

ARLINGTON PUBLIC SCHOOLS
Closed Meeting and School Board Meeting Minutes
September 22, 2022

The Arlington School Board convened on Thursday, September 22, 2022, at 5:34 p.m. at 2110 Washington Blvd., Arlington, Virginia.¹

Present were:

Reid Goldstein, Chair
Cristina Diaz-Torres, Vice Chair
Mary Kadera, Member
Barbara Kanninen, Member
David Priddy, Member
Claudia Mercado, Clerk
Carmen Mejia, Deputy Clerk

Also present were:

Dr. Francisco Durán, Superintendent
Catherine Ashby, Assistant Superintendent, School and Community Relations
Kimberley Graves, Chief of School Support
Dr. John Mayo, Chief Operating Officer
Stephen Linkous, Chief of Staff
Dr. Gerald Mann, Chief Academic Officer
Dr. John Mayo, Chief Operating Officer
Jason Ottley, Chief Diversity, Equity & Inclusion Officer
Christine Smith, Division Legal Counsel
Zach Pope, Director, Safety, Security, Risk and Emergency Management
Kyle Lorentson, Assistant Director, Department of Safety, Security, Risk and Emergency Management
Morgan Payne, Lead School Safety Coordinator, Department of Safety, Security, Risk, and Emergency Management
James Powell, Assistant Director, Department of Safety, Security, Risk and Emergency Management

A. CALL TO ORDER AND CLOSED MEETING

Mr. Goldstein called the meeting to order and *moved that the Board immediately convene in a closed meeting to discuss plans to protect public safety as it relates to vulnerabilities and briefings by staff members and discuss plans related to the security of any governmental facility, building or structure, or the safety of persons using such facility, building or structure as authorized by Virginia Code 2.2-3711(A)(19). He also moved that the Board convene in a closed meeting to discuss the assignment, appointment, promotion, performance, demotion, salaries, disciplining, or resignation of specific public officers, appointees, or employees of any public body as authorized by Virginia Code 2.2-3711(A)(1). The motion was seconded by Mr. Priddy, and it was adopted in a vote of 5 – 0, with Ms. Diaz-Torres, Mr. Goldstein, Ms. Kadera, Dr. Kanninen, and Mr. Priddy voting affirmatively.*

The Board took a brief recess at 6:10 and reconvened in the closed meeting at 6:15 PM. The closed meeting adjourned at 6:32 PM and the Board reconvened in an open meeting.

Mr. Goldstein moved to certify that pursuant to 2.2-3712(D) of the Code of Virginia, to the best knowledge of each School Board member, only public business matters lawfully exempted from open meeting requirements by Virginia law were discussed in the closed meeting just held, and only such public business matters as were identified in the motion convening this closed meeting were heard, discussed, or considered. The motion was

¹The recording of School Board meetings is posted on the APS Web site following the meetings. Regular meetings are also broadcasted on Comcast Cable Channel 70 and Verizon FIOS Channel 41.

seconded by Ms. Diaz-Torres and was adopted in a vote of 5 – 0. The voting record is as follows: Ms. Diaz-Torres – Aye; Mr. Goldstein – Aye; Ms. Kadera – Aye; Dr. Kanninen – Aye; and Mr. Priddy– Aye.

Mr. Goldstein called for a brief recess at 6:32 PM The Board reconvened in an open session at 7:01 p.m.

B. REGULAR MEETING OPENING (7:01 PM):

1. Call to Order
2. Presentation of Colors: Arlington Career Center Space Force JROTC Cadets Corps

On behalf of the School Board, Mr. Goldstein reiterated their strong support for transgender students in light of Governor Glenn Youngkin’s proposed 2022 Model Policies for the treatment of transgender students. He explained that the proposed policies would roll back crucial protections APS and other school divisions have put in place to ensure our LGBTQIA+ students feel safe, valued, and welcome at school. Mr. Goldstein confirmed that APS will continue to adhere to the non-discrimination policy, adopted in June 2017 and updated in 2019 to include transgender students. Furthermore, APS will abide by current federal and state laws to ensure all students are treated with dignity and respect while having equal access to quality education. Lastly, Mr. Goldstein encouraged the community to participate in the 30-day public comment period on the draft policies. The Superintendent echoed Mr. Goldstein’s remarks and reassured students, families, and staff that APS will stand behind our transgender students, staff, and families, and continue to maintain a safe, supportive, and inclusive environment in our schools for everyone.

C. CONSENT ITEMS (7:09 PM):

Ms. Diaz-Torres moved for adoption of the consent agenda, seconded by Mr. Priddy. The motion was adopted in a vote of 5 – 0, with Ms. Diaz-Torres, Mr. Goldstein, Dr. Kanninen, Ms. Kadera, and Mr. Priddy voting affirmatively. The following items or actions were approved as a part of consent:

1. Minutes
 - [C-1-a Minutes for the September 7, 2022 Policy Subcommittee Meeting](#)
 - [C-1-b Minutes for the August 4 2022 Closed Meeting and School Board Meeting](#)
 - [C-1-c Minutes for the September 8, 2022 Closed Meeting and School Board Meeting](#)
 - [C-1-d Minutes for the September 15, 2022 Closed Meeting](#)

2. Personnel Actions

P/E-SCALE PERSONNEL

1 Resignation

T-SCALE PERSONNEL

8 Appointments

2 Changes in Position/Salary

5 Resignations

1 Resignation with Prejudice

1 Retirement

¹ The recording of School Board meetings is posted on the APS Web site following the meetings. Regular meetings are also broadcasted on Comcast Cable Channel 70 and Verizon FIOS Channel 41.

A-SCALE PERSONNEL

- 14 Appointments
- 1 Change in Position/Salary
- 1 Resignation with Prejudice
- 1 Retirement

SUPPORT SERVICES PERSONNEL

- 6 Appointments
- 1 Change in Position/Salary
- 3 Resignations

3. Revisions to School Board Policies A-3 Nondiscrimination and K-2.5 Internet Privacy
4. Appointments to School Board Advisory Committees
5. Amendments to School Board Policies B-3.6.30 School Board Advisory Committees and M-15 Aquatics Facilities and Programs, and New School Board Policies D-9.1 Reporting Per Pupil Costs and K-12 Judicial Review
6. Religious Exemption SY23-01
7. Grievance SY-22-06-01, SY-22-06-3, SY-22-06-4

Mr. Goldstein announced that under consent the Board adopted revisions to School Board Policies A-3 Nondiscrimination and K-2.5 Internet Privacy and amendments to School Board Policies B-3.6.30 School Board Advisory Committees and M-15 Aquatics Facilities and Programs. The Board also adopted new School Board Policies D-9.1 Reporting Per Pupil Costs and K-12 Judicial Review. As a result, the Superintendent approved the Policy Implementation Procedures (PIPs) related to these policies accordingly. In addition, Mr. Goldstein announced that under consent, the Board appointed Ms. Kerri Hirsch as the Director of Curriculum and Instruction.

D. ANNOUNCEMENTS (7:13 PM):

1. Board Announcements:
 - October 11 – Closed Meeting, 5:30 PM, Board Conference Room
 - October 11 – Work Session on Student Climate, Culture, and Responses to Student Behavior, 6:30 PM, Board Room
 - October 13 – Closed Meeting, 5:30 PM, Board Conference Room
 - October 13 – School Board Meeting, 7 PM, Board Room

Mr. Goldstein announced that the Arlington School Administrators (ASA) filed a request seeking certification as the Exclusive Representative for the administrative personnel as outlined in the resolution authorizing collective bargaining. The administrative personnel unit includes principals, assistant principals, and supervisors. Any other labor organization or Employee Association that would have liked to be included for consideration as the Exclusive Representative of administrative personnel must have filed a request to intervene with the Director of Labor Relations by the close of business on September 30.

Mr. Goldstein and Mr. Kadera shared about events at their liaison schools. They invited the community to visit the Abingdon Elementary School community garden and participate in the Randolph Elementary School coin collection fundraiser. Dr. Kanninen thanked Mr. Goldstein and the Superintendent for their thoughtful

¹The recording of School Board meetings is posted on the APS Web site following the meetings. Regular meetings are also broadcasted on Comcast Cable Channel 70 and Verizon FIOS Channel 41.

statements of support for transgender students in response to Governor Glenn Youngkin's proposed 2022 Model Policies for the treatment of transgender students.

2. Superintendent's Announcements and Updates

Dr. Durán spoke about the student support and success framework, highlighting new information on the APS website. He thanked the instructional staff for their focus on supporting students. He announced that September was Hispanic Heritage Month, and the Board would recognize APS students and school leaders at the October 13 meeting. He also announced that September was Suicide Prevention Awareness Month and shared about the resources in place to support students. Dr. Durán then briefly provided information about the new Student Progress Data Dashboard. He encouraged families to participate in the Annual Online Verification Process (AOVP) Update and invited families to the AOVP Family Support Pizza and ParentVUE Nights! where they could receive assistance to review and update their student's information. Moreover, the Superintendent invited the community to upcoming Community Conversations on the Equity Profile Dashboard hosted by the Office of Diversity, Equity, & Inclusion to discuss student demographics, student success, and college and career readiness. Dr. Durán did not want to miss the opportunity to announce that Custodial Appreciation Day was coming up on October 2 and expressed his deep appreciation for their constant work to make sure school buildings are safe and welcoming to all. To end, Dr. Durán briefly spoke about his school visits and his observation of the intentional focus on relationship-building and student engagement.

Mr. Priddy encouraged reaching out to families to make sure they participate in the AOVP update. Ms. Diaz-Torres thanked the Superintendent for the rich instructional work taking place at the schools. In addition, as someone who has struggled with suicidal ideation, Ms. Diaz-Torres wholeheartedly empathized with anyone in a similar situation and emphasized the resources related to suicide prevention. She reminded students, staff, and families that as a community we must all care for one another.

E. PUBLIC COMMENT ON AGENDA AND NON-AGENDA ITEMS (7:42 PM):

Mr. Goldstein briefly explained the process for public comment for the 2022-23 school year.

The following speakers addressed the Board sharing their concerns about the proposed Virginia policies affecting transgender students:

Name:	School or Affiliation:
Nikolai Bauman	Student, HB Woodlawn Secondary Program
Faith Schmitt	Student, Kenmore Middle School
Liz Matthews	Parent, Arlington Gender Identity Allies (AGIA), Thomas Jefferson Middle School and H-B Woodlawn Secondary Program
Betsy Rosso	
Amy Cannava	APS/School Psychologist
Nathaniel Green	

The following speakers addressed the Board sharing their concerns about the collective bargaining resolution at APS:

Name:	School or Affiliation:
Juan Andres Otal	Arlington Education Association
Joshua Folb	Arlington Education Association

¹ The recording of School Board meetings is posted on the APS Web site following the meetings. Regular meetings are also broadcasted on Comcast Cable Channel 70 and Verizon FIOS Channel 41.

Ivis Castillo	Transportation Services
Daniel Jones on behalf of Charles Smith	Transportation Services

In addition, the following speakers addressed the Board:

Name:	School or Affiliation:	Topic:
Claire Noakes	President, CCPTA	Requesting that the Board Budget Direction provide guidelines on classroom supplies expenses
Catherine Thompson	Speech-Language Pathologist	Inconsistencies in compensation
June Prakash	President, Arlington Education Association	The lack of COVID leave
Jenn Seiff	Special Education PTA	Supporting competitive compensation for Speech-Language Pathologist and other special education-related positions
Kevin Hughes	Co-President, Athletic Booster Club, Washington Liberty High School	Appealing the policy limiting high school football students to attend any football game
Amanda Kenney	Speech-Language Pathologist	inconsistencies in compensation
Todd Truitt	Arlington Parents for Education	Thanking the Board for the data transparency and excitement for back to school

The Board recessed at 8:24 PM and reconvened at 8:32 PM.

F. MONITORING ITEMS (8:32 PM):

1. Human Resources Update

Mr. Michael Hodge, Assistant Superintendent of Human Resources, presented the Human Resources update starting with information on the department's organization. He spoke about system upgrades and the progress made to improve customer service and overall efficiencies. Mr. Hodge then shared information about the Human Resources Department's alignment with the Strategic Plan, and strategies to accomplish the desired outcomes. Moreover, he spoke about the recommendations and the respective action plans to improve staff engagement, workplace climate, retain high-quality employees, recruit high-quality employees, and develop the Office of Professional Learning. He presented the data sources that will be used to monitor the progress toward the goals and the effectiveness of strategies in the action plans. Mr. Hodge shared positive highlights of the Human Resources Department such as the Recruitment Plan, Assistant to Teacher Program (A-to-T), Substitute to Hire 90-Day Program, and the University of Virginia Gifted Endorsement Cohort. Lastly, Mr. Hodge requested the consideration of two additional Professional Learning Specialists.

The Board applauded the progress of the Human Resources Department and expressed their excitement for the work moving forward. They felt hopeful about the steps being taken to create a better service experience and the data analysis to support the department's progress. Board members inquired about the vision for a meaningful professional learning model, including management training. Mr. Hodge explained that the department will identify the needs of the workforce and embed professional learning opportunities for all staff

¹ The recording of School Board meetings is posted on the APS Web site following the meetings. Regular meetings are also broadcasted on Comcast Cable Channel 70 and Verizon FIOS Channel 41.

scales. In addition, Dr. Durán noted that the vision will include resources for staff at various levels, across the school system and include on-the-job coaching. Ms. Kadera shared her desire to also support employees by name and by need in their professional development and the alignment of their performance evaluations.

Ms. Kadera shared some of the concerns she has received from staff. Dr. Kanninen appreciated learning of the specific need of the department and Ms. Kadera suggested reviewing special education needs which may result in budget implications. Lastly, Mr. Goldstein inquired about the assessment of professional learning and the qualitative value.

G. ACTION ITEMS (9:23 PM):

1. Deed of Resubdivision, Vacation, Dedication, and Rededication for Long Branch Elementary

Mr. Priddy moved that the Board authorize the School Board Chair to sign the Deed of Resubdivision, Vacation, Dedication, and Rededication for Long Branch Elementary, seconded by Ms. Diaz-Torres. Mr. Goldstein called for a vote and the motion was adopted in a vote of 5-0. The voting record is as follows: Ms. Diaz-Torres – Aye; Mr. Goldstein – Aye; Dr. Kanninen – Aye; Ms. Kadera – Aye; Mr. Priddy – Aye.

H. INFORMATION ITEMS (9:24 PM):

1. Deed of Temporary Easement and Construction Agreement for Wakefield High School

Ms. Cathy Lin, Director of Facilities & Operations, presented the request from The Department of Parks and Recreation (DPR) to replace the synthetic turf at Wakefield High School's stadium. The project requires a temporary construction easement for a 114,400 square foot parcel. Wakefield High School's stadium synthetic turf field is the next field to be replaced based on the lifecycle of synthetic turf fields and supports the County and APS' CIP for fields. The replacement project will start after Wakefield's football season and finish no later than February 28, 2023.

The Board briefly discussed the project timeline and its possible impact on Spring sports. Ms. Lin explained that the track would be available for public use, but some portions may be unavailable during the turf replacement.

2. School Board Budget Direction

Mr. Goldstein presented the FY 2024 Draft Budget Direction which will guide the Superintendent's proposed budget for the next school year beginning July 1, 2023.

Board members discussed the alignment of the proposed budget direction to the Board's adopted priorities. They also discussed the desire to allocate funding for a study of planning factors and its importance to guide budget conversations moving forward.

H. NEW BUSINESS: NONE

I. ADJOURNMENT

The meeting was adjourned at 9:45 PM.

¹ The recording of School Board meetings is posted on the APS Web site following the meetings. Regular meetings are also broadcasted on Comcast Cable Channel 70 and Verizon FIOS Channel 41.

ATTEST:

Claudia Mercado, Clerk
Arlington School Board

Reid Goldstein, Chair
Arlington School Board

¹ The recording of School Board meetings is posted on the APS Web site following the meetings. Regular meetings are also broadcasted on Comcast Cable Channel 70 and Verizon FIOS Channel 41.