

ARLINGTON PUBLIC SCHOOLS

In accordance with the provisions of the Massachusetts General laws, Chapter 30A, Section 20, notice is hereby given for the following meeting of the:

***Arlington School Committee
School Committee Regular Meeting
Thursday, December 17, 2020
6:30 PM***

Conducted by Remote Participation

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

6:30 p.m Open Meeting

You are invited to a Zoom webinar.

When: Dec 17, 2020 06:30 PM Eastern Time (US and Canada)

Topic: School Committee Regular Meeting, Thursday, December 17, 2020, 6:30 p.m.

Register in advance for this webinar:

https://us02web.zoom.us/webinar/register/WN_wTu2BaGdSdikTGqLIZpsgw

After registering, you will receive a confirmation email containing information about joining the webinar.

6:30 p.m. Public Comment

Members of the public are asked to send written comments to:

kfitzgerald@arlington.k12.ma.us by 3 p.m. on Thursday, December 17, 2020. All comments and questions received by the School Committee by the date and time indicated will become part of the packet and public record and will be shared with the full School Committee and administration before the meeting via email. No written comments will be read at the meeting.

For members of the public who wish to address the Committee on the Zoom call, there will be 30 minutes of public comment. Depending on how many people sign up, time allotments may be reduced but will not exceed three minutes each. If the number of people who sign up exceeds what can be reasonably done in 30 minutes, the number of speakers will be capped and will be invited to speak based on the timestamp of their email to Ms. Fitzgerald. If you would like to sign up to speak please email kfitzgerald@arlington.k12.ma.us by 3:00 p.m. on Thursday, December 17, 2020.

6:50 p.m. Motion and vote to enter into a 3-year employment contract with Dr. Elizabeth Homan appointing her as Superintendent of the Arlington Public Schools for the period from July 1, 2021 through June 30, 2024.

7:00 p.m. Motion and vote to enter into a contract with Dr. Elizabeth Homan for transition work

to be performed on or between February 22, 2021 and June 30, 2021 not to exceed fifteen 8-hour days in the aggregate

7:10 p.m. Fiscal Year 2022 Elementary Budget needs

7:40 p.m. Fiscal Year 2022 AEA Budget priorities

7:50 p.m. Dr. Kathleen Bodie's Superintendent evaluation, J. Morgan

8:10 p.m. End of Year 2020 Report, M. Mason

8:20 p.m. Monthly Financial Report, M. Mason

8:30 p.m. School Budget Analyst Job Description for Approval, M. Mason

8:40 p.m. Superintendent's Report

- *AHS Building Project*

8:50 p.m. Consent Agenda

All items listed with an asterisk are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items unless a member of the committee so requests, in which event the item will be considered in its normal sequence:

Vote approval of Warrant: None

Vote approval of Minutes: School Committee meetings, November 19, November 20, and November 24, 2020

Vote approval of Job Description: Director of Mathematics and Computer Science Education K-12

8:55 p.m Subcommittee/Liaison Reports/Announcements

- *Budget, Kirsi Allison-Ampe*
- *Community Relations: Bill Hayner, Chair*
- *Curriculum, Instruction, Assessment & Accountability, Len Kardon*
- *Facilities, Jeff Thielman*
- *Policy & Procedures, Paul Schlichtman*
- *Superintendent Search Process, Paul Schlichtman*
- *Arlington High School Building Committee: Jeff Thielman, (Chair), Kirsi Allison-Ampe*

- *Liaisons Reports*
- *Announcements*
- *Future Agenda Items*

Executive Session

- *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..*

9:15 p.m. Adjournment

The listings of matters are those reasonably anticipated by the Chair, which may be discussed at the meeting. Not all items listed may in fact be discussed and other items not listed may also be brought up for discussion to the extent permitted by law.

Stated times and time amounts, listed in parenthesis, are the estimated amount of time for that particular agenda item. Actual times may be shorter or longer depending on the time needed to fully explore the topic.

Submitted by Jane Morgan, Chair

Correspondence Received:

School Committee minutes, Nov. 19, Nov. 20, Nov. 24, 2020

APS Elem Budget Requests FY 22

Chat dates

job description Dir of Math

job description of Budget analyst

Evaluation of Dr. Bodie

CPA letter December 11, 2020

MLK, Jr. request for donation to SC

David Conneely message to School Committee, Science Teacher

Megan Miller statement for the School Committee, English Teacher

Joy and Doug Danison support of the Dept shift model

Mette Aamodt Email

Brendan O'Day support of Dr. Elizabeth Homan 12/10/20

Philip Blumenau support current model at AHS

Paula Jordan conser on supt hire process

Kate Cubata email on signs for Dr. Greer

Gabe Tennenbaum Ms. Thompson COVID-19

Bill Hayner motion 12/10/2020

Kirsi Allision-Ampe motion 12/10/2020

Jeff Thielman motions 12/10/2020

Massachusetts law requires all open session meetings of public bodies to be accessible to members of the public, including those with disabilities. If you need reasonable accommodations in order to participate in the meeting, contact the Administrative Assistant to the Arlington School Committee Karen Fitzgerald at kfitzgerald@arlington.k12.ma.us in advance of the meeting.



Town of Arlington, Massachusetts

Meeting Location

Summary:

Conducted by Remote Participation

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

ATTACHMENTS:

Type	File Name	Description
▢ Reference Material	Remote_Meeting_Script_(00022231xA050C).pdf	Remote script
▢ Reference Material	Remote_Participation_Checklist_for_COVID-19_Emergency_(00022229xA050C).pdf	Remote Checklist
▢ Reference Material	Supplement_re_Remote_Participation_During_Coronavirus_State_of_Emergency_-_Checklist_and_Script.pdf_(00022235xA050C)_(1)_(1).pdf	Remote Participation

DRAFT SCRIPT FOR REMOTELY CONDUCTED OPEN MEETINGS

Confirming Member Access:

As a preliminary matter, this is [identify meeting manager – Chair, support staff, etc.]. Permit me to confirm that all members and persons anticipated on the agenda are present and can hear me.

- Members, when I call your name, please respond in the affirmative. *State each members' name.*
- Staff, when I call your name, please respond in the affirmative. *State each staff members' name.*
- Anticipated Speakers on the Agenda, please respond in the affirmative. *State each anticipated speakers' name.*

Introduction to Remote Meeting:

Good morning/afternoon/evening. This Open Meeting of [Insert Public Body Name] is being conducted remotely consistent with Governor Baker's Executive Order of March 12, 2020, due to the current State of Emergency in the Commonwealth due to the outbreak of the "COVID-19 Virus."

In order to mitigate the transmission of the COVID-19 Virus, we have been advised and directed by the Commonwealth to suspend public gatherings, and as such, the Governor's Order suspends the requirement of the Open Meeting Law to have all meetings in a publicly accessible *physical* location. Further, all members of public bodies are allowed and encouraged to participate remotely.

The Order, which you can find posted with agenda materials for this meeting allows public bodies to meet entirely remotely so long as reasonable public access is afforded so that the public can follow along with the deliberations of the meeting.

Ensuring public access does not ensure public participation unless such participation is required by law. This meeting [will/will not] feature public comment.

For this meeting, [Insert Public Body Name] is convening by [telephone conference/video conference via Zoom App/Facebook Live/etc.] as posted on the Town's Website identifying how the public may join.

For "Zoom" Meetings

Please note that this meetings is being recorded, and that some attendees are participating by video conference.

Accordingly, please be aware that other folks may be able to see you, and that take care not to "screen share" your computer. Anything that you broadcast may be captured by the recording.

Meeting Materials

***For Novus Agenda-Supported Meetings:** All of the materials for this meeting, except any Executive Session materials, are available on the Novus Agenda dashboard, and we recommend the members and the public follow the agenda as posted on Novus unless I/The Chair notes otherwise.

***For Non-Novus Supported Meetings:** All supporting materials that have been provided members of this body are available on the Town's website unless otherwise noted. The public is encouraged to follow along using the posted agenda unless I/The Chair notes otherwise.

Meeting Business Ground Rules

We are now turning to the first item on the agenda. Before we do so, permit me to cover some ground rules for effective and clear conduct of our business and to ensure accurate meeting minutes.

- I/the Chair, will introduce each speaker on the agenda. After they conclude their remarks, the Chair will go down the line of Members, inviting each by name to provide any comment, questions, or motions. Please hold until your name is called. Further,

- Please remember to mute your phone or computer when you are not speaking;
 - Please remember to speak clearly and in a way that helps generate accurate minutes
- For any response, please wait until the Chair yields the floor to you, and state your name before speaking.
- If members wish to engage in colloquy with other members, please do so through the Chair, taking care to identify yourself.
- For Items with Public Comment:

After members have spoken, the Chair will afford public comment as follows:

- The Chair will first ask members of the public who wish to speak to identify their names and addresses only;
 - Once the Chair has a list of all public commentators, I will call on each by name and afford 3 minutes for any comments.
- Finally, each vote taken in this meeting will be conducted by roll call vote.

[Any additional preliminary comments tailored to meetings]

REMOTE PARTICIPATION MEETING CHECKLIST

In Advance of Meeting

- ☐ All non-emergency items properly posted *at least* 48 hours in advance
- ☐ “Executive Order on Remote Participation” is posted with agenda
- ☐ All members received the same documents for meeting
- ☐ Supporting documents posted on Novus or Town website (does not have to be 48 hours in advance unless required by law)
- ☐ For meetings with public participation, encourage written public comments

Initiating Meeting

- ☐ Confirm that all Members are present and can hear each other
- ☐ Read Preamble to Remote Meetings
- ☐ Note materials for meeting available online through Novus or Town website for the public
- ☐ Introduce all members, staff, and persons on the agenda
- ☐ Cover “ground rules”

For “Zoom” Meetings

- ☐ Disable Chat Function for Participants
- ☐ Click “Record Meeting”
- ☐ Advise Participants that Meeting is Being Recorded
- ☐ Caution Participants About Screen Sharing

During Meeting

- ☐ Each speaker states their name before each presentation, comment, or question
- ☐ All votes taken by roll call
- ☐ Meeting Minutes reflect remote status

Technical Difficulties

- ☐ If technical difficulties arise, Chair suspends meeting while attempts to resolve are made
- ☐ Keep accurate minutes noting any disconnections and reconnections of members



**Town of Arlington
Legal Department**

Douglas W. Heim
Town Counsel

50 Pleasant Street
Arlington, MA 02476
Phone: 781.316.3150
Fax: 781.316.3159
E-mail: dheim@town.arlington.ma.us
Website: www.arlingtonma.gov

To: Select Board

Cc: Town Committees and Commissions; Adam Chapdelaine, Town Manager; John Leone, Town Moderator

From: Douglas W. Heim, Town Counsel

Date: March 18, 2020

Re: Supplement – Remote Meeting Checklist and Guidance

Please receive this Supplement to the Memoranda from this Office of March 11, 2020, and March 13, 2020 regarding the Town's options for conducting meetings during the coronavirus (or "COVID-19") State of Emergency in the Commonwealth.

As you will recall, meetings by telephone or video conference during the State of Emergency may proceed with all participants engaging remotely, so long as "alternative means of public access" is provided.¹ Public access can be provided by allowing the public to call in or otherwise join meetings remotely so that they can see and/or hear what takes place at remote participation meetings. To assist you in availing yourselves of these options, this Office has developed a checklist and script for Chairs and administrative support staff for remotely

¹ Certain hearings require additional consideration where public comment and/or participation is required.

conducted open meetings which you will find attached. These documents are intended as guides primarily to ensure the following:

- Accurate meeting minutes can be recorded;
- All other requirements of the Open Meeting Law are met;
- The public understands the modifications to the Open Meeting Law during the State of Emergency; and
- Chairs are able to effectively use new technologies such as the “Zoom” app effectively.

Please keep in mind that unlike some other users of teleconference or videoconference technology, it is essentially that a government body’s business can be accurately understood and recorded in meeting minutes, and that the public can follow along.

If specific circumstances of your meeting require further counsel, such as conducting an executive session by remote meeting, please contact this Office at your convenience for further support.



Town of Arlington, Massachusetts

6:30 p.m Open Meeting

Summary:

You are invited to a Zoom webinar.

When: Dec 17, 2020 06:30 PM Eastern Time (US and Canada)

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Town of Arlington, Massachusetts

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Town of Arlington, Massachusetts

6:50 p.m. Motion and vote to enter into a 3-year employment contract with Dr. Elizabeth Homan appointing her as Superintendent of the Arlington Public Schools for the period from July 1, 2021 through June 30, 2024.

ATTACHMENTS:

Type	File Name	Description
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Town of Arlington, Massachusetts

7:00 p.m. Motion and vote to enter into a contract with Dr. Elizabeth Homan for transition work to be performed on or between February 22, 2021 and June 30, 2021 not to exceed fifteen 8-hour days in the aggregate

ATTACHMENTS:

Type	File Name	Description
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Town of Arlington, Massachusetts

7:10 p.m. Fiscal Year 2022 Elementary Budget needs

ATTACHMENTS:

Type	File Name	Description
 Budget Document	APS_Elementary_Budget_Priorities_Fiscal_Year_2021.pdf	APS Elem Budget requests FY 22

**Superintendent Bodie, Assistant Superintendent MacNeal
and Members of the School Committee,**

Introductions of Principals:

- Thad Dingman, Dallin Elementary School
- Karen Donato, Thompson Elementary School
- Mark McAneny, Bishop Elementary School
- Andrew Ahmadi, Peirce Elementary School
- Michael Hanna, Stratton Elementary School
- Stephanie Zerchykov, Brackett Elementary School
- Kate Peretz, Hardy Elementary School.

Thank you everyone for the opportunity to have this conversation about our schools. We continue to be grateful for your support of our work, as well as for the opportunity to provide leadership in a district that values a high quality educational experience for their children. From all that we've experienced in Arlington, this fact has been unwavering. It is of particular importance to note this during what has become our most challenging year to date. COVID-19 and the impact of the global pandemic will be felt by our community for years to come. We will focus on our response to this throughout our presentation this evening.

But first, we would like to open our presentation with a short expression of appreciation for the funding initiatives from last year.

It may be difficult to remember after so much has happened since March, but we started the 2019-2020 school year with specialist teachers dedicated to each elementary building in the areas of art, music, and physical education. This was a major investment in personnel and one that had an immediate and incredibly positive impact on our schedule and our students. We were able to create a system in each school that allowed for:

- The addition of a weekly common planning time for teachers to work with building principals, coaches and district leadership
- A predictable classroom schedule each day for all students K-5 with a common planning time for classroom teachers every day
- Additional enrichment opportunities for students K-3 in art, music, PE, and library
- Additional enrichment opportunities for students in grades 4 and 5 in the areas of digital literacy, chorus, and instrumental music.

The additional weekly common planning time was facilitated by the building principals and was named the ACE Block. ACE stands for Assessment, Collaboration, and Evidence, and comes from the text *Data Wise*. The creation of this time in the schedule for administrators and educators has become a critical piece to developing our data culture. The progress made from September to March was noteworthy, and was only interrupted, as the rest of the world was interrupted, by COVID. Meeting to discuss student outcomes and to create instructional plans based on evidence will need to be a priority heading into the unknowns of the coming school year.

In this new and unusual educational setting, The ACE block has had to be adjusted significantly; we have not been able to meet with every grade every week to monitor progress and design interventions. However, we have already learned from our experiences throughout these past 9 months. While issues of equity were at the forefront pre-COVID, they have become even more pronounced. While our focus on early literacy was growing pre-COVID, our sense of urgency is now even more pronounced. While we were concerned about growing anxiety and the social-emotional needs of our students pre-COVID, our concerns in these areas are first and foremost in our minds as we start and end every school day now.

Thankfully, other supports from the previous budget cycle have put us in a good place to meet the needs of our students moving forward. With the support of our community, last year we also made major investments by adding:

- Assistant Principals at two of our elementary schools
- Reading Specialists
- Math Interventionists
- An elementary librarian and digital learning specialist
- Instructional coaches for science and social studies

As we look to 2021, we need to use the resources put in place to create new, and to maintain the previous, plans to continue to target student need and advance student achievement both equitably and responsibly.

In order to do this work effectively, we have considered the budget plan from past years and have considered the ways the plan must be adjusted moving forward based on data collected in our schools this year. We feel the areas of need at this time are:

- 1.) Reserve teachers and the ability to add teachers based on enrollment in order to maintain a low teacher to student ratio going in to the school year 2021-2022

- a.) Additional professional faculty will be necessary to respond to the anticipated instructional needs of all of our students. We have designed and implemented an impressive version - both hybrid and fully remote - of our typical programming framework. However, we are already aware of learning gaps that have developed across the district, and for particular subgroups of students that could only be remedied with the expert support and targeted instruction of professional faculty members. *(It does not seem feasible to have more instructional needs presenting themselves within all schools, while returning to a student to staff ratio that was appropriate pre-COVID).*
- b.) Further, we expect to need reserve teachers as our enrollment, primarily in grades K and 1, may be more volatile than typical years. It is expected that we will have a rise in Kindergarten enrollment due to families that withheld their child this year, and it is conceivable that our numbers in first grade will grow as well. Having reserve teachers included in the budget will offer schools the flexibility to offer more teacher level support to these students in every area who have historically been disproportionately impacted, including students of color, English learners, students with learning challenges and disorders, students who require specific curricular interventions, students affected by trauma, and students who are socio economically disadvantaged.

2.) Assistant Principals full time at each elementary school

- a.) To best support all students, including those that have struggled in the current models of learning, we need to focus on instructional leadership and the overall management and operations of our buildings. This requires two administrators per building. As we consider next year and the years beyond, it will be imperative that all teachers are supported with instruction which will mean looking closely at student level data and trends (both quantitative and qualitative). We will need to acclimate students back into our buildings who have not been in a school since March 2020. We expect that we will see “gaps,” whether academic, social or emotional that previously did not exist. And it is our opinion that having an administrative team of two at each elementary school allows for us to address the needs of all students as stated above.
- b.) The need for instructional leadership by our principals was significant before the pandemic, and has become profound during 2020-21. The need to hold teams of collaborative educators together has been a

primary focus. This was essential in order to have consistent programming across a grade, a school and the district. This team of principals is proud of the consistent programming we designed and implemented. In 2021-2022, in order to relaunch schools with even more nuanced programming than ever before, each principal needs an assistant to continue to respond to all of the logistical and administrative needs of the building. There is no other area of work where so few managerial auxiliaries are deployed.

Relevant Data Sets regarding Assistant Principals

For context we are including data that demonstrates *the percentage of schools that have two or more administrators at elementary buildings across the Commonwealth of Massachusetts*. For the sets below we have examined K-5 elementary schools with student populations greater than 300, which is reflective of all of the elementary schools in APS. Further, we have looked closely at elementary schools “Top 20%” and the “Top 10%” which refers to the 2019 Accountability Percentile.

All K-5 Elementary Schools in MA with Enrollment greater than 300

Enrollment	Number of Schools with at least 1 AP	Total Schools	Percent of Schools with at least 1 AP
>300	126	191	70.0%
>450	66	74	89.1%

K-5 Elementary Schools (“Top 20% of schools in the state”)

*Four out of seven APS elementary schools met this criteria in 2019

Enrollment	Number of Schools with at least 1 AP	Total Schools	Percent of Schools with at least 1 AP
>300	45	71	63.3%
>450	24	28	85.7%

K-5 Elementary Schools (“Top 10% of schools in the state”)

*None of the seven APS elementary schools met this criteria in 2019

Enrollment	Number of Schools with at least 1 AP	Total Schools	Percent of Schools with at least 1 AP

>300	27	41	65.9%
>450	15	16	93.8%

3.) K-5 Coordinator of Reading Curriculum and Instruction

As we have learned across the elementary schools over the past couple of years, the science of learning to read is becoming more and more apparent to practitioners and policymakers alike. It is a unique set of assessments and instructional practices that lead to all students reading proficiently. As stated in a district-wide meeting with Dr. Melissa Orkin, quoting Stephen Pinker:

“Children are wired for sound, but print is an optional accessory that must be painstakingly bolted on.”

Given this profound shift in our understanding of teaching and learning to read, we must have a district level coordinator focused exclusively on the development and implementation of appropriate assessment frameworks, common protocols for analyzing results, and professional learning around instructional best practices.

We invite you to continue the conversation and invite you to ask any questions you may have.

[Talking Point Slide Deck](#)



Town of Arlington, Massachusetts

7:40 p.m. Fiscal Year 2022 AEA Budget priorities

ATTACHMENTS:

	Type	File Name	Description
▢	Reference Material	Higgins-_PreK-5_Budget_Request.pdf	higgins Prek K -5 Budget request

AEA PreK-5 Budget Request FY22

Thank you for letting us present our recommendations for the FY2022 Budget. Our focus in these requests is addressing the increased remediation needs in a post-pandemic world that we all hope to be in next fall.

First, it will be important to keep class sizes low so that teachers have time to give extra attention to all of their students. Therefore, we ask that you reserve as many classroom teaching positions as possible, especially given our uncertain unenrollment. There could be a surge in students re-entering in late summer that should be anticipated.

Second, we will need additional interventionists- reading, social work, speech, OT, PT, and special education. These teachers are already overloaded with students and we are anticipating increased need for these services next year. Additional staff in these areas will enable us to address any learning gaps that teachers identify due to the challenges of the past year. It will also allow more scheduling flexibility, which may be needed as students are identified for interventions at different points in the year.

Finally, we are advocating that money be reserved for staff salary increases. As we advocated last week, our teachers have been doing the impossible this year. The workload has tripled from a usual year. Many hybrid teachers remark that it feels like they are working three jobs preparing for different groups of students, and remote teachers have had to completely redesign their curriculum. They are doing amazing work to reach and teach students in extraordinary circumstances, and worthy of salary increases next year.



Town of Arlington, Massachusetts

7:50 p.m. Dr. Kathleen Bodie's Superintendent evaluation, J. Morgan

ATTACHMENTS:

Type	File Name	Description
▣ Reference Material	Compilation_Kathleen_Bodie_Ed.D_12_17_2020_updated.pdf	Compilation Kathleen Bodie Ed.D

Superintendent's Performance Goals and End-of- Cycle Summative Evaluation Report: Superintendent
2019-2020 School Year



End-of-Cycle Summative Evaluation Report: Superintendent

Superintendent: Kathleen Bodie, Ed.D.

Evaluator: Jane Morgan

Name

Jane P. Morgan

Signature

12/17/2020

Date

Step 1: Assess Progress Toward Goals (Complete page 3 first; circle one for each set of goal[s].)

Professional Practice Goal	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
Student Learning Goal	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded

Step 2: Assess Performance on Standards (Complete pages 4–7 first; then check one box for each standard.)

Indicators

Unsatisfactory = Performance on a standard or overall has not significantly improved following a rating of *Needs Improvement*, or performance is consistently below the requirements of a standard or overall and is considered inadequate, or both.

Needs Improvement/Developing = Performance on a standard or overall is below the requirements of a standard or overall but is not considered to be Unsatisfactory at the time. Improvement is necessary and expected. *For new superintendents, performance is on track to achieve proficiency within three years.*

Proficient = **Proficient practice is understood to be fully satisfactory. This is the rigorous expected level of performance.**

Exemplary = A rating of *Exemplary* indicates that practice significantly exceeds *Proficient* and could serve as a model of practice regionally or statewide.

	Unsatisfactory	Needs Improvement	Proficient	Exemplary
Standard I: Instructional Leadership	<input type="checkbox"/>	<input type="checkbox"/>	7	<input type="checkbox"/>
Standard II: Management and Operations	<input type="checkbox"/>	<input type="checkbox"/>	4	3
Standard III: Family and Community Engagement	<input type="checkbox"/>	1	5	1
Standard IV: Professional Culture	<input type="checkbox"/>	<input type="checkbox"/>	4	3

End-of-Cycle Summative Evaluation Report: Superintendent

Step 3: Rate Overall Summative Performance (*Based on Step 1 and Step 2 ratings; circle one.*)

Unsatisfactory

Needs Improvement

Proficient

Exemplary

Step 4: Rate Impact on Student Learning: (*Check only one.*)

Low	Moderate	High
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Step 5: Add Evaluator Comments:

Comments and analysis are recommended for any rating but are required for an overall summative rating of *Exemplary*, *Needs Improvement* or *Unsatisfactory* or Impact on Student Learning rating of *high* or *low*.

Comments:

[Morgan] It is fitting that I am writing this narrative on the same day that I drove down Massachusetts Avenue and saw the steel beams of the new Arlington High School begin to outline the building's skeleton. Dr. Bodie has guided and led this project from an ethereal idea to a place where it is literally rising from the dirt. While the ribbon cutting will happen under the tenure of a new Superintendent, this building is something that she will always share with the Arlington community and we should be deeply grateful to her for her stewardship of it through many iterations and phases. There is no one who has been more faithful than Dr. Bodie that this building will come to fruition for our students. It is fitting that we are able to evaluate her for her work on the high school project as her professional practice goal for the last year.

As Chair, over the last six months, I have had the opportunity to work closely with Dr. Bodie on a number of issues including the fall reopening. When I think back on her leadership throughout the summer and into the fall the word that comes to mind is *resolute*. Dr. Bodie approached a September reopening with an analytical mind and was not distracted by the persistent anxiety both in and outside of the APS community. She moved the schools toward a hybrid plan that struck a balance between what we knew at the time about staff and student safety and a critical need to provide many students with the opportunity to come back to school in person. I credit her leadership for bringing preK-8th grade back in person and for keeping students in classrooms throughout the fall and into the winter. I think when we look back on her tenure in APS that her leadership during extraordinary disruption over the final seventeen months of her term will be remembered as one of her greatest accomplishments.

[Hayner] Dr. Bodie has hired and supported a highly performing staff that has created an innovative atmosphere resulting in students who enjoy learning while excelling. This would be something remarkable, but it was done during the pandemic with all the restrictions that schools are under.

Dr. Bodie's direction and support of her administrative and teaching staff in creating programs to meet the student needs at all levels is to be commended.

Dr. Bodie has tried to respond to parents at all levels even when the facilities have impeded implementation of requested programs and maintained a professional attitude is to be commended.

Dr. Bodie continues to make herself available to parents, administrators, and members of the community and school committee members not just during school hours but 24/7. She takes an active role in all the schools but also serves on several town committees that she could designate someone else providing a visible presence that is not often seen in a top administrator.

Thank you Dr. Bodie.

[Schlichtman] In many ways, this is a bittersweet evaluation to write, as Dr. Bodie is now in her last year as our superintendent. It has also been a difficult year, as the pandemic has required an extraordinary effort to keep up with a virus and state standards for responding to it.

Dr. Bodie's leadership, working with superintendents from neighboring districts, was decisive and correct when she decided to close the schools before the state made the decision for the rest of the state. In retrospect, we learned that the February Biogen conference at the Marriot Long Wharf was a superspreader event. This resulted in the virus entering Arlington significantly earlier than it did in most places in the United States, and I credit the work of Superintendent Bodie, her colleagues in surrounding districts, and the town's health officials for their leadership in March.

The pandemic challenges traditional methods of evaluating student performance; MCAS data is unavailable and many initiatives ground to a halt when schools were closed. While hard data is unavailable, the district's work has been thoughtful and deliberate.

Work on the new high school has been commendable. Going forward, students will feel Superintendent Bodie's influence throughout the building for the next half century. The new high school will be the capstone of a career in which Dr. Bodie is leaving the district in a much better position than she found it.

[Thielman] The 2019-20 school year was an extraordinary one. It marked the first time in 100 years in which schools had to close because of a pandemic. I don't think any public school district was prepared for such a challenge, and in March, when we went remote, Dr. Bodie kept her cool, stayed on top of the impact of the pandemic, served as a leader among a group of superintendents trying to figure the direction to take, and ultimately kept our kids and staff safe. She listened to multiple ideas from stakeholders about how to proceed, and found ways to create the best online experience possible for our kids between March and June of 2020. The evidence in her report to the School Committee shows that she and the district met to goal of identifying, diagnosing, and intervening early and effectively with elementary students not reading at benchmark at the end of grade 3.

I gave Dr. Bodie a rating of rating of "exceeded" on her professional practice goal because that goal involved meeting with teachers, administrators, and other stakeholders to address all issues related to the construction of our new high school. Dr. Bodie worked nights, weekends, and throughout the day on this project. She set the strategy that led to the pre-school opening in September at the Parmenter School, ensured the site was safe for students and staff, and played a hugely important role in guiding the Building Committee as we wrestled with a value engineering process that was made all the more difficult by unforeseen challenges with the site, including the inability to use geothermal heat. Time and time again the Building Committee and design team looked to Dr. Bodie for guidance on seemingly minute details of the project, and she responded under deadline and pressure with measured and reasoned solutions. Quite simply, the project would not be where it is today – very close to on time, under budget, and a well-informed community – without Dr. Bodie's leadership. One of her many legacies in Arlington will be our new high school.

[Allison-Ampe] I would like to commend the Superintendent on a year of superlative effort under extremely difficult conditions. For the purposes of this evaluation, I am including the first few months of the 20-21 school year in addition to 19-20. And these past 12 months have been some of the most difficult times for our schools and our community. The Superintendent has worked diligently to ensure a safe, equitable education for our students despite the ongoing pandemic and its associated challenges. The fact that we were able to reach an understanding with our teachers union this fall without strikes or votes of no confidence is a testament to the strong, collaborative relationship with our staff which she has fostered over the past 10 years. Although there are things over the past year that could have been improved, I feel they have already been noted and work done towards their solution. The effects of her hard work are also seen in the Arlington High School Building Project, which continues forward on time and under budget despite the pandemic.

Again I commend the Superintendent for continuously driving our district toward excellence by her personal example of hard work, dedication and care for our children and staff.

[Kardon] During the past year, the Superintendent has continued to lead the District to another year of overall high performance, interrupted of course by closure of schools due to the pandemic. There were many achievements, including key principal hires and further development of a strong administrative team as well as a continued focus on culturally responsive teaching.

Pandemic learning was bumpy everywhere and Arlington was no different. I know the staff and administrative team worked tirelessly under difficult circumstances, but the result was still a program that was seen as inadequate by many parents. Planning for the 2020-21 school year began later than some of our peer districts and the reopening team was, in hindsight, not broad enough to make sure all perspectives were heard in the planning. Communication during this time from the Superintendent to families was not sufficient in content, clarity and frequency and two-way engagement with families by the administrative team was also insufficient.

Professional Practice Goal – Plans for the first phase of the building project seem to be in place for in person learning at AHS had there not been the pandemic.

Student Learning Goal – I am pleased with the progress made on identifying and intervening with young students who are not reading a benchmark, although more strategic communication about this initiative would be helpful.

[Exton] The 2019-2020 school year was an exciting and busy one. While the COVID pandemic took over much of the focus in the public schools this spring, it would be remiss not to acknowledge the timely ground-breaking of the new Arlington High School. This work continued throughout the spring school closure, and continues to progress on time.

Dr. Bodie leads a strong administrative team who work collaboratively together, and who had to work thoughtfully and creatively to create and implement new learning plans during the spring school closure. While there were many challenges, and constantly changing expectations from the DESE throughout the spring, Dr. Bodie worked to supervise and collaborate with administrators and instructional coaches to provide remote instruction for students.

Dr. Bodie continues to carefully budget for our schools, and works with district and town finances to support the Arlington Public schools. More recently, she worked cooperatively with the Town Manager, Department of Health, facilities, and other town services to oversee the district's response to COVID, and to develop safety plans for the re-opening of schools in September 2020. One of Dr. Bodie's greatest strengths is her strong working relationship with the AEA, and her supportive approach to teachers' professional expertise and experiences. She is also involved in the broader educational community as Chair of the EDCO Board, and a member of various other regional boards and committees.

One area of growth would be to see the superintendent improve engagement with the families and community. While she is a visible presence at school events and meetings, and attends all meetings related to the AHS building project and the COVID re-opening response, I would have liked to have seen Dr. Bodie as a more proactive and inclusive communicator, particularly during the beginning of the school closure, and during the planning process for a return to school. It is important to be available to hear the input of the community, and be able to engage in a dialogue so that all voices are heard. The re-opening of schools this fall was an extraordinary undertaking and could have benefited from greater community involvement.

Superintendent's Performance Goals



Goal(s)	Description	Did Not Meet	Some Progress	Significant Progress	Met	Exceeded
Professional Practice	To work with the HMFH architects, Skanska OPM and Consigli contractor teams, as well as district administrators and teachers to develop transition and phasing plans to ensure that the physical and educational conditions for staff and students continue to maintain a positive learning environment during the 2019-2020 school year	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	2	5

Student Learning	Improve the District's ability to identify, diagnose, and Intervene early and effectively with elementary students who are not reading at benchmark in grades K-2 in order that all students are reading at benchmark at the end of grade 3 in the next five years.	<input type="checkbox"/>	<input type="checkbox"/>	1	6	<input type="checkbox"/>
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Town of Arlington, Massachusetts

8:10 p.m. End of Year 2020 Report, M. Mason

ATTACHMENTS:

	Type	File Name	Description
▢	Budget Document	END_of_Year_2020_Report_dated_11_19_2020.pdf	END of Year 2020 Report
▢	Budget Document	Expenditure_Summary_FY20.pdf	Expenditure Summary FY 2020



Arlington Public Schools

*869 Massachusetts Avenue
Arlington, Massachusetts 02476
Telephone: 781-316-3511*

*Michael Mason, Jr.
Chief Financial Officer*

To: Arlington School Committee
From: Michael Mason
Re: FY2020 End-of-Year Report
Date: November 19, 2020

Please find attached a copy of the final summary total spending report from the FY2020 End-of-Year Financial Report and a report that looks at the last three years of the total expenditures.

End-of-Year Report

As you may know that every district is required to submit a report on their total spending after each fiscal year. This report includes expenditure data from all funding sources including school committee town appropriation, municipal spending in support of schools per agreement between town and schools, federal and state grants, and revolving and special funds. Since this report includes all spending, regardless of the funding source, the total expenditures in this report will not match up or tie to the approved FY2020 budget.

The spending is reported by functional classification codes in accordance with the DESE chart of accounts, and is totaled by funding source. The report lists the functional codes along the left side, and the funding sources are identified along the top of each page. There are 88 functional codes, and the funding categories are separated into ten columns by funding source.

The total expenditures reported in FY2020 is \$112,719,384.06 compared to \$103,158,433.16 from FY19. The district expended 9.3% or \$9,560,950.90 more when comparing to the prior year expenditures. Below is a description of the changes in each funding source.

School Committee (Town Appropriation)

The total spending in this funding category was \$69,045,879. This is an increase of \$3,040,094 or 4.6% increase over prior year expenditures. This spending level was in line with the FY2020 budget. This figure does not include the transfer of \$418,062 into the Special Education Reserve Fund and the prepayment of FY21 special education out-of-district placement tuition in the amount of \$1,368,309.95.

Town Expenses (Not included in Town Appropriation)

The next column reports on expenditures that the town has spent. This includes all spending that is in benefit of the school department. Spending in this category includes health insurance, retirement assessment, regional school assessment, debt service (example: Arlington High School project expenses), and both direct and indirect costs from other town department for services rendered. The total expenditures in this funding category was \$32,202,480. This was an increase of \$6,125,226 or 23.5% over prior year expenditures. The majority of this increase is from increase in debt retirement/school construction, Arlington High School related expenses, and Regional School assessment.

Grant Funds

Grant spending is in the next two columns for State and Federal grants. The total spending in these funding categories was \$2,469,981. This is a year over year increase in spending by \$247,416 or -11.1%. Grant reporting, like other expenditures in this report is reported from July to June like the fiscal year. Some grants are awarded from September to August, and therefore not all expenditures will be captured in this snapshot for a grant award period. However, the grant spending is higher than the past trend due to the prior year reported expenditure change requested by the Department of Elementary and Secondary Education. The expenditures that occur after July, will be reported in FY2021 unlike how we budget in the School Committee budget.

Revolving and Special Funds

The revolving and special funds spending columns are all of the remaining columns (5 through 10) The total expenditures in these categories was \$9,001,044. These expenditures was an increase of \$148,215 or 1.7% over prior year expenditures. Revolving and special fund spending is unique in that this includes expenditures on activities such as the Menotomy Preschool, Community Education, and School Lunch, which are not included in the School Committee's district approved budget.

Below is a list of types of accounts that for the expenditures in this category:

Column 5 – Circuit Breaker

Column 6 – Gifts & Donations at each school, Private Grants (example: AEF)

Column 7 – Tuition and User Fees (Menotomy Preschool, Instrumental Music Lessons, Daycare, Foreign Exchange Tuition)

Column 8 – Athletics

Column 9 – School Lunch

Column 10 – Other Receipts (Community Education, Building Rentals)

If you have any questions, please feel free to contact the Business Office.

EXPENDITURE SUMMARY FY20

ALL FUND TYPES

EXPENDITURE SUMMARY FY20 ALL FUND TYPES	1	2	3	4	5	6	7	8	9	10	11
	SCH COMM APPROP- RIATIONS	CITY/TOWN APPROP- RIATIONS	FEDERAL GRANTS	STATE GRANTS	CIRCUIT BREAKER	PRIVATE GRANTS & GIFTS	SCH CHOICE & OTHER TUITION	ATHLETIC FUND	SCHOOL LUNCH	OTHER LOCAL RECEIPTS	TOTAL
School Committee (1110)	138,962	-	-	-	-	-	-	-	-	-	138,962
Superintendent (1210)	438,251		1,000	-	-	-	1,876	-	-	-	441,127
Assistant Superintendents (1220)	397,232		-	-	-	-	-	-	-	-	397,232
Other District-Wide Administration (1230)	181,063		5,000	-	-	-	-	-	-	3,000	189,063
Business and Finance (1410)	828,126	148,214	-	-	-	-	-	-	-	-	976,340
Human Resources and Benefits (1420)	241,855	179,577	-	-	-	-	-	-	-	-	421,432
Legal Service For School Committee (1430)	187,698	92,409	-	-	-	-	-	-	-	-	280,107
Legal Settlements (1435)	25,000	-	-	-	-	-	-	-	-	-	25,000
Administrative Technology–Districtwide (1450)	87,950	174,958	-	-	-	-	-	-	-	-	262,908
Curriculum Directors and Dept. Heads (Supervisory) (2110)	1,867,228		-	122,585	-	183	37,330			-	2,027,326
Curriculum Directors and Dept. Heads (Non-Supervisory) (2120)	14,624		55,064	-	-	-	-			-	69,688
Instructional Technology Leadership and Training (2130)	384,328		-	-	-	-	17,531			-	401,859
School Leadership-Building (2210)	3,125,813		-	-	-	-	-			-	3,125,813
Administrative Technology and Support – Schools (2250)	-		-	-	-	-	-			-	-
Teachers (2305)	35,270,382		121,526	30,219	-	15,000	373,629			-	35,810,755
Medical/ Therapeutic Services (2320)	1,090,673		972,231	-	-	2,000	646			-	2,065,550
Substitutes, Long Term (2324)	496,580		-	-	-	-	-			-	496,580
Substitutes, Short Term (2325)	782,406		-	-	-	-	-			-	782,406
Non-Clerical Paraprofs./Instructional Assistants (2330)	3,537,868		103,062	39,627	-	-	28,580			-	3,709,137
Librarians and Media Center Directors (2340)	496,503	101,734	-	-	-	-	-			-	496,503
Distance Learning and Online Coursework (2345) (Including Tuition for Dual Enrollment and SPED Transition Programs)	-		-	-	-	-	-			-	-
Professional Development Leadership (2351)	9,028		-	-	-	-	-			-	9,028
Instructional Coaches (2352)	-		-	-	-	-	-			-	-
Stipends for Instructional Coaching (2354)	731		-	-	-	-	-			-	731
Costs for Instructional Staff to Attend Prof. Dev. (2356)	14,935		62,471	-	-	6,713	46,788			-	130,907
Outside Prof. Dev. Providers for Instructional Staff (2358)	315,055		124,869	4,248	-	29,394	5,225			-	478,791
Textbooks (2410)	258,576		13,360	-	-	829	2,989			-	275,755
Other Instructional Materials (2415)	620,446	72,750	-	-	-	10,680	17,415			-	721,291
Instructional Equipment (2420)	106,176		-	-	-	-	-			-	106,176
General Supplies (2430)	171,470		-	1,589	-	-	165			-	173,224
Other Instructional Services (2440)	15,301		5,055	60,094	-	-	-			-	80,450
Instructional Hardware –Student and Staff Devices (computers) (2451)	223,200		-	-	-	-	-			-	223,200
Instructional Hardware—All Other (2453)	-		-	-	-	2,155	-			-	2,155
Instructional Software and Other Instructional Materials (2455)	40,903		-	-	-	-	-			-	40,903
Guidance Counselors and Adjustment Counselors (2710)	2,685,052		-	86,879	-	-	-			511	2,772,442
Testing and Assessment (2720)	134,695		344,942	-	-	-	-			-	479,637
Psychological Services (2800)	800,551		-	-	-	-	-			-	800,551
TOTAL INSTRUCTION (2000)	52,462,524	174,484	1,802,580	345,241	-	66,954	530,298			511	55,382,592
Attendance and Parent Liaison Services (3100)	159,899		6,863	-	-	-	-	-	-	-	166,762
Medical/Health Services (3200)	1,291,739	-	-	4,535	-	-	-	-	-	-	1,296,274
Transportation Services (3300)	1,652,230	-	-	179,525	-	-	-	-	-	-	1,831,755
Food Services (3400)	389,790		-	-	-	-	1,109	-	1,287,409	-	1,678,308
Athletics (3510)	523,573		-	-	-	-	-	255,686	-	19,000	798,260
Other Student Body Activities (3520)	377,079		-	-	-	3,165	2,402,179	-	-	418,576	3,200,998
School Security (3600)	186,784	84,655	-	-	-	-	-	-	-	-	271,439

EXPENDITURE SUMMARY FY20
ALL FUND TYPES

	1	2	3	4	5	6	7	8	9	10	11
	SCH COMM APPROP- RIATIONS	CITY/TOWN APPROP- RIATIONS	FEDERAL GRANTS	STATE GRANTS	CIRCUIT BREAKER	PRIVATE GRANTS & GIFTS	SCH CHOICE & OTHER TUITION	ATHLETIC FUND	SCHOOL LUNCH	OTHER LOCAL RECEIPTS	TOTAL
Custodial Services (4110)	2,222,727	-	-	-	-	-	-	-	-	106,845	2,329,572
Heating of Buildings (4120)	440,000	-	-	-	-	-	-	-	-	-	440,000
Utility Services (4130)	803,778	328,855	-	-	-	-	-	-	-	-	1,132,633
Maintenance of Grounds (4210)	35,351	268,881	-	-	-	-	-	-	-	-	304,232
Maintenance of Buildings (4220)	1,609,366	181,696	-	-	-	-	6,422	-	-	5,099	1,802,583
Building Security System (4225)	95,487	43,554	-	-	-	-	-	-	-	-	139,041
Maintenance of Equipment (4230)	14,038	120,000	-	-	-	-	-	-	-	1,581	135,619
Extraordinary Maintenance (4300)	-	-	-	-	-	-	-	-	-	-	-
Technology Infrastructure, Maintenance, and Support—Salaries (4400)	617,412	-	-	-	-	-	-	-	-	-	617,412
Technology Infrastructure, Maintenance, and Support—All Other (4450)	269,706	-	-	-	-	-	-	-	-	-	269,706
Employer Retirement Contributions (5100)	4,117	4,181,929	122,751	-	-	-	-	-	-	-	4,308,797
Employee Separation Costs (5150)	38,780	139,881	-	-	-	-	-	-	-	-	178,661
Insurance for Active Employees (5200)	-	8,393,002	-	-	-	-	-	-	-	-	8,393,002
Insurance for Retired School Employees (5250)	-	2,709,570	-	-	-	-	-	-	-	-	2,709,570
Other Non-Employee Insurance (5260)	-	143,591	-	-	-	-	-	-	-	-	143,591
Rental Lease of Equipment (5300)	-	-	-	-	-	-	-	-	-	-	-
Rental Lease of Buildings (5350)	-	-	-	-	-	-	-	-	-	-	-
Short Term Interest RAN's (5400)	-	-	-	-	-	-	-	-	-	-	-
Short Term Interest BAN'S (5450)	-	78,627	-	-	-	-	-	-	-	-	78,627
Other Fixed Charges (5500)	-	-	-	-	-	-	3,803	-	-	-	3,803
School Crossing Guards (5550)	193,319	-	-	-	-	-	-	-	-	-	193,319
Indirect Cost Transfers			-	-		-	-	-	-	-	-
Civic Activities and Community Services (6200)	-		2,487	-		960	-	-	-	1,204,222	1,207,669
Recreation Services (6300)	-		-	-		-	-	-	-	-	-
Health Services to Non-Public Schools (6800)	-	-	-	-		-	-	-	-	-	-
Transportation To Non-Public Schools (6900)	-	-	-	-		-	-	-	-	-	-
Purchase of Land & Buildings (7100, 7200)	-	3,277,678	-	-		-	-	-	-	-	3,277,678
Equipment (7300, 7400)	48,248	-	-	-		-	-	-	-	-	48,248
Capital Technology (7350)	-	-	-	-		-	-	-	-	-	-
Motor Vehicles (7500, 7600)	-	333,558	-	-		-	-	-	-	-	333,558
Debt Retirement/Sch Construction (8100)	-	3,958,800	-	-		-		-	-	-	3,958,800
Debt Service/Sch Construction (8200)	-	1,807,162	-	-		-		-	-	-	1,807,162
Debt Service/Educ. & Other (8400, 8600)	-	192,958	-	-	-	-	-	-	-	-	192,958
Tuition to Mass. Schools (9100)	2,835	38,213	-	-	-	-	-	-	-	-	41,048
School Choice Tuition (9110)	-	50,856									50,856
Tuition to Commonwealth Charter Schools (9120)	-	162,648									162,648
Tuition to Horace Mann Charter Schools (9120)	-	-	-	-	-	-	-	-	-	-	-
Charter Transportation Tuition (9130)	-	-									-
Tuition to Out-of-State Schools (9200)	-	-	-	-	-	-	-	-	-	-	-
Tuition to Non-Public Schools (9300)	1,837,954	-	-	-	2,682,349	-	-	-	-	-	4,520,303
Tuition to Collaboratives (9400)	1,243,006	-	-	-	-	-	-	-	-	-	1,243,006
Regional School Assessment (9500)		4,936,724									4,936,724
TOTAL EXPENDITURES, ALL FUNDS	69,045,879	32,202,480	1,940,681	529,300	2,682,349	71,079	2,945,686	255,686	1,287,409	1,758,835	112,719,384



Town of Arlington, Massachusetts

8:20 p.m. Monthly Financial Report, M. Mason

ATTACHMENTS:

Type	File Name	Description
▢ Budget Document	0_-_SC_Finance_Report_Memo_-_Period_5.pdf	SC Monthly Finance Report
▢ Budget Document	1_-_General_Fund_Monthly_Report_-_Period_5.pdf	1 General Fund
▢ Budget Document	2_-_Grants_Monthly_Report_-_Period_5.pdf	2 Grants
▢ Budget Document	3_-_Revolving_Monthly_Report_-_Period_5.pdf	3 Revolving Monthly



Arlington Public Schools

*869 Massachusetts Avenue
Arlington, Massachusetts 02476
Telephone: 781-316-3511*

*Michael Mason, Jr.
Chief Financial Officer*

To: Arlington School Committee
From: Michael Mason
Re: Monthly Financial Reporting Packet
Date: December 17, 2020

Attached you will find a copy of the monthly financial reporting packet for the period ending 11/30/2020. There are three different reports for your review. Included are separate monthly budget tracking reports for each of the three different funding source categories: general fund (town appropriation), grants funds (state and federal), and revolving accounts.

General Fund Report

The general fund expenditure report includes spending through 11/30/2020, and is summarized by object code. This report is a year to date budget report, created directly from MUNIS. Combined with columns for our projections for the remainder of the year, we arrived at the 'available budget' total that you'll find in this report.

In the projected expenditures we are including current known expenditures and encumbrances that have occurred after November 30, 2020. Also included is anticipated expense transfers that may incur between accounts due to incorrect postings. In some instances, expense transfers may incur between funds, such as moving COVID-19 expenses to the correct funding source. Also, the projected expenditures reflect additional projected expenditures from department level budgets in which the district anticipates that departments will expend their budgets prior to the end of the fiscal year.

The bottom-line unencumbered balance is currently projected at \$2,668,221. It is important to note that this does not mean that we expect there to be a surplus, but instead represents the total remaining after all known expenses at the time of this report have been encumbered. Also, note that last year the school committee voted to prepay FY21 special education tuition using FY20 funds allowable by Massachusetts General Laws which is one of the reasons the budget currently has this level of surplus. This projection does not include the following:

- Anticipated expenses related to additional staffing needs for Arlington High School reopening.
- Any additional staffing or resources that will be added or have yet to be identified.

- Facility related needs to address ventilation and other maintenance issues throughout the district.
- Unanticipated expenditures related to weather or unknown future event. Current expenditures do not reflect current expenses related to current storm.
- Due to reduced revenue from revolving funds, some revolving related activities will be balanced by the general fund appropriation.

Grant Accounts Report

The grant account report includes a year to date tracking of revenue and expenditure totals for each of our FY20 grant accounts. This report includes both federal and state grants. Currently all of these grants we included in our budget plan have been approved, and are active. Our current spending is in line with our budget plan, and we don't expect there to be any issues.

Revolving Accounts Report

The revolving account report includes year to date tracking of revenue and expenditure totals for each revolving account. Normally the district would use revolving funds to supplement some instructional and operational related expenditures. Due to the reduction in revenue this year, the district may need to cover some of the expenditures placed on revolving on to the general fund to keep some revolving accounts balanced and in good health for future fiscal year spending.

COVID-19 Reports

The included report is a report of expenditures and revenues by object expense description for FY21 as of **November 30, 2020**. This report is segmented by each fund type that is supporting the COVID-19 related expense activities. The fund types are as follows:

Municipal CARES Funds

On May 14th, 2020, the Baker-Polito administration announced the availability of \$502 million for the Coronavirus Relief Fund - part of the CARES Act - to local cities and towns for eligible costs related to the COVID-19 response effort. The town of Arlington is eligible to receive a total amount of \$4,022,564. Allocations and how the funds to be used can be found [here](#).

This initial amount made available was approximately 25% of the state allocation from the Coronavirus Relief Fund.

Elementary and Secondary Education Emergency Relief (ESSER) Funds

Elementary and Secondary Education Emergency Relief (ESSER) Fund provides resources to school districts to address the impact the Novel Coronavirus Disease (COVID-19) has had and continues to have, on elementary and secondary schools. Districts must provide equitable services to students and teachers in private schools as required under the CARES Act.

Awards were based on each district's share of funds received under Title I, Part A of ESEA in FY2020. Arlington Public Schools has been granted \$154,245. If additional funds are made available, then additional funds will be allocated to districts. As of August 7th, the district received the initial 10% allocation of the awarded funds.

CvRF School Reopening Grant Program

The Coronavirus Relief Fund (CvRF) School Reopening Grants is to provide eligible school districts and charter schools with funding to support costs to reopen schools. This funding, \$225 per student based on FY21 foundation enrollment, is intended to supplement other resources that the Governor is providing to cities and towns for COVID-19 response efforts as well as funds made available by DESE through the Elementary and Secondary School Emergency Relief Fund (ESSER) grants.

Arlington Public Schools allocation is based on a foundation enrollment of 6,081, granting the district an allocation of CvRF funds in the amount of \$1,368,225. These funds can be used for expenses related to COVID-19 from March 1, 2020 to December 30, 2020. The district will be applying to use these funds and has until August 30th to submit to use these funds. These funds are not reflected in this report because the district has not submitted and set up the accounts to manage these funds.

General Fund (Town Appropriation)

The general fund is funds that the school committee appropriates as part of their budget that includes state aid and a local contribution. Many expenses related to COVID-19 have been parked here until additional funding is available to support the expenses such as CvRF, CARES Act, ESSER and FEMA reimbursement funds. When the district does receive the other funds, the related expenses will be moved to the appropriate fund and will be reflected in this report.

Total COVID-19 Expenditures

As of November 30, 2020, the district projects that the total cost for COVID-19 is \$2,959,338.69. Please refer to the following table:

Fund Description	FY20	FY21	Total
General Fund	89,802.07	1,129,707.61	1,219,509.68
Municipal CARES Funds	574,841.87	0	574,841.87
ESSER	N/A	0	0.00
CvRF	N/A	1,164,987.14	1,164,987.14
Total COVID-19 Expenditures	664,643.94	2,294,694.75	2,959,338.69

Below is also a breakdown of actual expenditures in FY21 that were related to COVID-19.

Object Description	General Fund	CvRF	Total
81111 - Administration Sal & Wages	11,164.72		11,164.72
81112 - TEACHER SALARY & WAGES	32,325.55	256,097.76	288,423.31
81113 - CUSTODIAL SALARIES	30,368.48		30,368.48
81115 - CLERICAL SALARIES			
81116 - FULL TIME TEACHER AIDES SAL	4,200.00		4,200.00
81117 - OTHER FULL TIME SALARIES	22,621.59	17,985.90	40,607.49
81201 - TEMP SALARIES PROFESSIONAL		256,151.11	256,151.11
81202 - TEMPORARY SALARY WAGES OTHER			
81203 - SUBSTITUTE TEACHERS DAY TO DAY			
81204 - EXTENDED TERM SUB TEACHER		132,435.88	132,435.88
81301 - OVERTIME PEAKLOAD REQUIREMENT			
81505 - OTHER PAYMENTS			
81731 - MTRB PENSION		24,100.52	24,100.52
82904 - CUSTODIAL SUPPLIES CLEANING	81,910.26	249,324.40	331,234.66
83101 - PROFESSIONAL TECH SERVICES	57,890.00	1,450.00	59,340.00
84399 - MISC MAINTENANCE SUPPLIES	138,553.71		138,553.71
85103 - INSTRUCTIONAL MATERIALS	429.15		429.15
85201 - MEDICAL SURGICAL SUPPLIES	49,660.55		49,660.55
85802 - COMPUTER SUPPLIES		161,937.81	161,937.81
85804 - COMPUTER SOFTWARE	3,450.00		3,450.00
88201 - TENT RENTAL		65,503.76	65,503.76
88501 - CAPITAL EQUIPMENT/FURNITURE	5,249.00		5,249.00
88550 - COMPUTER EQUIPMENT HARDWARE	691,884.60		691,884.60
Grand Total	1,129,707.61	1,164,987.14	2,294,694.75

Please feel free to contact the business office with any questions you may have.

ARLINGTON PUBLIC SCHOOLS
GENERAL FUND EXPENDITURE REPORT
THRU NOVEMBER 30, 2020

OBJECT DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	PROJECTED EXPENSES & CREDITS	AVAILABLE BUDGET
81111 - ADMINISTRATION SALARY & WAGES	5,494,429	175,000	5,669,429	1,800,753	3,820,524	151,107	(102,954)
81112 - TEACHER SALARY & WAGES	42,833,866	615,000	43,448,866	10,181,274	31,988,417	(111,878)	1,391,053
81113 - CUSTODIAL SALARIES	1,632,138	104,350	1,736,488	691,360	907,142	157,571	(19,585)
81114 - FOOD SERVICE SALARY WAGES	0	0	0	22,035	0	0	(22,035)
81115 - CLERICAL SALARIES	2,132,208	0	2,132,208	838,893	1,334,182	13,739	(54,607)
81116 - FULL TIME TEACHER AIDES SAL	4,738,636	0	4,738,636	1,098,671	2,907,637	159,999	572,329
81117 - OTHER FULL TIME SALARIES	3,238,000	10,700	3,248,700	1,141,834	2,146,631	66,608	(106,374)
81118 - PART TIME SALARY WAGES	191,695	0	191,695	48,594	133,215	7,089	2,797
81119 - SPED SUMMER SCHOOL(HARDY)	0	0	0	206,048	0	0	(206,048)
81201 - TEMP SALARIES PROFESSIONAL	248,939	1,786	250,725	28,578	0	96,340	125,808
81202 - TEMPORARY SALARY WAGES OTHER	113,431	0	113,431	26,111	0	5,772	81,548
81203 - SUBSTITUTE TEACHERS DAY TO DAY	266,661	0	266,661	16,105	0	158,306	92,250
81204 - EXTENDED TERM SUB TEACHER	477,471	0	477,471	100,839	235,364	(14,358)	155,625
81205 - STUDENT ACTIVITY SUPPORT STIP	122,373	0	122,373	4,159	11,364	82,845	24,004
81206 - TEMPORARY CLERICAL HELP	29,982	0	29,982	325	0	0	29,657
81210 - ACADEMIC TEACHER LEADERSHIP	77,947	0	77,947	17,784	52,028	14,825	(6,689)
81215 - ADMINISTRATIVE STIPEND	71,559	5,125	76,684	5,578	0	42,994	28,111
81301 - OVERTIME PEAKLOAD REQUIREMENT	45,971	1,000	46,971	19,870	0	0	27,101
81302 - CUST/SNOW/ICE REMOVAL	14,991	0	14,991	681	0	3,006	11,304
81304 - MAINTENANCE SALARIES	690,839	0	690,839	187,212	258,193	138,529	106,904
81305 - MAINT/WK OUT OF CLASSIFICATION	7,163	0	7,163	399	0	1,436	5,328
81308 - OUT OF CLASSIFICATION SALARY	600	0	600	5,530	0	120	(5,050)
81310 - CALL BACK	8,994	0	8,994	8,076	0	1,804	(885)
81313 - AUTO ALLOWANCE	13,992	0	13,992	185	0	2,705	11,102
81314 - CUSTODIAL CLOTHING ALLOW	0	0	0	14,175	0	0	(14,175)
81316 - CUSTODIAL ABSENCE/VACATION	50,469	0	50,469	4,367	0	4,872	41,230
81318 - TEACHER ROOM MOVING	8,795	0	8,795	14,085	0	5,780	(11,069)
81320 - SKILLS STIPEND	2,499	0	2,499	1,346	0	777	376
81322 - OTHER STIPENDS	27,734	0	27,734	49,601	0	10,226	(32,093)
81323 - CUSTODIAL ATHLETIC EVENTS	15,518	0	15,518	2,209	0	1,498	11,811
81413 - LONGEVITY/TEACHERS	408,721	0	408,721	0	0	2,118	406,603
81414 - LONGEVITY ADMIN	14,189	0	14,189	0	0	0	14,189
81415 - LONGEVITY CLERICAL	24,636	0	24,636	0	0	268	24,368
81416 - LONGEVITY CUST	16,490	0	16,490	51	0	12,930	3,509
81505 - OTHER PAYMENTS	0	0	0	0	240	(240)	0
81730 - PENSIONS	2,399	343	2,742	1,372	3,089	0	(1,719)
81760 - CLOTHING ALLOWANCE	22,811	0	22,811	13,890	0	277	8,644
82103 - POWER ELECTRICITY	862,823	2,141	864,964	264,010	553,131	173,445	(125,622)
82104 - NATURAL GAS	578,000	22,060	600,060	86,065	375,976	120,326	17,693
82403 - PLUMBING SERVICES	53,658	0	53,658	3	10,396	10,760	32,498

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OBJECT DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	PROJECTED EXPENSES & CREDITS	AVAILABLE BUDGET
82404 - ROOF REPAIRS	9,288	3,200	12,488	3,200	0	2,504	6,784
82405 - FLOORING SUPPLIES/SERVICES	20,640	16,905	37,545	17,945	200	7,529	11,872
82407 - MASONRY SUPPLY SERVICES	4,691	0	4,691	0	0	941	3,750
82408 - ELECTRICAL SERVICES	25,895	106,165	132,060	124,574	39,068	26,481	(58,064)
82409 - GROUNDS SUPPLIES	52,604	19,377	71,981	21,502	74	14,434	35,971
82410 - PAINTING SERVICES	2,158	14,510	16,668	12,844	4,666	3,342	(4,184)
82411 - WINDOW GLASS SERVICE SUPPLIES	2,533	0	2,533	384	616	508	1,025
82412 - HVAC CONTRACTED SERVICES	44,097	11,600	55,697	35,445	32,703	11,169	(23,620)
82414 - BOILER CONTRACTED SERVICES	38,561	0	38,561	21,939	3,808	7,732	5,082
82415 - SNOW REMOVAL CONTRACTED	64,647	0	64,647	0	9,000	12,963	42,684
82420 - ELEVATOR MAINTENANCE REPAIRS	61,923	2,974	64,897	24,895	22,425	13,013	4,564
82703 - EQUIPMENT RENTAL	77,396	0	77,396	0	10,059	0	67,337
82904 - CUSTODIAL SUPPLIES CLEANING	423,147	200,416	623,563	122,842	300,293	41,095	159,333
82905 - EXTERMINATION SERVICES	7,037	0	7,037	1,045	2,505	679	2,808
82999 - MISC MAINTENANCE SERVICES	10,932	0	10,932	0	0	10,182	750
83101 - PROFESSIONAL TECH SERVICES	883,026	66,327	949,353	255,194	617,524	168,772	(92,137)
83102 - LEGAL SERVICES	176,779	24,694	201,473	102,218	156,226	78,926	(135,897)
83201 - TUITION OTHER SCHOOLS	5,769,764	(1,354,687)	4,415,077	1,154,373	4,683,358	(2,208,685)	786,032
83251 - PRE-PAID TUITION	0	48,728	48,728	48,728	0	0	0
83301 - CONTRACTED TRANSPORTATION	997,183	0	997,183	28,860	610,476	352,904	4,943
83302 - FIELD TRIPS	18,197	0	18,197	750	3,320	5,703	8,424
83303 - OTTO BUSING REIMBURSE	2,821	0	2,821	1,592	0	2,821	(1,592)
83402 - TELEPHONE/PAGERS	27,693	4,038	31,731	8,149	13,969	2,904	6,709
83403 - ADVERTISING	1,957	0	1,957	168	333	101	1,356
83404 - REPRODUCTION/PRINTING	9,991	0	9,991	1,061	12,604	979	(4,653)
83405 - POSTAGE	712	0	712	0	0	7	705
83802 - ENVIRONMENTAL SERVICES	1,595	0	1,595	0	1,501	320	(225)
83803 - SECURITY SERVICES	16,231	31,240	47,471	55,082	26,409	9,519	(43,539)
83804 - ATHLETIC SERVICES	165,705	3,500	169,205	19,610	38,816	120,131	(9,352)
83807 - INSURANCE	49,884	0	49,884	42,760	0	1,205	5,919
83808 - SAFETY EQUIP AND TESTING	690	0	690	0	0	153	537
84201 - OFFICE SUPPLIES	65,789	4,679	70,468	13,370	20,666	30,663	5,769
84303 - PLUMBING SUPPLIES	49,257	25,918	75,175	45,471	18,039	15,074	(3,409)
84306 - CARPENTRY SUPPLIES DOORS	65,863	30,584	96,447	28,179	22,600	18,674	26,994
84308 - ELECTRICAL SUPPLIES	18,107	919	19,026	15,621	9,207	3,815	(9,617)
84312 - HVAC SUPPLIES	25,051	9,531	34,582	73,234	56,639	6,934	(102,226)
84321 - EQUIPMENT MAINTENANCE	32,545	0	32,545	15,671	7,583	7,600	1,691
84399 - MISC MAINTENANCE SUPPLIES	27,160	100,180	127,340	79,289	59,669	3,195	(14,812)
84802 - MOTOR VEHICLE REPAIR	102,145	997	103,142	15,290	28,291	42,817	16,744
84803 - GAS & OIL	58,771	736	59,507	4,218	17,061	18,565	19,663

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OBJECT DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	PROJECTED EXPENSES & CREDITS	AVAILABLE BUDGET
84902 - FOOD SUPPLIES	45,836	0	45,836	687	6,513	10,095	28,541
85100 - EDUCATIONAL SUPPLIES	4,041	0	4,041	33	2,026	1,697	285
85101 - REPRO PAPER TONER SUPPLIES	99,380	210	99,590	8,851	8,627	52,504	29,609
85102 - TESTING MATERIALS	25,253	29,362	54,615	29,362	1,107	22,404	1,742
85103 - INSTRUCTIONAL MATERIALS	501,359	217,983	719,342	523,491	199,763	288,026	(291,939)
85104 - ATHLETIC SUPPLIES	74,185	4,551	78,736	13,587	6,432	50,099	8,618
85106 - TEXTBOOKS BOOKS PERIODICALS	122,116	34,154	156,270	100,838	22,556	31,935	940
85110 - INSTRUCTION EQUIPMENT	11,722	0	11,722	12,769	12,567	1,501	(15,115)
85201 - MEDICAL SURGICAL SUPPLIES	30,849	78,854	109,703	15,291	60,088	0	34,324
85802 - COMPUTER SUPPLIES	54,685	11,065	65,750	64,935	6,113	5,555	(10,853)
85803 - GRADUATION SERVICE CEREMONIES	11,869	0	11,869	1,320	3,334	3,862	3,353
85804 - COMPUTER SOFTWARE	259,031	43,864	302,895	257,538	3,450	15,410	26,497
85806 - MISC SUPPLIES	2,221	0	2,221	216	1,951	528	(474)
87101 - BUSINESS TRAVEL	6,248	0	6,248	14	2,636	1,218	2,380
87105 - WORKSHOPS STIPENDS/GREEN SLIP	8,823	0	8,823	4,244	0	7,422	(2,843)
87106 - Graduate Course Reimbursement	13,129	18,339	31,468	19,664	34,983	595	(23,774)
87202 - TRAINING EDUC CONF & ATTENDANC	248,630	22,354	270,984	115,755	77,931	79,927	(2,629)
87301 - PROFESSIONAL AFFILIATIONS	60,808	0	60,808	33,405	3,380	8,232	15,792
87601 - COURT JUDGEMENTS SETTLEMENT	497	0	497	0	0	261	236
88501 - CAPITAL EQUIPMENT/FURNITURE	4,024	82,558	86,582	6,207	0	1,788	78,587
88502 - COMPUTER NETWORK TELECOM	2,731	0	2,731	0	0	344	2,387
88550 - COMPUTER EQUIPMENT HARDWARE	30,002	222,950	252,952	664,949	118,688	(72,191)	(458,493)
GRAND TOTAL	75,570,531	1,076,279	76,646,810	21,170,727	52,139,385	668,477	2,668,221

ARLINGTON PUBLIC SCHOOLS
GRANT FINANCIAL REPORT
THRU NOVEMBER 30, 2020

GRANT NAME	OBJECT DESCRIPTION	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	PROJECTED TO COMPLETION	AVAILABLE BUDGET
Consolidated Health Services Affiliated Grant	7330 - STATE REVENUE	5,000	-		5,000	-
	81117 - OTHER FULL TIME SALARIES	2,000			2,000	-
	87202 - TRAINING EDUC CONF & ATTENDANC	3,000			3,000	-
CHSA Total Revenue		5,000	-	-	5,000	-
CHSA Total Expense		5,000	-	-	5,000	-
Metco Grant	7330 - STATE REVENUE	(511,949)	(51,194)	-	(460,755)	-
	81111 - Administration Sal & Wages	107,898	24,900	82,998	0	-
	81112 - TEACHER SALARY & WAGES	89,867	20,560	68,532	775	-
	81116 - FULL TIME TEACHER AIDES SAL	56,464	13,254	35,253	7,957	-
	81201 - TEMP SALARIES PROFESSIONAL	15,600	23	-	15,578	-
	83101 - PROFESSIONAL TECH SERVICES	28,000	-	-	28,000	-
	83301 - CONTRACTED TRANSPORTATION	204,800	-	146,880	57,920	-
	84201 - OFFICE SUPPLIES	1,170	-	-	1,170	-
	87202 - TRAINING EDUC CONF & ATTENDANC	5,300	-	-	5,300	-
	87301 - PROFESSIONAL AFFILIATIONS	1,350	-	350	1,000	-
	88550 - COMPUTER EQUIPMENT HARDWARE	1,500	562	938	-	-
Metco Grant Total Revenue		(511,949)	(51,194)	-	(460,755)	-
Metco Grant Total Expense		511,949	59,297	334,952	117,700	-
Special Ed Early Ed	7310 - FEDERAL REVENUE THRU STATE	(42,684)	(4,865)	-	(37,819)	-
	81112 - TEACHER SALARY & WAGES	31,622	7,297	-	24,325	-
	81201 - TEMP SALARIES PROFESSIONAL	900	-	-	900	-
	81731 - MTRB PENSION	2,846	-	-	2,846	-
	83101 - PROFESSIONAL TECH SERVICES	4,350	-	-	4,350	-
	85100 - EDUCATIONAL SUPPLIES	2,966	-	1,480	1,486	-
Special Ed Early Ed Total Revenue		(42,684)	(4,865)	-	(37,819)	-
Special Ed Early Ed Total Expense		42,684	7,297	1,480	33,907	-
Sped 94-142 Allocation	7310 - FEDERAL REVENUE THRU STATE	(1,573,111)	(212,353)	-	(1,360,758)	-
	81111 - Administration Sal & Wages	30,469	7,031	23,438	(0)	-
	81112 - TEACHER SALARY & WAGES	1,359,796	311,428	928,621	119,747	-
	81201 - TEMP SALARIES PROFESSIONAL	9,920	-	-	9,920	-
	81731 - MTRB PENSION	125,124	-	-	125,124	-
	83101 - PROFESSIONAL TECH SERVICES	47,802	-	-	47,802	-
Sped 94-142 Allocation Total Revenue		(1,573,111)	(212,353)	-	(1,360,758)	-
Sped 94-142 Allocation Total Expense		1,573,111	318,459	952,059	302,593	-
Title I Distribution	7310 - FEDERAL REVENUE THRU STATE	(159,390)	(15,939)	-	(143,451)	-
	81112 - TEACHER SALARY & WAGES	10,822	2,497	8,324	0	-
	81116 - FULL TIME TEACHER AIDES SAL	107,829	16,207	57,715	33,907	-
	81201 - TEMP SALARIES PROFESSIONAL	39,500	-	-	39,500	-
	81731 - MTRB PENSION	974	-	-	974	-
	85106 - TEXTBOOKS BOOKS PERIODICALS	265	-	-	265	-
Title I Distribution Total Revenue		(159,390)	(15,939)	-	(143,451)	-
Title I Distribution Total Expense		159,390	18,704	66,040	74,647	-

ARLINGTON PUBLIC SCHOOLS
GRANT FINANCIAL REPORT
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Title II A Improving Teacher Quality	7310 - FEDERAL REVENUE THRU STATE	(71,261)	(7,126)	-	(64,135)	-
	81201 - TEMP SALARIES PROFESSIONAL	38,025	-	-	38,025	-
	83101 - PROFESSIONAL TECH SERVICES	9,573	-	-	9,573	-
	87105 - WORKSHOPS STIPENDS/GREEN SLIP	1,000	-	-	1,000	-
	87203 - TITLE II Covenant Sch Training	672	-	-	672	-
	87207 - Title II St Agnes Training	1,847	-	-	1,847	-
	87208 - TITLE IIA-ARL CATHOLIC	5,468	-	60	5,408	-
	87301 - PROFESSIONAL AFFILIATIONS	14,676	-	-	14,676	-
Title IIA Improving Teacher Quality Total Revenue		(71,261)	(7,126)	-	(64,135)	-
Title IIA Improving Teacher Quality Total Expense		71,261	-	60	71,201	-
Title III ELL	7310 - FEDERAL REVENUE THRU STATE	(48,743)	(4,874)	-	(43,869)	-
	81201 - TEMP SALARIES PROFESSIONAL	29,184	-	-	29,184	-
	83101 - PROFESSIONAL TECH SERVICES	15,400	-	-	15,400	-
	85103 - INSTRUCTIONAL MATERIALS	1,668	-	-	1,668	-
	87105 - WORKSHOPS STIPENDS/GREEN SLIP	2,491	-	-	2,491	-
Title III ELL Total Revenue		(48,743)	(4,874)	-	(43,869)	-
Title III ELL Total Expense		48,743	-	-	48,743	-

Grand Total Grant Revenues		(2,402,138)	(296,351)	-	(2,105,787)	-
Grand Total Grant Expenses		2,412,138	403,758	1,354,590	653,790	-

ARLINGTON PUBLIC SCHOOLS
REVOLVING FUND REPORT
THRU NOVEMBER 30, 2020

REVOLVING DESCRIPTION	OBJECT DESCRIPTION	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	PROJECTED TO COMPLETION	AVAILABLE BUDGET
Athletic Fees	7289 - Miscellaneous Revenue	(260,000)	(60,049)	-	(199,951)	-
	81202 - Temporary Salary Wages Other	260,000	74,475	-	185,525	-
	85104 - Athletic Supplies	-	4,710	-	(4,710)	-
Athletic Fees Total Revenue		(260,000)	(60,049)	-	(199,951)	-
Athletic Fees Total Expense		260,000	79,185	-	180,815	-
Athletics Ticket Sales	7289 - Miscellaneous Revenue	(40,000)	-	-	(40,000)	-
	81202 - Temporary Salary Wages Other	40,000	1,143	-	38,857	-
	8300 - Contracted Services	-	-	-	-	-
	8350 - Curriculum Supplies	-	-	-	-	-
Athletic Ticket Sales Total Revenue		(40,000)	-	-	(40,000)	-
Athletic Ticket Sales Total Expense		40,000	1,143	-	38,857	-
Bishop Bus Fees	7289 - Miscellaneous Revenue	(20,000)	7,200	-	(27,200)	-
	8300 - Contracted Services	20,000	-	-	20,000	-
Bishop Bus Total Revenue		(20,000)	7,200	-	(27,200)	-
Bishop Bus Total Expense		20,000	-	-	20,000	-
Building Rental Fees	7289 - Miscellaneous Revenue	(350,000)	(1,068)	-	(348,932)	-
	8092 - Custodial/Overtime	150,000	7,143	-	142,857	-
	82103 - Power Electricity	200,000	-	-	200,000	-
	8300 - Contracted Services	-	5,094	33,156	(38,251)	-
	8350 - Curriculum Supplies	-	-	-	-	-
	8659 - Instructional Equipment	-	-	100	(100)	-
Building Rental Total Revenue		(350,000)	(1,068)	-	(348,932)	-
Building Rental Total Expense		350,000	12,237	33,256	304,506	-
Circuit Breaker	7310 - Federal Revenue Thru State	(2,317,327)	(476,351)	-	(1,840,976)	-
	83201 - Tuition Other Schools	2,317,327	900	128	2,316,299	-
Circuit Breaker Total Revenue		(2,317,327)	(476,351)	-	(1,840,976)	-
Circuit Breaker Total Expense		2,317,327	900	128	2,316,299	-
Foreign Exchange	7289 - Miscellaneous Revenue	(325,000)	24,598	-	(349,598)	-
	85103 - Instructional Materials	285,000	79,713	-	205,287	-
	87202 - Training Educ Conf & Attendanc	40,000	154,840	-	(114,840)	-
Foreign Visa Total Revenue		(325,000)	24,598	-	(349,598)	-
Foreign Visa Total Expense		325,000	234,553	-	90,447	-
Instrumental Music Fees	7289 - Miscellaneous Revenue	(148,265)	(46,996)	-	(101,269)	-
	81112 - Teacher Salary & Wages	148,265	51,750	-	96,515	-
	8300 - Contracted Services	-	18,510	116,850	(135,360)	-
Instrumental Music Total Revenue		(148,265)	(46,996)	-	(101,269)	-
Instrumental Music Total Expense		148,265	70,260	116,850	(38,845)	-

ARLINGTON PUBLIC SCHOOLS
REVOLVING FUND REPORT
THRU NOVEMBER 30, 2020

REVOLVING DESCRIPTION	OBJECT DESCRIPTION	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	PROJECTED TO COMPLETION	AVAILABLE BUDGET
Menotomy Preschool	7289 - Miscellaneous Revenue	(142,000)	(47,668)	-	(94,332)	-
	81112 - Teacher Salary & Wages	142,000	36,146	53,910	51,944	-
	81116 - Full Time Teacher Aides Sal	-	2,247	-	(2,247)	-
Menotomy Preschool Total Revenue		(142,000)	(47,668)	-	(94,332)	-
Menotomy Preschool Total Expense		142,000	38,392	53,910	49,698	-
Peirce Field Rental	7289 - Miscellaneous Revenue	(22,000)			(22,000)	-
	8350 - Curriculum Supplies	-			-	-
	83804 - Athletic Services	22,000			22,000	-
Peirce Field Rental Total Revenue		(22,000)	-	-	(22,000)	-
Peirce Field Rental Total Expense		22,000	-	-	22,000	-
Traffic Supervisory Rebilling	7289 - Miscellaneous Revenue	(17,928)	-	-	(17,928)	-
	8350 - Curriculum Supplies	17,928	-	-	17,928	-
Traffic Supervisor Rebilling Total Revenue		(17,928)	-	-	(17,928)	-
Traffic Supervisor Rebilling Total Expense		17,928	-	-	17,928	-
Tuition In Revolving	7289 - Miscellaneous Revenue	(90,000)	(10,543)	-	(79,457)	-
	83201 - Tuition Other Schools	90,000	-	-	90,000	-
Tuition In Total Revenue		(90,000)	(10,543)	-	(79,457)	-
Tuition In Total Expense		90,000	-	-	90,000	-
AEA President Salary Offset	7289 - Miscellaneous Revenue	(15,671)	-	-	(15,671)	-
	81112 - Teacher Salary & Wages	15,671	-	-	15,671	-
AEA President Offset Total Revenue		(15,671)	-	-	(15,671)	-
AEA President Offset Total Expense		15,671	-	-	15,671	-
Total Revolving Revenue		(3,748,191)	(610,877)	-	(3,137,314)	-
Total Revolving Expense		3,748,191	436,671	204,144	3,107,376	-



Town of Arlington, Massachusetts

8:30 p.m. School Budget Analyst Job Description for Approval, M. Mason

ATTACHMENTS:

	Type	File Name	Description
▢	Document for Approval	School_Budget_Analyst_Job_Description_.pdf	School Budget Analyst

**ARLINGTON PUBLIC SCHOOLS
ARLINGTON, MA 02476**

JOB DESCRIPTION

POSITION: *SCHOOL BUDGET ANALYST*

JOB GOALS:

To provide administrative, financial, and operation support to the Chief Financial Officer and departments that interface with the school business office.

QUALIFICATIONS:

Education and Experience:

Bachelor's degree in accounting or related field preferred and 1 to 3 years of municipal finance experience, or an equivalent combination of education and experience. Additional 3 years of accounting experience can be substituted in absence of education requirement.

Necessary Knowledge, Skills, and Abilities:

1. Strong written and verbal communication skills. Individuals will be asked to proof-read and edit documents, compose written communications, procedures, and other materials for publication.
2. Excellent human relations skills required. Ability to work collegially and cooperatively with all constituencies within the school community is essential. Willingness and ability to help other co-workers as needed. Ability to effectively meet and deal with the public; ability to handle stressful situations.
3. Strong knowledge of computers and electronic data processing with proficiency in Microsoft Office Products. Advanced proficiency in MS Excel desired, including use of Pivot tables and the creation of charts and graphs
4. Experience utilizing financial accounting and payroll systems. 3 years of experience with MUNIS is preferred.
5. General knowledge of operations and procedures of local government; ability to research legal and procedural issues related to school administration and town government
6. Ability to handle large volumes of work and a variety of jobs associated with the running of a busy office in an efficient and accurate manner.
7. Experience with or knowledge of public procurement regulations and processes a plus.
8. This position requires the applicant to maintain the highest level of commitment in confidentiality.

ROLES AND RESPONSIBILITIES:

1. Assist Chief Financial Officer (CFO) with Position Control Management
 - a. Works with the CFO in maintaining and analyzing an employee database for ongoing analysis, including current fiscal year impacts and projections for future year budgeting.
 - b. Provides periodic review of position control and MUNIS payroll system to ensure salaries are being accurately posted to correct accounts.
2. Budget Development and Management
 - a. Assist CFO with the assembly of the annual financial budget and multi-year plan; provides assistance with the preparation of the Superintendent's annual operating budget and capital budget.
 - b. Assist with budget entry into MUNIS each year and works with the School Accountant on aligning the budget to ensure financial operation for departments.
 - c. Prepare open purchase order reports and work with accounts payable and departments to reduce outstanding encumbrances.
 - d. Prepare department budget reports and meet with department heads and CFO periodically to review the budget.
 - e. Meet regularly with CFO and Lead Accountant to reconcile financials to ensure data is an accurate reflection of district finances.
3. Provide purchasing, accounts payable and accounts receivable functions as needed during peak work times.
 - a. At times assist accounts payable and accounts receivable to ensure timely payment of bills, posting of revenue and other general accounting transactions.
 - b. During seasons of high volume or in absence of procurement account specialist, will convert school requisitions to purchase orders.
 - c. Work with School Accountant to complete journal entries when necessary
 - d. Work with Departments and other business office personnel to ensure all expenses and receivables are coded properly and are recorded to correct budget line items.
4. Capital Projects and AHS Project
 - a. Processes and monitors accounts payable transactions for select capital projects; receives and verifies invoices against purchase orders; verifies that transactions comply with financial policies, procedures, and procurement laws; prepares batches of invoices for data entry for select projects.
 - b. Assist Chief Financial Officer with reconciliation of progress payments and expenses for select capital projects; and manage tracking sheet.
5. Act as a department liaison with other town departments, administration and school-based personnel. At times, attend meetings when deemed necessary or in place of Chief Financial Officer.
6. Other projects, duties, and responsibilities may be assigned by the Chief Financial Officer when necessary.

SUPERVISED AND EVALUATED BY: Chief Financial Officer

TERMS OF EMPLOYMENT:

Full time, full year. Benefits in accordance with other non-union employees of the Arlington Public Schools.

SALARY: \$65,000-\$70,000 per year.

Arlington values diversity. We strongly encourage candidates of varied backgrounds, including people of color, persons with disabilities and others to apply.



Town of Arlington, Massachusetts

8:40 p.m. Superintendent's Report

Summary:

- AHS Building Project



Town of Arlington, Massachusetts

8:50 p.m. Consent Agenda

Summary:

Vote approval of Warrant: None

Vote approval of Minutes: School Committee meetings, November 19, November 20, and November 24, 2020

Vote approval of Job Description: Director of Mathematics and Computer Science Education K-12

ATTACHMENTS:

Type	File Name	Description
Minutes	11_19_2020_School_Committee_Special_Meeting__Interview_of_Dr._Victoria_Greer.docx	11/19/2020 SCM Regular meeting
Minutes	11_20_2020_School_Committee_Special_Meeting__Interview_of_Dr._Elizabeth_Homan.docx	11/20/2020 SCM Special Meeting
Minutes	11_24_2020_School_Committee_Special_Meeting_minutes_kf_use.docx	11/24/2020 SCM Special meeting
Document for Approval	Updated_Job_Description_-_Math_Director_(1).pdf	Updated job description Director of Mathematics and Computer Science K- 12

Arlington School Committee
School Committee Regular Meeting
Friday, November 19 2020
6:30 PM

Superintendent Finalist Public Interview of Dr. Victori Greer

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.

Ms. Morgan confirmed the attendance of the School Committee members:

Liz Exton Present, Len Kardon Present, Kirsi Allison-Ampe Present, Jeff Thielman Present, Paul Schlichtman Present, Bill Hayner Present, and Jane Morgan Present

Superintendent Interview: Dr. Victoria Greer

Ms. Morgan informed the community due to the retirement of Dr. Kathleen Bodie on June 30, 2021, the Superintendent Search Screening Committee was established with 15 members and have selected two final candiates for the Superintendent position. This week each candidate met with many stakeholders such as students, teachers, curriculum leaders, central office staff, town manager, superintendent, and community members and parents. After each zoom meeting, each participant was able to complete a survey and submit their comments to the school committee chair.

Dr. Victoria Greer brings a background in special education, curriculum and instruction to her roles in a progressively more responsible path to the superintendency. She arrived in Massachusetts after a lengthy career as a teacher, coordinator and director of instruction for the Metropolitan Nashville Public Schools, following which she was recruited to serve as Assistant Superintendent in Cambridge. There she was recognized for her achievements in strengthening parent and family engagement, improving the integration of students in special education, expanding minority student opportunities in advanced placement coursework, and expanded summer learning. Strongly encouraged to pursue the superintendency by Cambridge Superintendent Jeff Young, she was hired as the leader of the Sharon Public Schools in 2017 where she remained until this year. In Sharon, she worked successfully with the town manager, finance committee, and parents. Her work earned the strong support of Karla Baehr, former Deputy Commissioner of the MA Department of Elementary and Secondary Education Department, and the two school committee chairs with whom she collaborated in Sharon during most of her work. Dr. Greer earned her undergraduate and graduate credentials at Tennessee State University and a doctorate from Capella University. She currently resides in Cambridge.

The committee members engaged in interviewing questions pertaining to collective bargaining, special education, reopening plans due to COVID-19, and building projects for the next two and half hours.

Adjournment

On a motion by Mr. Hayner, seconded by Mr. Thielman it was voted to adjourn at 8:55 p.m.

Roll Call: Liz Exton Yes, Len Kardon Yes, Kirsi Allison-Ampe Yes, Jeff Thielman Yes, Paul Schlichtman Yes, Bill Hayner Yes, and Jane Morgan Yes (7-0)

Respectfully submitted by
Karen Fitzgerald
Administrative Assistant
Arlington School Committee

Arlington School Committee
School Committee Special Meeting
Friday, November 20, 2020
6:30 PM

Superintendent Finalist Public Interview of Dr. Elizabeth Homan

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 and read the governors orders.

Ms. Morgan confirmed the attendance of the School Committee members:

Liz Exton Present, Len Kardon Present, Kirsi Allison-Ampe Present, Jeff Thielman Present, Paul Schlichtman Present, Bill Hayner Present, and Jane Morgan Present

Superintendent Interview: Dr. Elizabeth Homan

Ms. Morgan informed the community due to the retirement of Dr. Kathleen Bodie on June 30, 2021, the Superintendent Search Screening Committee was established with 15 members and have selected two final candiates for the Superintendent position. This week each candidate met with many stakeholders such as students, teachers, curriculum leaders, central office staff, town manager, superintendent, and community members and parents. After each zoom meeting, each participant was able to complete a survey and submit their comments to the school committee chair.

Dr. Elizabeth Homan is now in her third year as Assistant Superintendent of the Waltham Public Schools having been the Administrator for EdTech Integration for three years prior to 2018. An Illinois native, she began her career as a middle and high school English Language Arts teacher and High School Speech Team Coach in Indiana before moving to the University of Michigan for a Ph.D. in English and Education. Her first post in Massachusetts was as a digital learning specialist in the Boston Public Schools. She was recruited to Waltham by former superintendent Drew Echelson and now oversees curriculum and instruction for the school district. She has focused on designing and leading professional learning, data informed leadership, anti-racist strategies, and collaboration with parents and teachers. She designed the equity, racial and cultural bias, and culturally responsive curriculum for the district. Among her primary achievements was the work to align curriculum and establish professional development to narrow the achievement gap through collaboration and improve outcomes for all students. She was actively involved in leading the district efforts to address COVID and to incorporate student wellness and academic progress during this challenging time. She currently resides in Newton.

The committee members engaged in interviewing questions pertaining to collective bargaining, special education, program of studies, reopening plans due to COVID-19, building projects, city governance for next two and half hours.

Adjournment

On a **motion** by Mr. Hayner, seconded by Mr. Thielman it was voted to adjourn at 8:55 p.m.
Roll Call: Liz Exton Yes, Len Kardon Yes, Kirsi Allison-Ampe Yes, Jeff Thielman Yes,
Paul Schlichtman Yes, Bill Hayner Yes, and Jane Morgan Yes (7-0)

Respectfully submitted by
Karen Fitzgerald
Administrative Assistant
Arlington School Committee

**Arlington School Committee
School Committee Special Meeting
Tuesday, November 24, 2020
6:30 PM**

Conducted by Remote Participation

By Remote Participation per Governor Baker's Emergency Order of March 12, 2020

Ms. Morgan, Chair, called the meeting to order at 6:30 p.m.

Ms. Morgan confirmed member attendance: Liz Exton Present, Paul Schlichtman, Secretary Present, Len Kardon Present, Bill Hayner, Vice Chair Present, Kirsi Allison-Ampe Present, Jeff Thielman Present, and Jane Morgan, Chair Present

Ms. Morgan confirmed staff members in attendance: Kathleen Bodie, Superintendent, Roderick MacNeal, Assistant Superintendent, Robert Spiegel, Human Resources Director, Michael Mason, CFO, Alison Elmer, Director of Special Education, Julianna Keyes, AEA President, Matthew Janger, AHS Principal, Karen Fitzgerald, Administrative Assistant

Open Meeting

Ms. Morgan read the Governor's Executive Order of March 12, 2020, pertaining to remote participation of public meetings during the state of emergency due to the outbreak of the COVID-19 virus. <https://www.mass.gov/doc/order-suspending-certain-provision-of-open-meeting-law/download>

This is a special meeting scheduled two weeks ago for Superintendent Search Process after our regular school committee meeting interviews. We will also discuss the AHS report at this meeting. Thank you to those you sent comments by email, there is no public comment scheduled for the special meeting.

Winter Sports for AHS

Mr. John Bowler, Director of Athletics attended the meeting tonight to seek the School Committee's approval of certain winter sports approved by the MIAA for AHS and to hold games and practices with the conditions that the safety protocols are followed. All AHS tryouts will start on December 14, 2020 and the all league games will start after the first of the year. The winter sports teams include the boys and girls hockey teams, girls and boys basketball teams, gymnastics and the ski team. No transportation will be provided by the school, no locker rooms will be available, basketball players will be required to wear masks at all times, and the same for the gymnastics team players. If a team member tests positive, then the entire team will be considered close contacts and will need to quarantine. The Superintendents of the Middlesex league are meeting on Wednesday, November 25 to vote approval of winter sports, if for any reason they don't approve this item will be discussed at the next meeting.

On a **motion** by Mr. Thielman, seconded by Mr. Hayner, it was moved to approve, The Arlington High School winter sports program, for boys' and girls' basketball, boys' and girls' ice hockey, gymnastics and skiing schedule as determined by the Middlesex League superintendents.
Roll Call: Liz Exton Yes, Len Kardon Yes, Kirsi Allison-Ampe Yes, Jeff Thielman Yes, Paul Schlichtman Yes, Bill Hayner Yes, Jane Morgan (7-0)

The committee members were supportive of having students participate and being with other students, but also concerned since the health department recommends 6 feet distancing but it was explained that the students will be wearing masks and feels it is important for the students to be able to have the opportunity to be with other students.

AHS Reopening Plan

Dr. Janger presented his sample model at the previous School Committee meetings and tonight he would like to focus on the outline of the master schedule structure for the semester 2, provide a timeline for the decision, review of 2-cohort options and provide an overview of reasonable hybrid options.

Dr. Janger wants to assure everyone he reads everyone's emails and acknowledges that he and his staff are trying to consider all options and doing the best to bounce off everyone's opinions. Whatever model we choose we will build options into it. He will look at feedback and the goals to make this happen and consider the safety for students, staff and community, academics progress, mental health, social interaction, equity of access, students with disabilities and COVID readiness.

The current model is:

- 4x4 Semesterised year
- Most classes and students are remote for Semester 1
- Moderate and high needs students offered in school programming
- Reverse field trips and other in person programming offered
- Athletics and extracurricular continue

The AHS Semester 2 presentation can be found [here](#). This primarily explains sample hybrid schedules:

Hybrid instruction involves a mix of live, in-person instruction, remote instruction, and independent learning activities.

- Cohort model - in a hybrid cohort model, classes are divided into smaller sub-groups of students so that they can receive live, in-person instruction in smaller groups for social distancing purposes.
- Shift model - in a hybrid shift model, classes are not divided, instead subsets of classes (e.g., by department, grade) meet in whole group or partial groups to allow for social distancing.

- Combined Cohort/Shift - one can combine cohorts and shifts to make more spaces available (e.g., only English classes come in and are divided in cohorts)
- Simulcast - In person class with students participating remotely

It would depend on what program we decide to do and the subcommittee will discuss this at our next Curriculum, Instruction, Accountable and Assessment (CIAA) meeting on Thursday, December 3, at 6:30 p.m. Mr. McCarthy did speak about the classroom needs to run the programs at the high school since we all want students in the building but don't think 50/50 hybrid can work.

The committee continued to discuss the model options and the impact this will have on teachers shifting their teaching plans again, students moving to another plan, while many parents are saying they are happy with the current plan. It is not desirable to disrupt special education schedules either. We want to bring as many students back but we need to do it as safely as possible. The survey will be open until November 30, and the committee will hear more from Dr. Janger at the next CIAA meeting. The committee is asking that more collaboration is needed to solve the problems and fill the DESE requirements on in person learning but the safety of students is our first priority.

Superintendent hiring conversation

Ms. Morgan stated that Dr. Bodie notified the committee of her plans to retire at the end of June 30, 2021. The Superintendent Search Screening committee made up of 15 members brought forward two finalist candidates to be the new Superintendent of Schools. Ms. Morgan is seeking to hire Dr. Greer or hire Dr. Homan. She would like to hear where the committee members are at in their decision process, since this is the first time meeting in open session due to open meeting laws. Ms. Morgan asked if the committee needs more information? Does the committee seek to search for additional candidates? Does the committee seek to schedule additional meetings. Can the committee say where they are at in their decision process or do they need more information.

Ms. Exton, Mr. Kardon, Dr. Allison-Ampe, Mr. Thielman and Ms. Morgan all stated in detail that they have done their due diligence, contacted references, spoken to their respectful school committee members, colleagues in their school district and town managers and all agree to support their favorite candidate of Dr. Elizabeth Homan to be the next Superintendent of Schools for Arlington Public Schools.

Mr. Schlichtman and Mr. Hayner both stated they support Dr. Victoria Greer as their favorite candidate for Superintendent of Schools. Mr. Schlichtman was very concerned and said the committee was responding to quickly and suggested setting up a virtual site visit for each candidate.

On a **motion** by Mr. Schlichtman, seconded by Mr. Hayner for discussion, to take up the decision of hiring a Superintendent at our next meeting, request the search process committee to set up a virtual site visits for each candidate.

Roll Call: Liz Exton No, Len Kardon No, Kirsi Allison-Ampe No, Jeff Thielman No, Paul Schlichtman Yes, Bill Hayner No, Jane Morgan No, (1-6) motion fails

After hearing from the committee, Mr. Hayner through the chair, asked Paul if he would reconsider his vote, if the rest of committee agreed to first do site visits and that the committee unanimously came to an agreement on Arlington's next Superintendent. Mr. Schlichtman stated he would not reconsider his candidate choice, even after virtual sites and he strongly feels this is the wrong decision To hire Dr. Homan, and is not the mission of the search process. Therefore, the Mr. Hayner and the rest of the committee members voted not to support the motion to set up virtual site visit.

The committee members all feel they followed the best process and heard from the majority of community members, central office, faculty, staff, parents and students and are in agreement and are very comfortable that Dr. Elizabeth Homan is the preferred candidate to be our next Superintendent of Arlington Public Schools.

The committee members appreciate hearing different views and acknowledges that everyone did their research and that it can be awkward to have difficult discussions in public. They agreed they don't need to do another search and appreciates the work of the Superintendent Search Screening Committee and the candidates they brought forward as the two finalists. The committee would like to have the chair begin negotiations with Dr. Elizabeth Homan and connect with MASC if need be and bring back a contract to our next meeting.

On a **motion** by Mr. Thielman, seconded by Ms. Exton, it was voted to direct the chair to move into negotiations with Dr. Elizabeth Homan for the next Superintendent of Arlington Public Schools. Roll Call Roll Call: Liz Exton Yes, Len Kardon Yes, Kirsi Allision-Ampe Yes, Jeff Thielman Yes Paul Schlichtman No, Bill Hayner Yes, Jane Morgan Yes, (6-1) motion passes

Adjournment

On a **motion** by Mr. Hayner, seconded by Mr. Thielman it was voted to adjourn at 9:40 p.m. Roll Call: Liz Exton Yes, Len Kardon Yes, Kirsi Allision-Ampe Yes, Jeff Thielman Yes Paul Schlichtman No, Bill Hayner Yes, Jane Morgan Yes, (7-0) motion passes

Respectfully submitted by
Karen Fitzgerald
Administrative Assistant
Arlington School Committee

**ARLINGTON PUBLIC SCHOOLS
ARLINGTON, MA 02476**

JOB DESCRIPTION

POSITION: *DIRECTOR, MATHEMATICS AND COMPUTER SCIENCE EDUCATION, K-12*

MINIMUM QUALIFICATIONS:

1. Valid licensure as a mathematics teacher in the Commonwealth of Massachusetts
2. Valid licensure as a Supervisor/Director in the Commonwealth of Massachusetts
3. Master's Degree, preferably in mathematics or mathematics education
4. A minimum of five years' teaching experience in mathematics
5. Demonstrated skill in curriculum planning, implementation and assessment, and Massachusetts Mathematics Common Core standards
6. Ability to integrate technology in mathematics education
7. Such alternatives to the above qualifications as the Superintendent may find appropriate and acceptable

REPORTS TO: The Assistant Superintendent for Curriculum & Instruction in cooperation with the Principals

SUPERVISES: The Director supervises and evaluates teachers of mathematics and computer science in Grades 6-12. The Director is also responsible for supervising the mathematics and computer science program in grades K-5.

JOB GOAL: To communicate the school system's instructional objectives for mathematics and computer science and to provide leadership, program management, staff supervision and evaluation of the total mathematics and computer science program. Teaching duties may be as much as 0.20.

PERFORMANCE RESPONSIBILITIES:

1. Plan, implement and assesses all phases of a comprehensive, clearly articulated mathematics program, K-12.

2. Develop criteria for selection and recommends purchase of current standards-based mathematics instructional materials.
3. Develop program objectives, K-12, based on the Mathematics Common Core and District goals. Develop Data-Driven Mathematics Response to Intervention (RTI) elementary program.
4. Direct the development and publication of all curriculum documents aligned to the State Mathematics Common Core, and related MCAS assessments.
5. Interpret MCAS Scores and other test scores in mathematics and makes recommendations for curriculum improvement and professional development for teachers and the community.
6. Organize on-going staff development programs for elementary classroom teachers and members of the Mathematics Department, grades 6-12.
7. Plan programs in conjunction with the Director of Special Education, Director of Technology, Director of Science and Director of ~~Technology Education~~ Digital Learning.
8. Integrate technology into the curriculum and instruction of mathematics and support STEM education.
9. Prepare and administer a budget, grants or other sources of funding and assist Principals in the development of each school's budget as it pertains to mathematics and computer science.
10. Administer grant-funded projects for instructional materials, staff development, curriculum development and new assessment practices.
11. Recruit, screen, interview and recommend (in conjunction with the Principals) a highly qualified and diverse pool of candidates to the Superintendent.
12. Supervise and evaluate members of the Mathematics Department, including Computer Science teachers.
13. Serve as active liaison to organizations involved in improving mathematics education e.g., TERC, EDC, NCTM, PALMS, local colleges, centers for technology education, etc.
14. Participate in department heads meetings with the Assistant Superintendent for Curriculum and Instruction
15. Keep current with the latest developments in mathematics education and recommends changes in our instructional program

16. Perform all other duties as assigned by the Assistant Superintendent for Curriculum and Instruction and the Superintendent

EVALUATED BY:

Assistant Superintendent for Curriculum and Instruction

TERMS OF EMPLOYMENT:

205 Days. Position is covered by the Collective Bargaining Agreement between the Arlington School Committee and the Arlington Administrators Association

SALARY:

To be negotiated with the Superintendent

Arlington values diversity. We strongly encourage candidates of varied backgrounds, including people of color, persons with disabilities and others to apply.



Town of Arlington, Massachusetts

8:55 p.m Subcommittee/Liaison Reports/Announcements

Summary:

- *Budget, Kirsi Allison-Ampe*
- *Community Relations: Bill Hayner, Chair*
- *Curriculum, Instruction, Assessment & Accountability, Len Kardon*
- *Facilities, Jeff Thielman*
- *Policy & Procedures, Paul Schlichtman*
- *Superintendent Search Process, Paul Schlichtman*
- *Arlington High School Building Committee: Jeff Thielman, (Chair), Kirsi Allison-Ampe*

- *Liaisons Reports*
- *Announcements*
- *Future Agenda Items*

ATTACHMENTS:

	Type	File Name	Description
📎	Document for Approval	dates_chats.pdf	date of Chat meetings

School Committee Chat Dates

This is the tentative schedule presented to the full School Committee for discussion. The Community Relations sub-committee met on December 11th and agreed that the previous meeting was a success and should be continued. It was suggested by a participant to have a fourth date each month to be open ended. Bill Hayner will attend all these meetings and would appreciate at least one other member contacting him to sign up (first contact get their choice).

Date	SC Members
Elementary – January 9 th	Bill Hayner/
METCO – January 16 th	Bill Hayner/
Secondary – January 23 rd	Bill Hayner/
Other - January 30 th	Bill Hayner/
Other - February 6 th	Bill Hayner/
Elementary – February 13 th	Bill Hayner/
METCO – February 20 th	Bill Hayner/
Secondary – February 27 th	Bill Hayner
Other - March 6 th	Bill Hayner/
Elementary – March 13 th	Bill Hayner/
METCO – March 20 th	Bill Hayner/
Secondary – March 27 th	Bill Hayner/
Other - April 3 rd	Bill Hayner/
Elementary – April 10 th	Bill Hayner/
METCO – April 17 th	Bill Hayner/
Secondary – April 24 th	Bill Hayner/
Other - May 8 th	Bill Hayner/
Elementary – May 15 th	Bill Hayner/
METCO – May 22 nd	Bill Hayner/
Secondary – May 29 th	Bill Hayner/



Town of Arlington, Massachusetts

Executive Session

Summary:

- *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..*

ATTACHMENTS:

Type	File Name	Description
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Town of Arlington, Massachusetts

9:15 p.m. Adjournment



Town of Arlington, Massachusetts

Submitted by Jane Morgan, Chair



Town of Arlington, Massachusetts

Correspondence Received:

Summary:

School Committee minutes, Nov. 19, Nov. 20, Nov. 24, 2020
APS Elem Budget Requests FY 22
Chat dates
job description Dir of Math
job description of Budget analyst
Evaluation of Dr. Bodie
CPA letter December 11, 2020
MLK, Jr. request for donation to SC
David Conneely message to School Committee, Science Teacher
Megan Miller statement for the School Committee, English Teacher
Joy and Doug Danison support of the Dept shift model
Mette Aamodt Email
Brendan O'Day support of Dr. Elizabeth Homan 12/10/20
Philip Blumenau support current model at AHS
Paula Jordan conser on supt hire process
Kate Cubata email on signs for Dr. Greer
Gabe Tenninbaum Ms. Thompson COVID-19
Bill Hayner motion 12/10/2020
Kirsi Allision-Ampe motion 12/10/2020
Jeff Thielman motions 12/10/2020

ATTACHMENTS:

Type	File Name	Description
📎	Correspondence group_emails_scanned.pdf	emails received 1210-1217 2020

12/17/2020



MARTIN LUTHER KING, JR.

BIRTHDAY OBSERVANCE COMMITTEE OF ARLINGTON, MASSACHUSETTS

P.O. Box 320, Arlington, MA 02476

December 2020

To Our Good Friends and Sponsors:

We hope that this letter finds you and your loved ones safe and healthy. In spite of the difficulties of our times, we will hold the 2021 Dr. King Observance, the 33rd program in honor of Dr. Martin Luther King, Jr., here in Arlington. The Observance will take place virtually on Monday, January 18, 2021, the holiday named for Dr. King. Thanks to our partnership with ACMI, Arlington Community Media Inc., we will stream the program. Further details will be available shortly regarding where to find the observance as well as the online program pamphlet. Our guest speaker is acclaimed playwright and Arlington native Kirsten Greenidge. The 2021 program will highlight history as reflected in the arts.

We invite you to sponsor this very special Dr. King Observance.

Sponsor: We look forward to your donation of \$50 or more to support this community celebration of Dr. King, in honor of his life and work. Your sponsorship sends a powerful message to the greater community, helps support this evening, and keeps Dr. King's inspiration and message alive today and for future generations. Today Dr. King's goals have significant relevance. The enclosed envelope will hold your check as well as how you wish to be listed in the program book.

Nominee: Please help us honor an Arlington resident whose activities deserve recognition for their work in promoting Dr. King's goals of equality and justice within Arlington. Send us the name and a statement about why you think this person should be recognized. Include your nomination in the enclosed envelope. It must be received before December 20th. Since this is an important part of Arlington's Observance, we hope you will nominate someone you know by submitting their name and activities.

Your sponsorship does more than bring the Observance to the community. Combined with a new and soon to be launched online free will collection, your donations further the goals of justice and equality, especially within the Arlington Public Schools. Revenue for the 2020 Observance was \$4,916.58. Expenses for printing, music, speaker, custodian, postage, etc., were \$1,934.00. MLK Committee donations were: \$1,000 to the Arlington African American Scholarship Fund; \$1,000 to the New Repertory Theatre to bring the play *Thurgood* to Arlington High School; \$108 to the Center for Jewish Life following arson attacks; \$300 to the Mass Library Association in memory of Judy Paradis; \$275 each to the Mass Covid-19 Relief Fund, the Greater Boston Food Bank – Covid-19 Relief Fund, and Mass Bail Fund; \$100 each to Arlington Eats and Arlington Health and Human Services Charitable Corporation for Arlington Covid-19 Relief.

Thank you for your support.

Sincerely,

The Martin Luther King, Jr., Birthday Observance Committee - Ian Jackson, chair: Regina Caines, Kate Cubeta, Alberto Guzman, Sherry Hahn, Jillian Harvey, Crystal Haynes, Roberta Lasky Temple Shir Tikvah, Ann Mathes First Parish UU Church, Pearl Morrison, Neil Osborne NAACP, Rev. Mikel Satcher



Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

Message to School Committee from David Conneely (AHS Science Teacher)

1 message

David Conneely <daconneely@arlington.k12.ma.us>
To: Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

Thu, Dec 10, 2020 at 12:33 PM

Hi Karen,

Here is a note I want to send to the school committee.

Thanks,
David

Dear School Committee Members,

My name is David Conneely and I am a science teacher at Arlington High School. This year I am teaching 10th grade biology and AP Biology (to 11th and 12th graders). I am writing to encourage you to support either the remote with reverse field trip plan (currently being implemented) or the departmental shift plan.

One of the reasons I want you to support one of these two plans is because students are learning a lot and they are having positive experiences. I'll be the first to admit I was unsure how the remote learning was going to go. I was nervous. However, students are learning a lot of biology in my classes. My classes are organized and engaging. In my 10th grade biology classes I do one-on-one breakouts with students almost every day. I screencast my lectures outside of class so I can make class engaging and focus on connecting with the students during class. We've done reverse field trips where students have implemented experiments and improved microscope skills. Students have also conducted group projects/experiments from home, such as a public health COVID-19 project where students collected data on mask use and public perceptions on measures to prevent getting COVID. In my AP class, students have lively group breakout sessions where they do inquiry activities. They also do labs from home using kits I created for them. My AP Biology students are having fun while also learning an enormous amount of biology. They are performing well on challenging unit tests, thereby indicating my class is preparing them for the AP Biology Exam in May.

A second reason to support these two plans (either the current remote or departmental shift) is because it maximizes synchronous instruction. I currently spend the entire class connecting with my students either one-on-one or with groups. It is very engaging and the students are always on track with completing assignments. This is particularly important for my 10th grade students who I think need me to be checking on them daily to assess their learning and their completion of work. However, even my AP students need it. Synchronous instruction not only allows for engaging academic learning. It allows us to connect and do a check-in about what they'll be doing on the weekend, etc. It provides strong social-emotional development. I often hear my AP students chatting about life while working in groups and getting assignments done. This helps them feel connected to one another. If we move away from the remote or departmental shift, this will increase asynchronous instruction. The result will be less time to connect and engage with students. I think this will actually decrease learning.

A third reason to support these two plans (either the current remote or departmental shift), is they will be less disruptive. As I'm sure you are aware, our students thrive on routines. They are in the habit of doing school remotely. To switch the routine and do something new and different would require new routines, which (in my opinion), would take time for adjustment. This would decrease learning.

I hope some of this provides information and context you can use in making your decision. Feel free to reach out to me with any questions or concerns and thank you for taking the time to read my message.

Sincerely,

David Conneely

--
David Conneely
Science Teacher



Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

Statement for the school committee

1 message

Megan Miller <mmiller@arlington.k12.ma.us>
To: Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

Thu, Dec 10, 2020 at 1:16 PM

Hello Karen!

I hope you are well. I wanted to send along a letter for the school committee in advance of this evening's meeting. I won't be able to attend to read my letter during the public comments, but I was hoping that you might pass my thoughts along to the rest of the committee for consideration.

Thank you for all of the work that you have been doing for the school!

Best,
Megan Miller

Dear Arlington School Committee,

My name is Megan Miller, and I teach 9th and 12th grade English at the high school. Thank you for taking the time to read this letter. I am writing this to you between my classes today, and I hope that my perspective and experience is helpful as you consider the best course of action for AHS in the second semester.

I am one of the many teachers whose health concerns place them in the high risk category, so I was relieved for the first semester to be able to continue to do the work that I love in a remote setting where I felt I would be safe. Nevertheless, I worried over the summer about whether I would be able to convert all of my curricula to this new digital world. Happily, I have found that remote teaching is going much better than expected, because of all the technology tools made available by the district, as well as the support and hard work of my colleagues. I have been able to find ways to use many of the same best practices in my teaching online as I do in a normal year, such as providing models for students and working with them one-on-one in breakout rooms as they practice, allowing students to collaborate and talk to one another in small group breakout rooms, and providing opportunities for collaborative projects that ask students to engage with texts and each other in new ways.

Unfortunately and counterintuitively, my biggest challenge this semester was finding a way for our in-person reverse field trips to be educationally valuable. I felt at a loss when faced with the many safety restrictions that are so necessary to keep me and my students safe - I could not have them work in groups, share materials, or even turn and talk quietly with a partner to practice their answers before bravely sharing with the rest of the class. Almost all of the best tools in my "teacher toolbox" were off the table. There could be no group posters demonstrating their thinking visually, no small groups huddled together over a passage that they are annotating and picking apart, no leaning over a student's essay with them to help them improve their thesis statement - I had my students in rows six feet apart, with masks on that made it a bit hard to hear each other. The in-person experiences felt, ultimately, to detract from the rich learning that we were engaging in on a regular basis on Zoom.

I know that the in-person time is valuable for students' emotional well-being, (though of course the in-person time simply doesn't look anything like "normal" school). I recognize how vital it is that we insulate our students from the harmful effects of isolation and loneliness. But I also know from my experience that there will be an enormous educational cost to the time spent in small groups in the classroom. That face-to-

face time, though technically together, will in many ways feel more distant than the digital face time we have been experiencing.

It is for these reasons that I hope the Department Shift Model is chosen for our second semester. I believe that of the options available, it allows for the best balance of educational and social needs. With cases of COVID rising precipitously, and knowing what I do about the possibilities of both remote and socially-distant teaching, I believe that the Department Shift Model allows teachers to continue to build on the work we have done this semester while also giving students more regularly scheduled in-person experiences. After talking about the options with my classes, I can also attest to how many of my students crave consistency and routine, and expressed the hope that their schedule would remain as close to the current model as possible. I hope that my perspective here is helpful, and that you will choose the Department Shift Model for semester 2.

Thank you for taking the time to read this letter!
Happy Holidays,
Megan Miller

Megan Miller (she/her)
English Teacher
Arlington High School

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Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

In regards to proposed hybrid models for AHS second semester

1 message

Joy Danison <jdanison@me.com>

Thu, Dec 10, 2020 at 2:34 PM

To: jmorgan@arlington.k12.ma.us, whayner@arlington.k12.ma.us, pschlichtman@arlington.k12.ma.us, kallisonampe@arlington.k12.ma.us, lextan@arlington.k12.ma.us, lkardon@arlington.k12.ma.us, jthielman@arlington.k12.ma.us

Cc: Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>, Matthew Janger <mjanger@arlington.k12.ma.us>, Superintendent Bodie <aps_superintendent@arlington.k12.ma.us>

Dear School Committee members,

We would like to add our voices in support of the Departmental Shift model that has been recommended by Drs. Janger and Bodie for the second semester program at AHS, beginning in February. While the current all-remote model is not ideal, and certainly not what we would choose for our 9th grade daughter were there not a pandemic in play, it has provided a consistent schedule of teacher-student contact and direct instructional time that has proved extremely beneficial during these uncertain and challenging times.

We believe the Departmental Shift model would build upon what has been working this semester for our daughter and for many of her friends. It maintains the level of direct instructional time of the current model, while increasing the opportunities our daughter would have for some in-person instruction and social interaction with her peers. It allows our daughter to maintain her current schedule for second semester, which is also important to us. As a participant in the math bypass program, she currently benefits from the opportunity to take advanced honors-level courses in math alongside many juniors and seniors. She has worked hard for that opportunity over the past three years, and she could lose it if the schedule has to be revamped; if course offerings are limited; or if 9th and 10th graders are separated from 11th and 12th graders, as proposed by some of the other hybrid models.

We also believe that the Departmental Shift model places the least additional burden on our high school teachers, and gives them the freedom and the bandwidth to expand upon what they are currently doing and what is working well. Time and energy are finite, and our teachers have already had to revamp many of the ways that they teach, along with their entire coursework, to fit into the current remote, semesterized schedule. Rather than asking them to revamp it all again for the second semester, we would prefer they spend the time and energy connecting with our daughter and with other students and improving upon what is working in this first semester. The Departmental Shift model seems most conducive to this aim.

To be clear, the current model is not perfect. Our daughter feels underwhelmed and unchallenged academically and of course longs for more social interaction with her peers, as we all do. But we don't believe that the other two hybrid models that have been proposed — the four-cohort model and the grade-shift two-cohort model — would solve those issues. On the contrary, by reducing the amount of direct instructional time, we fear that the academic piece would suffer even more. We strongly believe that more hours of independent work/study time/asynchronous instruction would be detrimental to our daughter's education. By increasing demands on our teachers, we believe they would have less time to spend reaching out to our daughter and other students and diversifying the curriculum for students of varying levels. The trade-offs of the other two proposed models are just not worth it, in our opinion.

As for the social interaction piece, when we talk with our daughter, we find that what she truly wants is more social interaction without the constraints of the pandemic. She doesn't want more time in a school building maintaining six feet of distance. She wants to be able to connect with her peers without masks and without distancing. At this stage of the game — nine months in — it's perhaps what we all want, deep down. But our daughter realizes, as we do, that it is just not possible at this point. So far this semester, she has participated in two reverse field trips and freshman orientation, as well as some socially distanced conditioning practices for the girls' swim team in late summer. Those have been positive experiences for her. She has expressed to us her strong preference for the Departmental Shift model, as it allows her to have some increased social interaction without sacrificing instructional time and academics. And in the meantime, as we all wait for a vaccine, she will continue to reach out and connect with her friends in safe ways, by taking walks through town with masks on or gathering in backyards with patio heaters for games of cards and movies.

Thank you for considering our thoughts on this matter. We recognize the very difficult decisions before you, and we are extremely grateful to you for your service on behalf of our family along with many other families, our schools and our entire town.

Sincerely,

Joy and Doug Danison

Parents to Naomi (9th grade, AHS); Saideh (7th grade, Ottoson); and Matthew (4th grade, Stratton)



Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

Arlington School District is in Violation of DESE's Guidance

2 messages

Mette Aamodt <metteaamodt@gmail.com>

Sun, Dec 13, 2020 at 5:35 PM

To: Kathleen Bodie <aps_superintendent@arlington.k12.ma.us>

Cc: Jane Morgan <jmorgan@arlington.k12.ma.us>, whayner@arlington.k12.ma.us, pschlichtman@arlington.k12.ma.us, kallisonampe@arlington.k12.ma.us, Liz Exton <lexton@arlington.k12.ma.us>, Leonard Kardon <lkardon@arlington.k12.ma.us>, Jeff Thielman <jthielman@arlington.k12.ma.us>, Karen Donato <kdonato@arlington.k12.ma.us>, RMacNeal@arlington.k12.ma.us, Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

Dear Superintendent Bodie,

I would like to file a complaint that Arlington is not in compliance with DESE's guidance on school education models and the State's DPH health metrics and I would like to request a meeting with the Superintendent to discuss this issue.

On November 6, 2020, DESE stated the following:

"DESE is making updates to its initial guidance on interpreting these metrics in school settings based on a growing body of evidence that students should remain in school. With numerous examples of schools reopening from around the world, across the country, and recent first-hand experience here in Massachusetts, it is increasingly clear that schools are not sources of significant COVID transmission, so long as proper health and safety protocols are followed.i ii iii iv "

They then say the following:

- **Districts are expected to prioritize in-person learning across all color-coded categories, unless there is suspected in-school transmission, in accordance with DESE's *Guidance on Responding to COVID-19 Scenarios*.**
- **Districts and schools in communities designated gray, green, or yellow are expected to have students learning fully in-person, if feasible.** A hybrid model should be used only if there is no other way to meet health and safety requirements. Parents and caregivers will continue to have the option to choose a district's remote learning program for their children.
- **Schools in red communities should implement hybrid models, while maximizing in-person learning time for high-needs students.**

Arlington has a yellow rating and is therefore expected to have students learning fully in-person, if feasible.

Based on their Initial Fall School Reopening Guidance of June 25, 2020, it is absolutely feasible using a minimum 3' spacing for students.

Here is what they say about physical distancing:

"Physical distancing is another important practice that helps mitigate transmission of the virus. While the U.S. federal CDC has recommended maintaining a physical distance of six feet between individuals, the World Health Organization's guidance states approximately three feet. There is no precise threshold for safety; indeed, studies suggest that physical distancing of three feet or more leads to reduced transmission, with additional distance providing additional protection. For instance, in a study of household transmission in China, keeping at least three feet of distance was associated with one-fourth the number of transmissions. It is important to note that six feet distancing is emphasized in public health advisories especially when no mask/face covering is worn.

We encourage districts and schools to aim for six feet of distance between individuals where feasible. **At the same time, a minimum physical distance of three feet has been established when combined with the other measures outlined in this list of safety requirements.** Because of the reduced susceptibility in children and lower apparent rates of transmission, establishing a minimum physical distance of three feet is informed by evidence and balances the lower risk of COVID-19 transmission and the overarching benefits of in-person school."

Please let me know when you are available to meet as soon as possible.



Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

Superintendent

1 message

Brendan O'Day <brendan.oday@gmail.com>

Thu, Dec 10, 2020 at 6:23 PM

To: Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

Hi Karen,

I am writing just to add a voice of support of the School Committee's choice of Dr. Elizabeth Homan.

I would like to thank the School Committee for its work. I have heard truly wonderful things about Dr. Homan, but that is neither here nor there.

I am grateful that you all put the time and energy into evaluating the candidates for this position --- and I trust you as a board to make decisions you believe are in the best interests of the students, teachers and town, based on information you gather and your best judgement.

Thank you for your work,

Brendan O'Day



Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

Keep the current model

1 message

philip blumenau <pdblumenau111@outlook.com>

Thu, Dec 10, 2020 at 7:00 PM

To: "kfitzgerald@arlington.k12.ma.us" <kfitzgerald@arlington.k12.ma.us>

We just want to express our support to keep the current model at AHS.

Thanks to everyone for all their hard work.

Phil Blumenau & Joanne Piepol, parents of a Junior

Sent from Mail for Windows 10



Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

(no subject)

Paula Jordan <paulajordan@yahoo.com>

Thu, Dec 10, 2020 at 7:43 PM

To: kfitzgerald@arlington.k12.ma.us

Dear Ms Fitzgerald.

I am writing to express my concern regarding the very serious problem with the Arlington School Committee's review process that has led it to favor Dr. Elizabeth Homan over Dr. Victoria Greer to be the next Superintendent of Arlington Public Schools.

I have read the petition and also, the concerns raised by other committees in town and agree it bears re-consideration.

Please do the right thing and listen to the various stakeholders and their concerns. Our town deserves this and the democratic process is very important.

Cordially,

Paula Jordan
Arlington, MA

Resident of Arlington for over 30 years, and member of DTG

Sent from my iPad

*Stop your Rush
to Judgement!*

Wherever Greer Goes
her Steller Career
leaves a trail of success

**Greer
The Better Match of
APS Priorities to
Proven Expertise**

Please Put Aside
Personal
Preferences
And Be
Professional

*Why do you
Prefer "Potential"
Over Excellent Record?*

**HOMAN
NOT YET READY
TO HEAD
ARLINGTON
SCHOOLS**

**Greer is the
most
Super-qualified!**

**We Super intend
to change
your vote!**

**SUPER-DUPER
VICTORIA GREER
FOR SUPER!**

**No
No
Homan**



Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

just saw the others

2 messages

bill_hayner@comcast.net <bill_hayner@comcast.net>
To: Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

Thu, Dec 10, 2020 at 6:16 PM

Please share with other members

I move that we suspend any decision regarding programing 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 ____

Karen Fitzgerald <kfitzgerald@arlington.k12.ma.us>

Thu, Dec 10, 2020 at 6:25 PM

To: Jane Morgan <jmorgan@arlington.k12.ma.us>, William Hayner <whayner@arlington.k12.ma.us>, Paul Schlichtman <pschlichtman@arlington.k12.ma.us>, "Thielman, Jeff" <jthielman@arlington.k12.ma.us>, Liz Exton <lexton@arlington.k12.ma.us>, Kirsii Allison-Ampe <kallisonampe@arlington.k12.ma.us>, Len Kardon <lkardon@arlington.k12.ma.us>, Kathleen Bodie <kbodie@arlington.k12.ma.us>, "Fitzgerald, Karen" <kfitzgerald@arlington.k12.ma.us>, Karen Tassone <ktassone@arlington.k12.ma.us>

[Quoted text hidden]

--

Karen Fitzgerald

Administrative Assistant

Arlington School Committee

Superintendent of Schools

869 Massachusetts Avenue, 6th Floor

Arlington, MA 02476

781-316-3540

kfitzgerald@arlington.k12.ma.us

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