 PM. The Board reconvened in an open meeting at 7:04 PM.

Compensation

Ms. Peterson presented a detailed overview of the APS compensation expenditure, teacher salary and benefits comparison to other districts, and support staff salary step distribution. Ms. Peterson also presented the Board with different compensation recommendations to consider for the FY 2021 Budget.

The Board engaged in a lengthy discussion about salaries, benefits, and ameliorating the budget deficit. They also discussed the proposed compensation recommendations and Ms. Peterson provided information to help the Board better understand the different proposals.

Human Resources

Mr. Redding presented an overview of the department that included an organizational chart, summary of services, important statistics, and recommendations from the program evaluation. He also presented a financial summary of the Human Resources Department and spoke about new funding requests for additional support.

The Board shared concerns regarding the funding of a compensation study and the proposed Classification and Compensation Analyst position. The Board requested the specific scope of work for a compensation study. Furthermore, the Board discussed Human Resources staffing, the Assistant to Teacher Program, and the funding of wellness coordinators in the Employee Assistance Program.

ADJOURNMENT:

The meeting adjourned at 9:30 PM.

ATTEST:

Claudia Mercado, Deputy Clerk
Arlington School Board

Tannia Talento, Chair
Arlington School Board