

Arlington School Committee
School Committee Regular Meeting
Thursday, December 10, 2020
6:30 PM

Conducted by Remote Participation

<https://www.mass.gov/doc/order-suspending-certain-provision-of-open-meeting-law/download>

Open Meeting

Ms. Morgan opened the meeting at 6:30 p.m. and read the governors orders and confirmed the attendance of the following: Ms. Exton, Present, Mr. Kardon Present, Mr. Schlichtman Present, Dr. Allison-Ampe Present, Mr. Thielman Present, Mr. Hayner and Ms. Morgan.

Confirmed attendance of Kathleen Bodie, Ed.D., Roderick MacNeal, Ed.D, Rob Spiegel, Michael Mason, Alison Elmer, Juliana Keys, AEA rep, Megan Carmody, and Karen Fitzgerald. Prinipals present tonight are Matthew Janger, Brian Meringer, Fabienne Pierre-Maxwell. AEA Representative Jenna Fernades.

Public Comment

Chris Holler, parent of 1st Grader from Thompson hybrid model suggests returning all students to all in person fulltime or fully remote.

Kate Cubeta, supports Dr. Greer to be the next Superintendent and asked the committee to not vote Dr. Homan as the next Superintendent tonight.

Pearl Morrision, community member and member of the Superintendent Diversity Group, spoke in support of Dr. Greer and stated she was disappointed in the process with the School Committee overlooking Dr. Greer. And said that they displayed typical unconciences bias with this decision.

Mette Aamodt, elementary parent supports full in person learning, and said teachers are overworked in the hybrid model.

Timothy Marten, AHS English, spoke on the positive experience teaching remote. He feels this is the closest to teaching students and has been able to cover a lot of materials.

Elizabeth Dray asked the school committee members not to vote on the administrations plans. Would like additional details on why honors or AP classes cannot be offered and suggested hiring someone who is able to help the administration plan for next semester model and consider bringing back students to school.

Joshua Roth, Arlington resident and sixth year teacher at Arlington High School, thanked the school committee and administration on their time and effort to find a path to move forward, and suggested that any transitions for teachers will be potential detrement to the community and to our special education students.

Claudia Donnet, parent of 8th grader, spoke on support of Dr. Greer and asked the committee to reconsider their quick decision.

Ann Skoczinski, parent said her son is suffering in full remote model. Ann is asking the School Committee to show her the data on all models and would like them to direct the superintendent to do further research and find space for students to return to school.

Menotomy Hunter image retirement

Ms. Louisa Baldwin, AHS student said Arlington High School principal Dr. Matthew Janger announced a moratorium on the Menotomy Hunter image as of July 2020. She is here tonight to present a proposal to ask if the School Committee members will commit to retiring the Hunter image completely from Arlington Public Schools and to adopt a land acknowledgement to be used at significant public events in the APS community. After consulting with Native American members of the Arlington and Greater Boston community it was apparent that the image is offensive when being used in a school context, creating the impression of a mascot-like figure.

The following recommendations were made:

The Inclusion & Diversity Committee in partnership with the Arlington Human Rights Commission and the Arlington High School administration is recommending that the Menotomy Hunter image be retired from usage within the schools and removed from where it currently appears in all forms.

The Inclusion & Diversity Committee in partnership with the Arlington Human Rights Commission and the Arlington High School administration is recommending that a formal Land Acknowledgement be adopted for use by APS. Land acknowledgements can be spoken or written and it is our recommendation that a brief spoken statement be used at public gatherings while a more detailed written statement may also appear in APS buildings, on APS websites, and in other printed media.

The following text is a land acknowledgement drafted for Arlington by the AHRC, of which the first sentence (bolded) can be used as the brief spoken statement.

STATEMENT TO ACKNOWLEDGE THE TRADITIONAL NATIVE LANDS ON WHICH WE STAND...

I want to acknowledge that we are gathering on the traditional territory of the Massachusetts tribe, part of the Algonquin group of Native Americans.
The Massachusetts tribe I lived on the land around Mystic Lake, the Mystic River, and the Alewife Brook, as well as a wider area that extended from what is now Southern New Hampshire, west beyond Concord, and down to the South Shore of Massachusetts. Around 1617, European traders and fishermen spread disease to the Massachusetts people. Mortality rates were as high as 90%. The tribal leader when the English colonists arrived is known to history as the "Squaw Sachem of Mistick." To her people, she was known as "Sunk Sqa." She took over as leader from her husband Nanepashemet, after he was killed by a rival tribe around 1619. The Squaw Sachem was considered a good leader. She knew her tribe was too few in number to fight against English colonists and therefore traded away use of all of the tribal lands to the settlers. In return for

giving away the Massachusett tribe's land, she received ten pounds, corn, and was to be given a new winter coat of wool each year for the rest of her life. She held onto only some land on the western side of the Mystic Lakes to continue hunting and farming throughout her lifetime. She is thought to have lived until about 1650.

Today, descendants of the Massachusett tribe honor their ancestors by keeping the traditions of their tribe alive. The modern day Massachusett Tribe at Ponkapoag is governed by two branches of tribal government, including a tribal council consisting of traditional leaders, elders, and representatives of the many families on the tribal rolls. For more information about the Massachusett tribe and their culture, visit <http://massachusetttribe.org/the-tribe>.

The School Committee members appreciated all the work the students and the Inclusion & Diversity committee have done to make the change happen and having the communications with the administration. They also are in agreement to retire the usage of the image but prefers that the land acknowledge statement should go to the Policies and Procedures Subcommittee. It was suggested that community members attend the Policies and Procedures meeting and since some members of the alumni and community may be disappointed about taking down the Menotomy Hunter image. It was suggested that as we go forward we provide good messaging about this to all. Dr. Janger along with Mr. Grannon will continue to meet and discuss the new image being considered and will provide updates to all and inform everyone that a new mascot is on the way.

On a **motion** by Mr. Hayner, seconded by Ms. Exton, it was voted and moved to retire the usage of the Menotomy Hunter image in all forms, understanding, it will take a long time to remove it from the football field.

Roll Call: Ms. Exton Yes, Mr. Kardon Yes, Dr. Allison-Ampe Yes, Mr. Thielman Yes, Mr. Schlichtman Yes, Mr. Hayner Yes, Ms. Morgan Yes (7-0).

On a **motion** by Mr. Schlitchman, seconded by Mr. Hayner it was moved to forward the idea of land use for Arlington Public Schools to the Policies and Procedures subcommittee and involved Town Members to the meeting.

Roll Call: Ms. Exton Yes, Mr. Kardon Yes, Dr. Allison-Ampe Yes, Mr. Thielman Yes, Mr. Schlichtman Yes, Mr. Hayner Yes, Ms. Morgan Yes (7-0).

Enrollment Projections

Mr. Mason provided the projections on enrollment growth and said from October 2011 to October 2019 Arlington had an enormous growth during this period. This year is a decline in enrollment from last year of about 287 students. The committee members continued to discuss the decline and concern for Chapter 70 for next year and will schedule a Budget Subcommittee meeting to continue the enrollment projections discussion during that meeting.

Fiscal Year 2022 AHS, OMS, Gibbs Budget needs

Gibbs School

Mme Pierre-Maxwell, Principal Ms. Salvatore, Assistant Principal said they are mindful that the 6th grade class of 2021-2022 would have had a year and a half of learning under COVID-19 conditions. We anticipate that many of them may need more social emotional and academic

support than was required in previous years. It is with these thoughts in mind that they present what they may need next year to sustain thier work:

Our requests related directly to staffing are as follow:

- ❖ .3 in world language to mitigate an overwhelming number of students preference for Spanish
- ❖ 1.0 in Math Coach Interventionist; this is a direct equity support response as we anticipate students in the Hybrid and Remote Programs will require more support to address the deficit they suffered from last March 2020 to the present.
- ❖ 1.0 Office Assistance. Gibbs School has close to 500 students in addition to 77 plus staff members. We currently are functioning with 1 office assistant whereas Ottoson has 2.6; our needs at Gibbs school are similar to that at OMS. There are needs for regular day to day teachers requests/communications; parents communication; door monitoring; phone answering; attendance monitoring; guidance meetings and other services; in addition to needs/support for the principal's office which currently are not being supported. COVID-19 daily housekeeping and safety precautions have also added other operational tasks to the principal and assistant principal's desk that could be well supported by the addition.
- ❖ 3.0 Building Substitute - Pre-COVID-19, there was already a need to have a few more building substitutes to assist during the day to respond to staff absences; lunch coverages, and effective supervision during recess. The assistant principal spends a precious amount of time supervising the lunch rooms where she could be working on more academically essential tasks.
- ❖ 1.0 School Social Worker - Both Mr. Meringer and I have discussed the suspected increase we will have among what typically would have been labeled Tier I students; at first we were considering to share an extra person between the two building; but, understanding that Gibbs is not equipped with any special programs to support students with high social emotional needs, possibly categorizing them as high needs students, it make sense to be proactive in requesting a full-time additional staff to the SEL department at Gibbs to support post-COVID-19 issues.

Our non-Staffing priorities remains the same:

- ❖ Funding to support MTSS/UDL training for all staff
- ❖ Funding to train new members in responsive classroom
- ❖ Funding to sustain responsive classroom for all staff
- ❖ Funding to support training effort RE: Project Based Learning; Advisory; and Co-teaching
- ❖ Funding to train staff on Equity, inclusion, and Anti-racist changes

Ottoson Middle School

Mr. Brian Meringer

Budget Requests for the Ottoson Middle School FY 2022 Requests for next year's budget is based on enrollment increases and concerned that some students will need extra help due to gaps in their learning. Next year, we are going to have to provide students with more individual attention and support, especially with reading and math. Mr. Meringer said he is worried about the social-emotional impact the last year has had on our students. The enrollment number were discussed from 2018-2021 and have increased each year. The actual on October 1 was 892 and projected for next year is 937.

Half a Learning Community (2.0 FTE)

Last spring the school committee approved an increase of half a learning community. This gave us eight and a half learning communities at the Ottoson Middle School. This summer we added another half a learning community to support students. As a result, this year we have nine learning communities. Enrollment Increases - We are requesting that we keep nine learning communities for next year's estimated 937 to 993 students. With a ninth learning community, there would be 104 to 110 students per learning community with average class sizes between 21 to 22 students. Otherwise, the 8th grade learning communities could be as large as 114 students per learning community with average class sizes of 23 students.

Individual Attention and Support - Smaller class sizes and less students would help teachers give more individual attention to students.

Reading Teacher (1.0 FTE)

Presently, the Ottoson Middle School has two reading teachers. One teacher works with individual students or with small groups of students primarily on IEPs. The second teacher works with students reading below grade level. This class size ranges from four to six students.

Enrollment Increases - The Gibbs School has three reading teachers who are responsible for 82 students. The Ottoson Middle School has 38 seventh grade students who will need reading support again next year. Individual Support and Attention - We are concerned that students will need more reading support.

Math Support Teacher (.2 FTE)

Currently, we have 1.6 FTEs for math support. We would like to add another section of math support for next year.

Enrollment increase - We believe that enrollment will increase and that we will need more math support for students. Individual Support - We believe students will need more support in math post-Covid.

Social Worker (FTE 1.0)

We currently have two social workers that work with our students on IEPs. For students who need counseling and are not on IEPs, we do not have a counselor to support them. We are looking to have this additional social worker be split between the Gibbs and the Ottoson.

Social-emotional - We would like to offer more counseling services for students that do not have IEPs. We are concerned about students post-Covid. The social worker would also support the Bridge program.

Two Instructional Support Specialists (2.0 FTE)

Many students who do not take band, orchestra or chorus have a study hall. Due to the number of students who are in the class, the study hall teacher, usually a building sub, cannot give individual attention to students. We would like to have a program where two instructional assistants could meet with small groups of students and provide them with support.

Individual support and attention - Currently, we are seeing students struggling with homework, executive functioning skills, and motivation.

AHS

Dr. Janger

Arlington High School Budget

Arlington High School (AHS) currently enrolls 1410 high school students in a 400,000 square foot facility. The school has remained consistently high in rankings and closed achievement gaps over the past 6 years. We are consistently recognized as a U.S. News & World Report Gold Medal school. We are a U.S. News & World Report STEM school, a Newsweek Top School, a top 500 Newsweek STEM School, and among the nation's most challenging schools according to the Washington Post.

This year, our budget priorities reflect ongoing efforts, the impact of the building project, and the impact of the COVID 19 epidemic. Our budget priorities for this year echo ongoing efforts and challenges. After years of gradual enrollment growth and long term understaffing, we entered this year anticipating rapid growth. However, with the advent of the pandemic, enrollment has remained flat. Our new growth estimates anticipate a slight slowdown in growth based on the impact of the building project. For this reason, we are anticipating growth of only 36 students in the coming year.

The core of our budget request is formed around rising enrollment and the challenges of the upcoming building project. Our priorities in allocating staffing are driven by the need to maintain support in the core required classes, to provide a full schedule of course offerings, to support inclusion and high expectations for all students, and to support educational equity and opportunity. We anticipate increased needs for social emotional and academic support as the students and staff emerge from the pandemic. We will also be completing Phase 1 of the building project and moving almost half the classrooms in the winter of 2022. This will require support to maintain existing spaces, supporting move planning, and to supervising an even more complex space.

We foresee the following trends continuing to put pressure on staff and facilities.

- Unpredictable enrollment. Enrollment growth this year is extremely unpredictable. We would like staffing levels that attract and keep quality faculty, maintain room for growth, and allow us to respond to student needs.
- A shortage of art, PE, and elective classes continues to make it difficult for students to meet requirements and build their schedules.
- Collaborative Problem Solving rollout - Moving away from punitive discipline toward positive behavioral support demands more time and relationship building of staff and administration.
- National and local student trends point toward higher levels of social-emotional challenges among students. These are likely to be exacerbated by the pandemic.
- State accountability guidelines call for ever rising levels of student achievement and graduation rates.

Curriculum and Staffing

The high school anticipates modest and unpredictable enrollment growth in the next year. Overall enrollment has increased by 199 students in the previous 5 years.

1. Classroom Teachers. The MSBA sets the average class size at 20, understanding that this results in classes ranging from 17-23 under appropriate staffing levels. This allows for normal variation based on scheduling and distribution as well as for planned support classes that are smaller by design. Each teacher is then responsible for roughly 100 students. With 7 class periods and an average class size of 20, we require 1.4 FTE of classroom teachers for each 20 additional students. However, given the constraints of our current budgets and rising enrollment throughout the district, we have set the rate of increase at an average of 25 students per section.

In addition, each new student gradually increases the need for support roles such as Special Education, Deans, and Guidance. While our desired caseloads would place the multiplier at 1.83 FTE for each additional 25 students, we have used a multiplier of 1.7, again based on the constraints of growth across the district. We anticipate modest growth next year, and a need for 2.0 FTE of classroom teachers to cover growth.

2. Special Education Caseloads. Roughly 13.3% of our students have IEPs and special education teachers carry a caseload of 20 students. Given the small growth over the coming year, we are not asking specifically for Special Education staffing to cover this demand in the current year. However, we do anticipate a need for Special Education coverage to support our inclusion co-taught classes.

3-4. House System - Dean. Over the last three years ago, we were able to move to a third full time Dean and to return to a three house system, reopening Collomb House. Our plan is to maintain houses of under 500 students in keeping with the vision in our Educational Program developed for the new building. We were able to assign one Dean and two School Counselors to each house. We have also reorganized our House Secretaries to create a centralized attendance office, which better allows us to support all three House Deans. In anticipation of the new building and a 4 house system, when we begin to approach 1755, we will plan for an additional house, including a Dean, School Counselors, and Secretarial support.

5. School Counseling. Our contract calls for the School Counselors (formerly Guidance Counselors) to carry caseloads under 300. In addition, NEASC and professional standards for high school counseling call for caseloads under 250, recognizing the importance and burden of graduation, career, and college planning. We currently have 6 School Counselors and anticipate going over our desired caseload in SY 2023. This will require us to hire either an additional half or full-time Counselor depending on student need and staffing availability. In addition, our School Counseling Department includes 1.5 FTE of Social Workers. Given rising enrollment and increased issues with mental illness among high school age students, we will monitor needs going forward.

6. Understaffing. To address existing understaffing issues, last year, we requested an additional 2 FTE of teachers. Given our increases in staffing and lower than anticipated enrollment growth, we were able to improve class sizes in English, Math, History, and Science, getting closer to

appropriate levels. The arts and electives remain full and many students are not able to get the classes they request. If staffing levels keep consistent with enrollment growth, as requested, we expect that this will not be less of an issue in the coming years.

7. Co-Taught Inclusion Classes. This year, we expanded our commitment to support all students achieving at a college-college career ready standard. Beginning five years ago, we piloted co-taught models to support students in our small group Curriculum B level courses. With appropriate support, students accelerated their learning to access college preparatory curriculum (Curriculum A).

The model requires multiple co-taught sections in required classes to reach an inclusion model with fewer than 30% special education students. Over the last year, we were able to support multiple Curriculum A sections of required classes with Special Education co-teachers. These Co-Taught Inclusion Classes have been successful, and we continue to work on the challenges of scheduling, staffing, and coordination involved in supporting effective inclusion. We anticipate adding 2 sections in order to complete the development and staffing of this model in required classes.

8. Speech and Language Pathologist Assistant (SLPA). Due to the rising need for speech and language services, the Special Education department seeks to add a professionally licensed SLPA, under the direction of our existing Speech and Language teacher. This is outlined further in the Special Education services request.

9. Compass and Specific Student Needs. Over the past 6 years, AHS has been working to expand our offerings to support students with high level needs for specialized instruction. This might mean the creation of stronger substantially-separate programming, or training and support for students with unique needs in the general education classroom. We have significantly improved the capacity of our Reach Program, serving autistic students or students with related needs, and our Summit Program, serving students with social-emotional needs. We have recently expanded programming in our Compass Program, for students with cognitive disabilities. Increased staffing in these areas will depend on the emerging needs of students rising through the lower grades, or choosing to attend Arlington High School. This area is dependent on specific needs and we do not anticipate a need in the coming year. We will monitor needs going forward.

10. Team Chair. We are currently servicing our IEP programming and service only students using 2 Team Chairs. While we don't anticipate a need to expand this role immediately, the special education needs at the high school continue to expand as our numbers increase and as we retain students with higher levels of support. We will monitor needs going forward.

11. Building Project. The AHS building project is now underway, and we anticipate completing Phase 1 in January of 2022 and moving to occupy those spaces. There are a number of staffing requirements built into the Educational Program. In addition, the monitoring and staffing requirements of Phase 1 and 2 will have an impact next year. For this reason, we are requesting 1.5 FTE of positions. First, we are requesting 0.5 FTE of secretarial support for the Assistant Principal. The demands of scheduling and coordinating construction impacts and the anticipated move in January will add significant clerical duties. The design of the building calls for

Reception/Attendance Staff at two main entrances. With the opening of the new STEAM wing, we will need to staff the new entrance for the second half of the year, adding 0.5 FTE. Lastly, during Phase 2, the building will be significantly divided with classes in the new wing, Fusco, and Downs House, stretching around the construction. For this reason, we are requesting an additional paraprofessional for the second half of the year to supervise the “Links”, adding another 0.5 FTE. The total is 1.5 FTE to assist with building project security and oversight.

With the anticipated return to school in September 2021 and the anticipated move in January 2022, roughly 100 staff will need to pack and move classrooms. The Arlington Public School Contract calls for a per diem payment for classroom moves. With this number of moves, we anticipate roughly \$40,000 will be needed to plan and pay for the move.

Digital Technology

In seven years, digital technology at AHS has transformed our approach to teaching and learning, providing new opportunities for engaging and supporting all learners, preparing students for a computer rich economy, and allowing students to engage directly with creating knowledge and influencing their world. With the introduction of a Bring Your Own Device program in SY 2015-16 year, AHS moved to an environment where all students expect and are expected to have access to digital technology for teaching and learning. In the past year, this experience with digital technology proved our salvation as the school was forced to go primarily remote. The school has distributed chromebooks and repurposed monitors and equipment from computer labs. Teachers were thrilled to be issued new Macbooks. As we anticipate a return to the building in September, we expect that there will be some predictable need for replacement of devices due to breakage and loss. We will need to anticipate ongoing needs for teacher devices, student devices, classroom projection, wireless access, internet access, specialty labs, and database subscriptions all need constant upkeep, renewal, and improvement.

Specifically we need: ● Ongoing replacement and supplies for new staff. ● Funding for replacement and repairs to accessories and connectivity such as projectors, cords, DVD players, software, and bulbs. ● Student devices need replacement and increased numbers for classroom, study hall, and library use. ● Continue to invest in Wireless and Network capacity and reliability

The committee members appreciated hearing all the requests and inquired if some of the expenses would come out of the capital related requests. It was suggested to place a recovery request line item into the budget, even though we may not receive it or a place a reserve fund to accommodate all the expenditures and personal they may need for the summer or for next year.

Fiscal Year 2022 AEA Budget priorities,

Ms. Jennifer Fernandes presented the following AEA Secondary Budget Priorities

This year has been difficult in many ways, but one of the best things to come from it is that we are finally close to appropriately staffed. By hiring additional teachers, particularly in special education, our class sizes and caseloads have been brought down to a level that is much more manageable. We want to advocate retaining the extra positions added this year, such as the learning communities at Gibbs and OMS, and particularly the special education additions in

grades 6-8. One area that still needs additional staffing is counseling. The pandemic has increased need for social/emotional outreach and mental health counseling in our schools. Our counselors are already stretched thin. Additional counselors and social workers for students not on IEPs would enable them to more quickly respond to student needs, and allow time in their schedules for teaching coping skills preventatively before problems arise. Our Special Educators have been working above and beyond this year, with increased required documentation, increased communication with families, supporting students in a new way, and, at the high school, being the only teachers in the building each day with students. Teachers in our special education programs are responsible for providing services, teaching classes, and managing a caseload, but some of them have to do the extra work of running their programs. This work includes scheduling students and BSPs, and handling the communication about the programs.

We are requesting an additional stipend for these program leader positions, to reflect the extra work some of them are assigned. In addition, we strongly believe that the school committee needs to plan for salary increases for all educators. Our staff have been working overtime for the past year without additional compensation. The shift to remote and hybrid teaching meant a complete redesign of curriculum from preK to 12, with almost no time in which to do that work. The increase in communication with students and families working remotely has taken additional hours every day. Many of our staff are putting their lives on the line each day to come into the buildings during a time of unprecedented community spread of a deadly disease. But beyond the pandemic, Arlington continues to lose highly qualified staff to neighboring districts that offer higher salaries. We don't want to be the training ground for great teachers in other districts, and that means offering competitive compensation.

AHS hybrid options discussion

Dr. Bodie said a lot of effort was involved in the AHS plans and with the many school committee presentations, parent forums, listening sessions, student listening sessions and working with the administration, department heads and staff all worked together the following presentation by Dr. Janger on the [AHS Semester 2 proposal](#). This proposal is to go with the departmental shift since it best serves our priorities.

Additional Planning

Dr. Janger has been working on additional planning to develop academic interventions, credit recovery, in person options for struggling students, and said that the learning center is open but not being used. Other programs such as the Harbor program supports complex mental health issues and he would like to add additional staff to support these plans. He would also like to plan and hold senior events during the next semester.

The committee members appreciated the proposal presented. They continued the discussion on holding specials, such as PE, music and art special classes. The classroom space and bringing students in person were addressed since many students are finding it difficult learning remotely. The social events are a huge concern, Dr. Janger and the committee would like to see more students engaged. Ms. Megan Carmody said students would prefer to come in person to class and said it is better for their mental health too. The motion made in August 10 to go remote was

to benefit the health of students and now we need to continue to support the health of students and try to bring them in person to school.

On a **motion** by Mr. Hayner, seconded by Mr. Kardon, it was moved to move the 10 o'clock rule to 11:00.

Roll Call: Ms. Exton Yes, Mr. Kardon Yes, Mr. Thileman Yes, Mr. Schlichtman Yes, Mr. Hayner Yes, and Ms. Morgan Yes. (7-0).

On a **motion** by Mr. Hayner, seconded by Dr. Allison-Ampe, it was moved that we suspend any decision regarding programming at the high school for one week and have the superintendent direct the principal of the High School to create a survey with the following question on it: Would you send your child to a 2 cohort AA/BB program if it was offered in the spring?
Yes _____ No _____

Roll Call: Ms. Exton No, Mr. Kardon No, Dr. Allison-Ampe No, Mr. Thileman Yes, Mr. Schlichtman No, Mr. Hayner Yes, and Ms. Morgan Yes. (3-4) Motion fails

The committee members discussed if they would support the motion. Members liked the idea of surveying the families to collect data on how many would want to stay remote, but most members think this question as phrased will not bring clarity with only this one question. Dr. Bodie said the constraints of this motion does not take in to consideration the multiple variables going on with the faculty, the size of the school and the schedule for high school courses. The committee said after hearing the concerns from parents that their children are not thriving remotely, they wanted to survey families to get a sense of how many families would continue to stay remote or return to a 2 cohort program in the spring.

Dr. Allison-Ampe is trying to improve the situation for the students at the high school to have Dr. Bodie work with the administration to hire an event coordinator to help organize creative ideas to bring the community together such as hosting student book group book reading events, scaventure hunts or anything to offer to support Dr. Janger and Mr. McCarthy with social experiences for students, with the focus on the senior class. The committee said it was not within their policies to add a budget line item but after they confirmed with Mr. Mason that the amount of \$75,000 would be available to support the motion the following was made.

On a **motion** by Dr. Allison Ampe, seconded by Mr. Hayner, it was voted move that the School Committee authorize the following:

1) the sum of \$50,000 to be used on purchases (such as individual noise cancelling headphones) that would allow an improved in-school experience for study halls etc

2) the hiring of a survey consultant firm, either part time or on retainer, for administration to consult as desired when creating surveys

3) the sum of \$25,000 for the high school principal and staff to use to safely enhance the social experience of students, with a focus on seniors, but to include all students and happy to use money for event coordinator.

Roll Call: Ms. Exton Yes, Mr. Kardon Yes, Mr. Thileman Yes, Dr. Allison-Ampe Yes, Mr. Schlichtman Yes, Mr. Hayner Yes, and Ms. Morgan Yes. (7-0)

On a **motion** by Mr. Thielman, seconded by Mr. Hayner, it was voted to endorse to move the Arlington High School to a Departmental Shift for the second semester coupled with a hybrid option as articulated by Dr. Bodie this evening.

Roll Call: Ms. Exton Yes, Mr. Kardon No, Dr. Allison-Ampe Yes, Mr. Thileman Yes, Mr. Schlichtman Yes, Mr. Hayner Yes, and Ms. Morgan Yes. (6-1).

Mr. Thielman appreciates the desire to have interventions for the students and having it being offered to bring students back to school in person which is a good idea, Mr. Thielman maintains his position he stated earlier on impression of feedback and going forward we can have healthy discussions on what is best for our kids at the high school. Mr. Kardon is stuck on getting out of departmental shift model and would like to bring more students back to school in person. Many families will still stay remote due to covid-19 concerns, but Mr. Kardon wishes we would take the time to find out who is interested in 50/50 hybrid and then build a program for them first. Mr. Schlichtman, Ms. Exton, Dr. Allison-Ampe will support the motion, since they believe students and teachers need as much synchronous time with each other as possible in person or online. Teachers cannot be asked to shift their teaching again. Ms. Morgan finds the challenge here and shares Mr. Kardon's concerns. After hearing that Mr. Kardon would like to amend the motion to create a hybrid plan on unmet needs, the committee members said they were concerned on where the motion was going. They felt it should be separated and agreed to go back to the original motion.

On a **motion** by Mr. Kardon, seconded by Mr. Thielman, it was voted to direct Superintendent Bodie to expand her hybrid program plan on unmet needs by the first meeting, January 14, 2021. Voted: Ms. Exton Yes, Mr. Kardon Yes, Dr. Allison-Ampe No, Mr. Thileman Yes, Mr. Schlichtman No, Mr. Hayner Yes, and Ms. Morgan Yes (5-2) motion passes

It was suggested that no motion was needed to have the School Committee and the Department of Health meet in January to discuss the six foot rule at the schools.

Jason Russell House CPA

On a **motion** by Mr. Hayner, seconded by Mr. Kardon, it was voted to direct the chair to support the Jason Russell House CPA application on behalf of the Arlington School Committee and send them a letter of support.

Roll Call: Ms. Exton Yes, Mr. Kardon Yes, Mr. Thileman Yes, Dr. Allison-Ampe Yes, Mr. Schlichtman Yes, Mr. Hayner Yes, and Ms. Morgan Yes. (7-0)

Budget Calendar

On a **motion** by Dr. Allison-Ampe, seconded by Mr. Hayner it was voted to approve Budget Calendar for 2020-2021.

Roll Call: Ms. Exton Yes, Mr. Kardon Yes, Mr. Thileman Yes, Dr. Allison-Ampe Yes, Mr. Schlichtman Yes, Mr. Hayner Yes, and Ms. Morgan Yes. (7-0)

Electon of moderization Committee

Ms. Morgan said the School Committee can appoint someone to serve on this committee.

On a **motion** by Dr. Allison-Ampe, seconded by Mr. Thielman, it was voted to appoint

Dr. Jennifer Susse as the School Committee representative to the Election of Modernization Committee and report back to the School Committee once a year.

Roll Call: Ms. Exton Yes, Mr. Kardon Yes, Mr. Thileman Yes, Dr. Allison-Ampe Yes, Mr. Schlichtman Yes, Mr. Hayner Yes, and Ms. Morgan Yes. (7-0)

On **motion** by Mr. Hayner, seconded by Dr. Allison-Ampe, it was voted to move the 10 o'clock rule to 11:30 p.m.

Roll Call: Ms. Exton Yes, Mr. Kardon Yes, Mr. Thileman Yes, Dr. Allison-Ampe Yes, Mr. Schlichtman Yes, Mr. Hayner Yes, and Ms. Morgan Yes. (7-0)

The committee will hear the APS End of Year report by Michael Mason next week

Superintendent Report

Dr. Bodie said the Arlington High School Building project entered into agreement with the maximum price which was one million dollars under budget for the construction of the high school with Consigli. They were able to add lighting to the field, add the minuteman walkway to school grounds, add a light at Mill Street and improve the HVAC system.

Due to snow next week, Dr. Bodie will look at the forecast and let everyone know if the plan is to shift into remote learning for everyone.

Michael Mason Contract

Ms. Morgan asked the committee to approve an Amendment with Michael Mason which was voted in Executive Session. Mr. Mason, is in his third year as our CFO and the committee would like to amend his salary and extend a new three year contract with him.

On a **motion** by Mr. Schlichtman, seconded by Mr. Hayner, it was voted to amend the current contract of Mr. Mason as amended and to approve the new three year contract of Mr. Mason, and authorize the chair, Ms. Morgan to sign it.

Roll Call: Ms. Exton Yes, Mr. Kardon Yes, Mr. Thileman Yes, Dr. Allison-Ampe Yes, Mr. Schlichtman Yes, Mr. Hayner Yes, and Ms. Morgan Yes. (7-0)

Consent agenda

On a **motion** by Mr. Hayner, seconded by Mr. Schlichtman, it was voted to approve the consent agenda, Vote approval of Warrant: 21107 Warrant # Dated 11/10/2020, Total Amount: \$ 751,920.42

Vote approval of Warrant: Warrant # 21113 Dated 11/24/2020, Total Amount \$ 714,070.20

Vote approval of Warrant: Warrant # 21130, Dated 12/8/2020, Total Amount \$386,657.59

Vote approval of Minutes: September 24, 2020, October 8, 2020, and October 22, 2020 Regular Minutes, and Vote to approve Kathleen Bodie as Arlington Representative for EDCO Board of Directors for 2020-2021

Roll Call: Ms. Exton Yes, Mr. Kardon Yes, Mr. Thileman Yes, Dr. Allison-Ampe Yes, Mr. Schlichtman Yes, Mr. Hayner Yes, and Ms. Morgan Yes. (7-0)

Subcommittee/Liason/Announcements

Budget, Kirsi Allison-Ampe will hold a meeting next week

Community Relations: Bill Hayner, Chair will meet tomorrow at 4:30 p.m.
Curriculum, Instruction, Assessment & Accountability, Len Kardon will meet to review AHS plan.
Facilities, Jeff Thielman no report
Policy & Procedures, Paul Schlichtman no report
Superintendent Search Process, Paul Schlichtman done
Arlington High School Building Committee: Jeff Thielman, (Chair), Kirsi Allison-Ampe drive by the high school and see it being built.

Liaisons Reports
Announcements
Future Agenda Items

Executive Session

On a **motion** by Mr. Hayner, seconded by Ms. Exton, it was voted to enter into Executive Session at 11:10 p.m. to pursuant to Massachusetts General Laws chapter 30A, section 21(a), purpose (2) to discuss strategy in preparation for negotiations of an employment agreement with nonunion personnel specifically Dr.Homan. and to discuss pending litigation - McLaughlin v. DESE. To conduct strategy sessions in preparation for negotiations with union and/or nonunion personnel or contract negotiations with union and/or nonunion in which if held in an open meeting, may have a detrimental effect. To conduct strategy with respect to collective bargaining or litigation, in which if held in an open meeting, may have a detrimental effect. Collective bargaining may also be conducted and to exit only to adjourn.

Correspondence Received:

Warrants 21107 11 10/2020, 21113 11/24/2020, 21130 12/8/2020
Regular School Committee minutes 9/24/2020, 10/8/2020/ 10/22/2020
Proposal to retire Menotomy hunter image
OMS Budget requests for FY 22
Gibbs Budget requests for FY 22
AEA Budget priorities for secondary FY 22
Questions for Community Stakeholders Survey
Enrollment Counts by Grade Level 12/9/2020 KT
October 1, 2020 Enrollment SIMS report numbers
Michael Mason Contract
Dr. Elizabeth Homan contract
Listening Session on AHS Semester 2 options, CIAA Dec 7, 2020
MJanger slide deck
Summons McLaughlin vs DESE
COVID Dashboard Brookline schools
Dr. Bodie email 12/4/2020 COVID-19 cases
Dr. Bodie email Update COVID-19 Cases Over Thanksgiving Week
Hybrid High School Pete Gast
Melinda Mesmer Semester two email
Dr. Bodie email COVID-19 Case at Gibbs
Anti-Racism Working Group newsletter link from M. Janger

M. Janger teacher feedback
Janice Bakey Supt Hiring email
M. Janger parent feedback
October 1, 2020 Enrollment
School Committee selects Dr. Elizabeth Homan as next Superintendent
11/25/20
Eileen Hirsch in person learning feedback 11/18/2020
Geof Freed AHS semester 2 feedback and survey concerns 11/27/2020
Betsy Cameron survey concerns 11/23/2020
Carrie Finison survey thoughts 11/23/2020
Caitlin Lauchlan letter to SC regarding AHS semester 2 11/24/2020
APS Families Positive COVID-19 case email 11/23/2020
Lisa Szturma email to speak at meeting 11/24/2020
Lisa Robinson email to speak at meeting 11/24/2020
Ann Skoczenski AHS 2 semester survey and plans email 11/24/2020
Newtons high schools link from KAA 11/24/2020
Pamela Baldwin 11/24/2020 email regarding AHS plan
June Rutkowski 11/24/2020 email AHS plans and survey would like parent forum
Lisa Robinson email on AHS plans and survey on semester 2 11 24 2020
Liz F comments for 11/24/2020 meetings and survey concerns
June Rutkowski AHS plans and survey 11/24/2020
Jennifer Weintraub AHS plans choices 11/29/2020
Ian Goodsell email on AHS models 11/29/2020
Family Fall survey sent out 11/16/2020
FY 2020 End of Year Report MMason
Sharon Racial Equity Alliance email to School Committee
Mikel Satcher Concerns about the interview process 11/16/2020
Marty Rodgers email regarding a teacher's view of Liz Homan 11/15/2020
Kate Cubeta email support of Supt Greer 11/16/2020
Of ice of the School Committee notice 11/25/2020 selected Dr. Homan
Janna Stephan Moreau supt selection process 11/29/2020
CPA Funding
FY 2022 Preliminary Application Jason Russell House
Additional correspondence
Steve and Maura AHS presentation and survey 11/23/2020
Carrie Finison AHS Survey thoughts 11/23/2020
Arlington Public Schools Visual Art Department examples
LABBB at Minuteman email
Budget Calendar 2020-2021
Jason Russell CPA
Sad news on the death of APS alumni Chief Warrant Of icer 2 Marwan Ghabour, An
AHS graduate in a helicopter crash in egypt Marwan Chat
League of Women Voters November/December 2020 Newsletter
COVID-19 Cases and Town of Arlington Testing Pilot Dec 8, 2020
Letter to Athletic Director asking for fee structure for hockey payment. 12/4/2020
AEA FY22 Budget priorities secondary J. Keys and J. Fernandes

MLK letter to School Committee members - Supt search
Vaccine presentation Gov. Baker 12092020
Matthew Cincotta letter to School Committee
Ann Skoczenski Letter to SC 12 9 2020
Superintendent's Diversity Advisory Committee letter 12 10 2020
Lianna Bessette letter to School Committee
Justin Bourassa letter to School Committee
Janna Stephan Moreau email
Jennifer Weintraub email
Spencer Harlow/ Patty Miranda Harlow email
Elizabeth and Ian Goodsell email
Scott Stelter email AHS
Mikel Satcher, letter # 2 12 10 2020

Adjournment

On a motion by Mr. Thielman, seconded by Mr. Hayner, it was voted to adjourn at 11:42 p.m.

Roll Call:

11:42 p.m.

Roll Call: Ms. Exton Yes, Mr. Kardon Yes, Mr. Thileman Yes, Dr. Allison-Ampe Yes,
Mr. Schlichtman Yes, Mr. Hayner Yes, and Ms. Morgan Yes. (7-0)

Respectfully submitted by
Karen M. Fitzgerald
Administrative Assistant
Arlington School Committee