

**ARLINGTON PUBLIC SCHOOLS**  
School Board Committee of the Whole and Closed Meeting  
July 23, 2020

**Item C-1-e**

The Arlington School Board convened on Thursday July 23, 2020, at 4:32 PM. This meeting was held by electronic communications due to the COVID-19 Pandemic, using Microsoft Teams.

**Present were:**

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

**Also present were:**

Dr. Francisco Durán, Superintendent  
Dan Redding, Assistant Superintendent, Human Resources  
Brian Stockton, Chief of Staff

Ms. O’Grady called the meeting to order at 4:32 PM.

Dr. Durán provided a brief review of the compensation study timeline and Mr. Redding shared information about compensation studies performed over the past few years. He also presented a summary of the compensation review that has been completed and of work remaining to be done. He confirmed that staff is looking to establish a regular cycle of review for the pay scales.

The group discussed the information presented and steps that have been taken or are recommended. Mr. Redding responded to questions on how positions to be reclassified were identified. Also discussed was creating a review schedule that will provide equal time between reviews for each scale and closing out of current compensation studies. The group also considered creating an in-house staff position to manage compensation studies. In closing, Mr. Redding acknowledged Human Resources staff for their work, and the Board and Dr. Durán thanked Mr. Redding for the discussion.

**Convene in Closed Meeting: (5:20 PM)**

*Ms. O’Grady moved that the Board immediately convene in a closed meeting to consider the appointments of Assistant Principal at Arlington Community High School and to discuss 8 appointments, 7 changes in position/salary and 6 resignations, as authorized by Virginia Code §2.2-3711(A)(1), seconded by Ms. Talento. The motion was adopted in a vote of 5 – 0. The voting record is as follows: Mr. Goldstein – Aye; Dr. Kanninen – Aye; Ms. O’Grady – Aye; Ms. Talento – Aye; and Ms. Van Doren – Aye.*

The closed meeting adjourned at 6:10 PM, and the Board reconvened in an open meeting.

*Ms. O’Grady moved to certify that to the best of her knowledge only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed*

*meeting and only such public business matters that were identified in the motion convening the closed meeting were heard, discussed or considered.* The motion was seconded by Ms. Van Doren and was adopted in a vote of 5 – 0. The voting record is as follows: Mr. Goldstein – Aye; Dr. Kanninen – Aye; Ms. O’Grady – Aye; Ms. Talento – Aye; and Ms. Van Doren - Aye.

The Board members provided feedback to Dr. Durán on the new process for bringing personnel actions to a closed meeting a week before the Board vote, appreciating this approach as it provides the Board with a better understanding of the recommended personnel actions.

The meeting adjourned at 6:18 PM.

**ATTEST:**

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Melanie Elliott, Clerk  
Arlington School Board

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Monique O’Grady, Chair  
Arlington School Board