

## **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, June 13, 2019  
6:30 PM***

*Arlington High School  
School Committee Room  
869 Mass Avenue, 6th Floor  
Arlington, MA 02476*

*6:30 p.m. Open Meeting*

*6:35 p.m. Public Comment*

*6:45 p.m. Arlington Human Rights Commission Appointee*

*7:00 p.m. Detail Plan for the Opening for Middle Schools and High School 2020*

- *2020-2021 Arlington High School \*start time moved to 8:30 a.m.*
- *2020-2021 Gibbs School start time presented*
- *2020-2021 Ottoson Middle School start time presented*
- *2020-2021 Gibbs School Bus Schedule presented*

*\*AHS start time for 2020-2021 SY voted March 14, 2019*

*6:55 p.m. Special Town Election Override Results*

- 1. Debt Exclusion of \$204,832,175 to pay for a new Arlington High School.*
- 2. Proposition 2 ½ Override to assess \$5,500,000. additional taxes for funding additional operational cost for Town and Schools.*

*7:30 p.m. LABBB Inclusion Report & Special Education Update, A. Elmer*

*7:45 p.m. Second Read of District Goals for 2019-2020*

- *Approval of District Goals for 2019-2020*

*8:15 p.m. Second Read of 2019-2020 School Calendar Updates*

- *Approval of 2019-2020 School Calendar*

*8:25 p.m. Professional Development Summary for FY20 and Summer Plan. R. MacNeal*

*8:40 p.m. Hiring Update, R. Spiegel*

*8:45 p.m. Monthly Financial Report, M. Mason*

*8:50 p.m. FY2019 and FY2020 Budget Revisions*

*9:05 p.m. Superintendent's Report, K. Bodie*

*9:15 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:*

*Approval of Warrant: Warrant #19249, Dated June 6, 2019,  
Total Warrant Amount \$1,041,078.41*

*Approval of Minutes: School Committee Regular Minutes, June 6, 2019*

*Approval of Trips: AHS Trip to San Juan moved to October 9-14, 2019*

*9:20 p.m. Subcommittee/Liaison Reports/Announcements*

*Budget: Kirsi Allison-Ampe, Chair*

*Community Relations: Jennifer Susse, Chair*

*Curriculum, Instruction, Assessment & Accountability: Jane Morgan, Chair*

*Facilities: Bill Hayner, Chair*

*Policies & Procedures: Paul Schlichtman, Chair*

*Legal Services Review: Bill Hayner, Jeff Thielman*

*Arlington High School Building Committee: Jeff Thielman, Kirsi Allison-Ampe*

*Liaisons Reports*

*Announcements*

*Future Agenda Items*

*9:25 p.m. Executive Session*

*To discuss the deployment of security personnel or devices, or strategies with respect thereto;*

*To comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements (FERPA and Massachusetts student records law)*

*To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares:*

*AEA, Paraprofessional MOA*

*To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel:*

*Contract with Kathleen Bodie, Superintendent*

*9:45 p.m. Return to Open Session to Vote: AEA Paraprofessional MOA, Vote: Contract with Kathleen Bodie, Superintendent*

*Vote: AEA Paraprofessional MOA*

*Vote: Contract with Kathleen Bodie, Superintendent*

*10:00 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 Len Kardon, Chair*

*Correspondence Received:*



## **Town of Arlington, Massachusetts**

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### **Meeting Location**

#### **Summary:**

Arlington High School  
School Committee Room  
869 Mass Avenue, 6th Floor  
Arlington, MA 02476



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## **Town of Arlington, Massachusetts**

**6:30 p.m. Open Meeting**



## **Town of Arlington, Massachusetts**

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**6:35 p.m. Public Comment**



## Town of Arlington, Massachusetts

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6:45 p.m. Arlington Human Rights Commission Appointee

**ATTACHMENTS:**

	Type	File Name	Description
▢	Reference Material	Kathleen_Rogers.pdf	AHRC Appointee

Kathleen B. Rogers  
49 Pine Ridge Road  
Arlington, Massachusetts 02476  
781 641 2952  
[Rogers@simmons.edu](mailto:Rogers@simmons.edu)

March 11, 2019

Ms. Karen Fitzgerald,  
Administrative Assistant to the  
Arlington School Committee/  
Superintendent of the Schools  
869 Massachusetts Avenue, 6th Floor  
Arlington, MA 02476

[kfitzgerald@arlington.k12.ma.us](mailto:kfitzgerald@arlington.k12.ma.us)

Dear Ms. Fitzgerald:

I write to express my interest in the open position on the Arlington Human Rights Commission. For many years now, I have seen your application invitation and this year I decided to act.

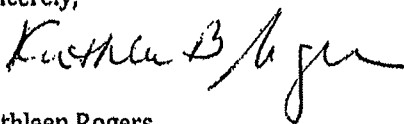
I have been a resident of Arlington for more than 28 years. I moved to Pine Ridge Road when I was pregnant with my son, Max. Both my children (Sarah Shaller '18 and Max Shaller '12) have benefited greatly from the Arlington Public School System and I now find myself with much gratitude to the Town and time to invest in a new volunteer position. My resume is attached.

I watched with great interest in how the Commission handled the serious vandalism incident at Arlington High last year involving students, some of whom had been accepted to colleges and with their lives ahead of them. I applauded the Commission's commitment to restorative justice and the leadership they showed, not only to these young men, but to the broader community. I was very impressed with how this sad episode was handled and I know now I would be like to be part of this wise group of Arlington residents. I was also concerned to read the article in the *Boston Sunday Globe* regarding human trafficking in Arlington. The Commission has important work to do and I would like to assist.

What I can bring to the Commission are good listening skills, an open mind and a willingness to get my hands dirty. Perhaps like many applicants, I come with an educational and professional background focused on investigating complaints, identifying rights and responsibilities and in persuading others to do the right thing. I am also committed to learning from and assisting more experienced members as needed.

There is much more I can say but I will stop here. I would welcome an opportunity to interview for the position and wish you well on your search for a new Commissions member.

Sincerely,



Kathleen Rogers

## **KATHLEEN B. ROGERS**

49 Pine Ridge Road, Arlington, MA 02476, 781-641-2952, [rogers@simmons.edu](mailto:rogers@simmons.edu) (work)  
[kathyrogers726@gmail.com](mailto:kathyrogers726@gmail.com) (personal)

## **PROFESSIONAL EXPERIENCE**

*September 2001 to present*

**Simmons College**

**Boston, MA**

### **Senior Vice President and General Counsel**

- Chief legal officer and advisor to Simmons President, Board of Trustees, other administrative officers and faculty on a broad range of legal and strategic matters.
- Routinely advise on employment matters including performance and discipline; terminations; FMLA leaves; ADA requests; FLSA classifications; gender-based misconduct; discrimination allegations; and violations of college policy.
- Regularly advise Provost and four school Deans on academic policy and process issues which may have legal implications.
- Regularly advise on compliance including: FERPA, HEOA, Titles VI, VII and IX, VAWA, Clery Act, IRS Form 990, FRCA, and IRS rules on political action.
- Represent Simmons in proceedings before the Mass. Commission Against Discrimination, Commonwealth of Mass; Board of Higher Education, U.S. Equal Employment Opportunity Commission; and U.S. Department of Education, Office of Civil Rights.
- Assist with crisis management, threat response and intervention; and policy and process development.

### **Secretary to the Board of Trustees (since 2007)**

- Extensive experience with Board governance for approximately 30 Trustees and eight standing committees.
- Responsible with the President for planning plenary sessions and producing the February, May, and October board meetings which convene over two days.
- Staff the Trusteeship & Governance Committee and the four Executive Committee meetings which fall between the full board meetings.
- Interpret Bylaws and assist with amendment/ratification process.
- Authored the *Simmons College Board of Trustees Governance Manual*.

*Summer 1995 to September 2001*

**Yurko & Perry, PC (now known as Yurko, Salvesen & Remz, PC) Boston, MA**

- Elected Partner, December 1998
- Litigation associate 1995-1998
- Advised and represented six Boston and Worcester area colleges, universities, including Simmons College on a wide variety of legal and compliance issues.

*March 1993 to Spring 1995*

**Harvard University**

**Cambridge, MA**

- Appointed to an 18-month position as Associate University Attorney in the Office of the General Counsel (OGC) assisting eight University Attorneys in advising Harvard administrators and academics on a wide variety of legal issues.
- This was an "apprenticeship" where Associate Attorneys learned how to serve as in-house counsel to the President and the wider community of a complex university.
- Remained at Harvard for an additional six months assisting with human resource issues

***September 1988 to March 1993***

**Widett, Slater & Goldman merged with Hutchins & Wheeler to become  
Hutchins, Wheeler & Dittmar Boston, MA**

- Litigation Associate

## **JUDICIAL CLERKSHIP**

***September 1987 to June 1988***

**Appeals Court of the Commonwealth of Massachusetts**

- Clerk to Rudolph Kass, Associate Justice of the Mass. Appeals Court (retired)

## **FACULTY APPOINTMENTS**

***June 2012 to present***

**Higher Education Resource Services (HERS Institute)**

*For over 40 years, HERS has provided leadership development curricula to advance women to university leadership positions. The institutes have served over 5000 women from 1200 campuses.*

- Since 2012, have presented at ten institutes in three cities to over 900 attendees
- Presentations cover emerging campus legal and risk management issues, value-based decision making, and how to work effectively with university legal counsel.

***Spring 2016 and Spring 2017***

**Simmons College, College of Arts and Sciences**

Course: *Unlikely Leaders in the Law* -- an undergraduate course that considers the leadership roles and qualities of citizens who sought justice for themselves and others from the U.S. Supreme Court in key civil rights cases.

## **EDUCATION**

J.D., Northeastern University School of Law, 1987.

B.A., Regis College (Weston, MA), 1981 Major: Economics, *Magna cum Laude*

## **CERTIFICATIONS**

Awarded a certificate of completion for *Crisis Leadership in Higher Education* Program, March 2018, Harvard University, John F. Kennedy School of Government, Executive Education

Certified to conduct Title IX investigations by both United Educators and ATIXA

## TRAINING PROGRAMS AND PUBLICATIONS

*Faculty and staff training programs are a cornerstone of my tenure at Simmons. Here are workshops created and presented to hundreds of Simmons employees through the years.*

- The Legal Primer for Managers
- Beyond the Legal Primer
- Navigating the Legal Landscape in Higher Education: Challenges Facing Academic Leaders
- Communicating Performance Concerns in Writing
- Navigating the Tenure and Promotion Process
- Internships: Navigating the Legal Landscape
- The New Environment for Higher Education: What would you do?
- Managing Yourself; Managing Up; and Managing Others

Also produced a variety of publications for the Simmons community including:

- *The Simmons College Guide to Contracts* (first edition)
- *Laws, Practices, Policies and Procedures: A Guide for Simmons Faculty* (two editions)
- *Massachusetts Law and College Policies: A Guide for Simmons Students*
- *Title IX: A Guide for Simmons Faculty*
- *Simmons University Board of Trustees Governance Manual*

## PROFESSIONAL ORGANIZATIONS

### **Boston Bar Association**

- Co-Chair of the College & University Law Section 2010-2012
- Moderator of Panel on Campus Free Speech, BBA Higher Educational Law Conference (2018)
- Advisory Committee Member, BBA Higher Education Legal Conference, responsible for a panel on Campus Free Speech and Civility (2019)

### **National Association of College & University Attorneys**

- Regular attendee of NACUA conferences
- Appointed to Editorial Board of NACUANOTES – which oversees educational publications for members (since 2015)



## **Town of Arlington, Massachusetts**

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### **7:00 p.m. Detail Plan for the Opening for Middle Schools and High School 2020**

#### **Summary:**

- 2020-2021 Arlington High School \*start time moved to 8:30 a.m.
- 2020-2021 Gibbs School start time presented
- 2020-2021 Ottoson Middle School start time presented
- 2020-2021 Gibbs School Bus Schedule presented

\*AHS start time for 2020-2021 SY voted March 14, 2019

#### **ATTACHMENTS:**

Type	File Name	Description
▢ Reference Material	School_Committee_Start_Time_Memo_AHS.pdf	AHS Start Time Memo
▢ Reference Material	School_Committee_Start_Time_OMS___Gibbs.pdf	G/ibbs/OMS Start Times
▢ Reference Material	GIBBS_6TH_GRADE_BUS_SCHEDULE_2020-21_concept_(2).pdf	Gibbs 6th Grade Bus 2020-2021

**School Committee Presentation**  
**Implementation of an 8:30 am Start Time at Arlington High School**  
**June 11, 2019**

Thank you to the School Committee for working to have a school schedule that takes into account the research on adolescent sleep patterns as well as the complexity of the family, community, and school schedules. My understanding is that the School Committee is committed to the target of implementing an 8:30 am start time at the high school for the fall of 2020. My presentation is focused on advising the School Committee on steps that will need to take place to make this implementation as effective as possible in achieving our goals of improving outcomes for students. I recommend that the School Committee convene a committee to reach out to administration, the teachers union, and community groups to gather information on policies, programs, supports, and resources that may be necessary to support this change.

**Brief History**

Recently, the public health community has issued statements on the relationships between adolescent sleep, performance, and school start times.

... the evidence strongly suggests that a too-early start to the school day is a critical contributor to chronic sleep deprivation among American adolescents. An estimated 40 percent of high schools in the U.S. currently have a start time before 8 a.m.; only 15 percent start at 8:30 a.m. or later. The median middle school start time is 8 a.m., and more than 20 percent of middle schools start at 7:45 a.m. or earlier...

The AAP urges middle and high schools to aim for start times that allow students to receive 8.5 to 9.5 hours of sleep a night. In most cases, this will mean a school start time of 8:30 a.m. or later, though schools should also consider average commuting times and other local factors.

**Research Policy Statements**

[Let Them Sleep: AAP Recommends Delaying Start Times of Middle and High Schools to Combat Teen Sleep Deprivation \(August 25, 2014\)](#)

[Policy Statement. School Start Times for Adolescents: \*Pediatrics\*. September 2014. VOLUME 134 / ISSUE 3. From the American Academy of Pediatrics.](#)

[Schools Start Too Early. National Center for Disease Control and Prevention, Division of Population Health \(July 30, 2018\)](#)

Based on those recommendations, in August 2015, the Superintendents of the Massachusetts Middlesex League set a policy goal of moving high school start times within the 8:00 am-8:30 am window by the beginning of the 2018-19 school year.

[Middlesex League Superintendents, "Joint Statement on Later Start Times for High Schools." \(August 17, 2015\)](#)

At that time, Arlington High School was one of only a few schools already within that window and, with fairly short student commute times, we were already close to the ideal recommended in the research. Since that time, half of the league schools have moved within the window. These were the times reported at the last meeting of the Middlesex League Principals.

Arlington High School - 8:00-2:26  
Belmont High School - 7:35-2:25 (will change to 8:05 in 2019-2020)  
Burlington High - 8:35-3:05  
Lexington High School 7:45-2:30  
Melrose High School - 8:15-2:41  
Reading High School - 7:30-2:11  
Stoneham High School - 8:15-2:50  
Wakefield High School - 7:30-2:05  
Watertown High School - 8:30-3:05  
Wilmington High School 7:40 -2:05  
Winchester High School - 8:30-3:07  
Woburn High School - 7:30-1:51

## **Planning at the High School**

Athletics. One major issue that affects many schools efforts to move to a later start time is athletics, transportation, practice times, and use of facilities. The Middlesex League has already begun to address this by moving start times for games to at least 4:00 pm, with travel times negotiated by participating schools. However, the later practice times will affect the use of facilities by other programs. I note some of those impacts below.

Teacher Hours and Commuting Concerns. Currently, the teacher contract calls for teachers to arrive 15 minutes before the start of school, with the high school day listed as 8:00-2:26 pm. Teachers are responsible for 60 minutes of office hours outside of the school day. There are three after school meeting each month of one hour or one and a quarter hours. These meetings are required to start no later than 2:45 pm. Shifting the school day 30 minutes would have the student day end at 2:56 pm, after the required meeting start time. This raises a scheduling and contractual issues around providing necessary professional development time.

In feedback from teachers, the biggest concern raised was the effect of the later school schedule on teacher commuting time and related childcare issues. Given the cost of living in the Arlington area, many teachers have substantial commutes. Traffic issues in the area make it difficult to arrive later than 7:15 am or leave later than 3:30 pm. Later travel times can add an hour to the commute time. Feedback indicates that is important to keep the required teacher day between 8:00 am and 3:30 pm to avoid an undue burden on our faculty.

In order to keep the teacher day within the current window and meet our professional development needs, it may be necessary to build in PD time within the 8:30 am - 2:56 pm window. This will require addressing a number of constraints. These include meeting the state requirements for 990 instructional hours, meeting needs for 3-6 hours of professional development time per month, and maintaining opportunities for student support. The School Committee, Administration, and Teachers Union should work together to find a schedule that best meets our needs. This may require contract revisions and resources.

### **Other Program Impacts**

In order to have an overall positive effect on the sleep habits and performance of students, the implementation of a later start time must take into account other issues of schedules, policies, supports, and resources that impact our use of time. In addition, the high school start time may have unintended consequences for other programs affecting our students and community. It will be wise for the School Committee to reach out to these groups for input and planning around any resource issues that may arise.

**Library Hours.** Currently the High School Library is open from 7:30-4:00 pm to allow students access to support and resources before and after school. Given the high number of students who choose to arrive early to use the Library resources, we recommend looking into keeping the 7:30 opening time and extending Library hours by 30 minutes.

**METCO.** The students who come to Arlington from Boston through the METCO program already have the earliest start time to their day. Because of the traffic issues, they, like our commuting teachers, may not benefit from the later school day. They may simply need to arrive at school earlier. We recommend working closely with the METCO director to explore transportation and programming options to support these students. Additional bus trips may help the students to make better use of their time. Alternatively, greater programming and support during early times at school could at least offset the negative impact of the schedule change.

**Youth Sports.** The change in the school day will likely push the practice times for many teams later in the day. This will have the unintended impact of pushing Youth Sport programs for younger students later into the evening. We recommend working closely with Parks and Recreation and Youth Sport Groups to plan for these impacts in a cooperative way.

Family Childcare After School. Currently, many high school students pick up elementary school siblings or neighbors to help with after school care. With the high school time ending 30 minutes later, it will be wise for elementary schools to consider the level of need and the ways to provide supervision for the period just after school.

Community Education at the High School. Arlington Community Education makes extensive use of the high school after hours. With the high school time ending 30 minutes later, it will be wise for the School Committee to consider impacts on community education programming and revenues.

Daycare Program: The District Daycare Program will be affected by the change in start times, which may require increased fees to teachers and staff to provide wider windows of drop-off and pick-up times

June 11, 2019

To: School Committee

From: Kristin DeFrancisco and Brian Merringer

Re: Proposed 8:30 Secondary Start Time

Thank you for having us back this evening to discuss the thoughtful roll out of a later start time for students. We both endorse a later start time. We also agree that the Gibbs and the Ottoson should start at the same time. This consistency will be important for families. If we are adopting a later start time, an 8:15 start does not feel like it would make much of an impact. To that end, we would like to move forward with an 8:30 am start time for the year of 2020-2021. It is important to present both the positive aspects as well as areas that will need to be proactively addressed around this start time.

### **Benefits:**

**Students gain extra time to sleep in the morning.** While we know that this was the feeling of the committee expressed in earlier meetings, we also have a few sources that support later start times for middle school students.

- <http://neatoday.org/2019/02/27/what-happens-when-schools-start-later/> This article was published by the National Education Association
- <https://www.cdc.gov/features/school-start-times/index.html> This article was published by the Center for Disease Control and Prevention and also sites that the American Academy of Pediatrics endorses an 8:30am or later start time for middle and high school students
- <https://www.npr.org/sections/health-shots/2018/12/12/676118782/sleepless-no-more-in-seattle-later-school-start-time-pays-off-for-teens> NPR published this article that uses a University of Washington study of schools in Seattle that shifted their high school and middle school start times to later. The study shows several benefits.

**The transportation accommodations for Gibbs would be much easier to meet:** The transportation department would be able to drop off all of the students that will be using the Arlington Public Schools busses at 8:25 am. Currently, our morning drop-off consists of two rounds of drop-offs. Two busses drop off at Gibbs at 7:30 am and then again at 7:55 am. This means that those students who are riding the 7:30 am bus, are in school a half hour before school opens and we are providing supervision for those students. We compensate the teacher who supervises our bus students in the morning. Further, if we are working to make sure that students have as much sleep as they can, this puts a number of students at a disadvantage if they have to ride an early morning bus. An 8:30 am start would most certainly streamline bus drop-offs at Gibbs.

### **Challenges:**

**Some working parents currently drop their 6th graders off at Gibbs as early as 7:00 am before they head to work.** Many families do not feel comfortable leaving their sixth graders at home before seeing them off to school. The students then wait outside until our AM/PM program begins. A challenge presented by an 8:30 am start is that even though we have changed our start time, families with working parents and guardians have not changed their work start times. We are definitely concerned that children will still be dropped off very early in the morning and would need to have a plan in place for this eventually.

**Many of our teachers are traveling from long distances.** When we move up the start time, that means that we are placing these teachers' commutes during a heavy volume of traffic. They would essentially have to leave at the same time they do for an 8:00 am start. In addition, because it also pushes the end of school time to 3:00 pm, we have added to their afternoon commute time due to increased traffic. We have significantly increased the length of their work/commute day. We are concerned that this change may cause us to lose some very qualified, effective teachers.

**Our students who are members of the METCO program are making their way to us during heavy Boston traffic.** As we think about making our start time later, it will not make sense for our students accessing METCO to leave for school later. However, a later bus schedule will place them in even heavier traffic making their commute longer. We will need to collaborate with the METCO Director for help with this challenge. She is currently working with her bus company to time routes. Further, the Gibbs students currently ride the elementary school bus and the elementary schools are not changing their start times. The program does not have enough room to accommodate the sixth graders on the middle and high school bus.

**The current teacher contract states that after school meetings cannot contractually begin after 2:45 pm.** When we move to an 8:30 am start, we push the end-of-day time past 2:45 pm. This means we lose time for building professional development, professional learning community meetings, and department meetings. We also designate some of these after school times at the beginning of the year for teachers to work on the development of professional and academic achievement goals. Throughout the year, teachers are given time to add evidence to their evaluation portfolios during these after school planned meetings. This is a large challenge as this sacrifices the time that teachers need in order to provide the best education for their students. We have just concluded the first year of a three year contract. Negotiations for the next contract will not begin until the 2020-21 school year, which could result in the existence of this constraint for the first two school years when the changed start time becomes effective.

As a result of these challenges and keeping with our desire for a thoughtful rollout, we feel that a School Committee sub-committee would be beneficial. This committee could receive data from smaller committees that represent stakeholders affected by the change. We have given a brief summary of the above, but all stakeholders should have an opportunity to provide feedback about how this new start time will affect them and provide

Finally, we have brought sample schedules. They essentially represent our current schedules moved forward 30 minutes.

In summary, We hope that this has helped to frame our support of an earlier start time, while highlighting the concerns of the challenges it will bring. Our desire for a thoughtful roll-out will require a careful plan around these challenges. Thank you!

# GIBBS 6<sup>TH</sup> GRADE SCHOOL BUS SCHEDULE

## 2020 – 2021

STUDENTS MUST BE REGISTERED IN ADVANCE AND MUST CARRY SCHOOL BUS PASSES TO BOARD. NO FOOD OR BEVERAGE WILL BE ALLOWED ON BUS.

### GREEN BUS 8:00AM/3:00PM ASSIGNED

#### 8:00 AM PICK UP

- 8:15 1. DALLIN SCHOOL
- 8:15 2. BRACKETT SCHOOL
- 8:18 3. LAKE ST. AT COLONIAL DRIVE
- 8:25 4. DROP OFF AT GIBBS SCHOOL

#### 3:00 PM RETURN

- 3:00 1. PICK UP AT GIBBS SCHOOL
- 3:08 2. LAKE ST AT COLONIAL DRIVE
- 3:14 3. BRACKETT SCHOOL
- 3:20 4. DALLIN SCHOOL

### GREEN BUS 8:00AM/3:30PM ASSIGNED

#### 8:00 AM PICK UP

- 8:15 1. DALLIN SCHOOL
- 8:15 2. BRACKETT SCHOOL
- 8:18 3. LAKE ST AT COLONIAL DRIVE
- 8:25 4. DROP OFF AT GIBBS SCHOOL

#### 3:30PM RETURN

- 3:30 1. PICK/UP AT GIBBS SCHOOL
- 3:38 2. LAKE ST. AT COLONIAL DRIVE
- 3:44 3. BRACKETT SCHOOL
- 3:50 4. DALLIN SCHOOL

### RED BUS 8:00AM/3:00PM ASSIGNED

#### 8:00 AM PICK UP

- 8:15 1. PEIRCE SCHOOL
- 8:15 2. STRATTON SCHOOL
- 8:15 3. BISHOP SCHOOL
- 8:25 4. DROP OFF AT GIBBS SCHOOL

#### 3:00 PM RETURN

- 3:00 1. PICK UP AT GIBBS SCHOOL
- 3:07 2. BISHOP SCHOOL
- 3:13 3. STRATTON SCHOOL
- 3:20 4. PEIRCE SCHOOL

### RED BUS 8:00AM/3:30PM ASSIGNED

#### 8:00 AM PICK UP

- 8:15 1. PEIRCE SCHOOL
- 8:15 2. STRATTON SCHOOL
- 8:15 3. BISHOP SCHOOL
- 8:25 4. DROP OFF AT GIBBS

#### 3:30PM RETURN

- 3:30 1. PICK UP AT GIBBS SCHOOL
- 3:37 2. BISHOP SCHOOL
- 3:43 3. STRATTON SCHOOL
- 3:50 4. PEIRCE SCHOOL

TOTAL MILEAGE = 8 (Round Trip)

TOTAL MILEAGE = 10 (Round Trip)

**Please Note:** TIMES ARE APPROXIMATE AND SUBJECT TO CHANGE, SO PLEASE ARRIVE AT YOUR BUS STOP EARLY.



## **Town of Arlington, Massachusetts**

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### **6:55 p.m. Special Town Election Override Results**

#### **Summary:**

1. Debt Exclusion of \$204,832,175 to pay for a new Arlington High School.
2. Proposition 2 ½ Override to assess \$5.500,000. additional taxes for funding additional operational cost for Town and Schools.



## **Town of Arlington, Massachusetts**

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**7:30 p.m. LABBB Inclusion Report & Special Education Update, A. Elmer**

**ATTACHMENTS:**

	Type	File Name	Description
▢	Reference Material	LABBB_Recommendations_June_2019-1.pdf	LABBB Recommendations

CATEGORY	Findings	RECOMMENDATION	SY18-19	SY19-20	GE/SE
Student Support Team Process	The SST process (Student Support Team) is not embedded throughout the district, and it is not practiced with consistency;The tiered system of instructional support (Response to Intervention, RtI) is not embedded throughout the district.	The Student Support Team (SST) needs to be more uniformly practiced throughout the district and aligned with the RtI (Response to Intervention) and MTSS (Massachusetts Tiered System of Supports).	Creation of a shared drive for all schools to access SST materials, protocols, resources	Registered District Team (Supt, Asst Supt, Sp Ed Director, SEL/Guidance, Math Director, ELA Director, ELL Director, High School Principal, Middle School Principal, and (2) Elementary Principals for DESE MTSS Institute in Sept/2019	GE/SE
Student Support Team Process	The SST process (Student Support Team) is not embedded throughout the district, and it is not practiced with consistency;The tiered system of instructional support (Response to Intervention, RtI) is not embedded throughout the district. From a review of data and comments by interviewees, referrals for special education evaluations have risen from last year.	The district needs to continue the efforts that have been put forth in the implementation of the RtI (Response to Intervention) and MTSS (Massachusetts Tiered System of Supports).	Enrolled District team consisting of (3) elementary principals, Special Ed Director, School Psychologist, Reading Specialist, Special Ed Coordinator, and two general education teachers in Rennie Center S3 Academy	Registered District Team (Supt, Asst Supt, Sp Ed Director, SEL/Guidance, Math Director, ELA Director, ELL Director, High School Principal, Middle School Principal, and (2) Elementary Principals for DESE MTSS Institute in Sept/2019	GE/SE
Co-Teaching Model of Instruction	Co-teaching opportunities are limited at the elementary level. The co-teaching model of instruction at the middle school is not following evidence-based practice. At both levels, it appears to be primarily in-class support. Best practice requires the special education teacher and the general education teacher to be equally involved in the delivery of instruction;District-wide and consistent definitions for the practices of inclusion, in-classroom support, and co-teaching are lacking	The district needs to review the current co-teaching and in-classroom support practices and establish a clear and consistent approach to these models across the district.	General ed/special education teams sent to off-site Co-teaching workshops	On-site coach/consultant to work with teams grades 6 - 12	GE/SE
Co-Teaching Model of Instruction	Guidelines for the co-teaching model that address the make-up of the class are lacking. Research indicates that the typical student population should make up 2/3 of the class with special education and other categories making up the remaining 1/3. • The percent of special needs students to general education students • The percent of ELL students (if any) • The percent of students on Section 504 plans Although it is not a requirement in Massachusetts, some states have state laws that limit the enrollment of special education students in general education classes. Illinois has a 70/30% law that requires that no more than 30% of the students in a classroom be special education students.	Should the district move toward developing more co-teaching models across the grade levels, there will be a need to maintain a balanced enrollment in co-teaching classes.	Opened more sections at the high school to allow for this balance.	On-site coach/consultant to work with teams grades 6 - 12	GE/SE
Co-Teaching Model of Instruction	Guidelines are lacking that assist the collaborating teachers in the co-teaching model regarding their role and responsibilities for the co-teaching model and in classroom support.;At the secondary level, the practice of keeping special and general education teachers together as a team, not changing teams each year, is not in place.	Should the administration make a firm commitment to the co-teaching model, several practices will need to be in place.	General ed/special education teams sent to off-site Co-teaching workshops. Providing planning in time in June for SY19-20 partners and scheduling summer planning sessions	On-site coach/consultant to work with teams grades 6 - 12; build planning time into Gibbs schedule; Common planning time/team time in elementary schedule.	GE/SE

Professional Development	There is a need to enhance and encourage dialogue and professional development about what should occur in general education classrooms to assist teachers and instructional assistants working with special education students; The district needs a comprehensive approach to professional development for general education teachers and teaching assistants on the “how to” for working with students with disabilities.	For all school personnel, the district needs to develop a more comprehensive approach to professional development experiences that focus on regular and special education topics.	AEA joint committee on Special Educaiton spent the year collecting and analyzing district-wide data on staff needs for professional development/training as it relates to the inclusion of special education students and diverse learners. Shared this analysis with each building principal, Curriculum Directors, Asst Supt. Creation of a district PD Committee for next year's Professional Development day (Nov 1) on "Equity & Inclusion"	New Teacher Orientation special education training will focus on supporting students in inclusion; Common planning time/team time in elementary schedule.	GE/SE
Professional Development	Teaching assistants require professional development in the various curriculum frameworks, instructional strategies, and behavioral strategies. An orientation program for newly hired assistants needs to be in place that is comprehensive and enables the assistants to fully understand the role and responsibilities of their specific assignment.	Recognizing the limited time available to teaching assistants, the district needs to provide these assistants with substantial professional development and ongoing support.	Paraprofessionals engaged in year long professional development during early release time on the following topics: Paraprofessionals engaged in an year-long series of professional development during the early release department time on topics from data collection, implementing behavior plans, Responsive Classroom, fostering independence in the inclusion setting, and cultivating a mindfulness practice. Opened Responsive Classroom core training to TAs.	Planning with BCBA's and SWs to deliver PD during the early release schedule related to the implementation of behavior plans, data collection, report writing, de-escalation, and behavior management strategies from Therapeutic Crisis Intervention.	SE
Professional Development	There is a need to enhance and encourage dialogue and professional development about what should occur in general education classrooms to assist teachers and instructional assistants working with special education students; The district needs a comprehensive approach to professional development for general education teachers and teaching assistants on the “how to” for working with students with disabilities.	The district needs to continue with the design of a district-wide training program to be shared with all staff that will increase their general awareness level regarding special education terminology, practices, procedures, regulations, and available services within the district.	Created an "all district" training for the "basics" of special education that is not part of the required annual staff training at the beginning of the school year. Creation of a weekly communication to all special education staff regarding state and federal special education regulations and requirements. New Teacher Orientation for special educators included a "scavenger hunt" of district and state resources on special education policy, procedure, & regulations.	Annual mandatory training during Aug in-service days. New Special Staff Orientation training will orient staff will provide overview of programming, resources, and where to find them. Continuation of weekly communication to special ed and administrative staff. Legal counsel presentation to administrative staff during August retreats.	GE/SE
Team Meetings	The district has attempted to implement a time for special education staff to meet by building, by program, by itinerant groups, and by department. These efforts should continue and should be supported; Lists of accommodations in the reviewed IEPs were excessively long. Many of the accommodations listed in the IEPs are good teaching practices that all staff members incorporate in their instruction. Some districts have taken steps to develop a list of good teaching practices employed by staff and post them in the classrooms. Using this approach makes the team responsible for developing accommodations for the IEP that are written specifically for the individual student.	The director should consider the following strategies to maximize administrative efficiencies and communication within the department.	Continued monthly individual principal meetings with Coordinators. Implemented quarterly meetings with related service providers by department. More elementary schools added weekly or biweekly special education department meetings (where AEA membership did not contest it.)	Continue w/ monthly principal meetings and quarterly RSP mtgs. Encouraging the expansion of weekly or bi-weekly special ed department meetings in elementary schools where this is not the current practice. E	SE

Assigning Teaching Assistants	There remains a degree of uncertainty by the general education staff with respect to how to utilize the teaching assistants within their classes; Guidelines are not in place for determining when a teaching assistant is required, or no longer required, for assignment to a student, a general education classroom, or a program. There appears to be an over-reliance on the teaching assistants to provide direct instruction to students at the elementary and middle school levels. This may be due to a lack of adequate staffing of special education teachers at the two levels.	The district needs to establish guidelines by which teaching assistants are assigned to a student, a group of students, a program, or a classroom.	Began a review of rubrics shared from other districts	Will begin to pilot two different tools with educational teams	SE
Administrative	Interviewees expressed frustration with the lack of follow-through by some parents with respect to acquiring out-of-school support for their child and the family. It was expressed, numerous times, that there needs to be a greater emphasis placed on developing school/family partnerships; Clear lines of communication need to be defined so that all special education staff and building administrators know the communication chain of command and the decision-making process within the department.	Administrative oversight of special education programming, services, and special education personnel needs to be redefined as to the structure within the Department of Special Education.	Creation of a department organizational chart . Creation of a communication chart for caregivers/community members and one for school staff	Update with new information and share with public and school staff at start of the year	SE
Transition Practices	Written procedures are in place for students transitioning from the elementary level to the middle school level. There is also a procedure in place for transition from preschool to kindergarten and middle school to the high school. However, these procedures are not written down. The addition of the new sixth grade school will also need to be factored in.	Transition practices need to be structured in a more sequential and consistent manner between the various school levels.	Memorialized the PK - K transition procedures/timelines; Gibbs to Ottoson transition planning b/t Ms. DeFrancisco. Ms. DeFrancisco created schedule for fifth to Gibbs.	Memorialize the middle to high school transition procedures/timelines	GE/SE
Evidence-Based Practice	Special education "specialized instruction" is not fully understood across the district. There were limited examples of specialized instruction observed in the various special education settings; There is a need to clarify when "pull out" services are required. Is it a general education class scheduling issue, a lack of availability of special education personnel and/or a lack of grade level clustering of special needs students?	There needs to be a thorough review of evidence-based practice that is applicable to the various special education instruction, in-classroom support, and support programs currently operating within the district.	Worked with Dr. Melissa Orkin (Tufts) and all elementary special educators: Project Read: Framing Your Thoughts: Sentence Structure & Paragraph Writing; Using assessment data to identify reading profiles and target intervention & Working with Struggling Readers Service Planning and Evaluation; Targeted Reading Intervention Training; Subtyping framework for reading: Application of Framework to Cases. Selected training: Lively Letters; Wilson Reading System; Just Words (Wilson) ; Administering and scoring the WIST; RAVE-O;	Continue to work with Dr. Orkin on interpreting assessment data, developing profiles, determining interventions, designing instruction, develop goals & objectives for literacy (reading & writing)	SE

Evidence-Based Practice	There is a lack of a data collection procedure occurring for special needs students across the district; Some progress reports are lacking specificity in terms of a student's measurable progress; What does the phrase "adequate progress" mean? This does not indicate measurable progress.	The administration should have a unified data collection system for measuring student progress against student IEP goals.	District created shared data bank for student assessment data	Explore commercial products and or locally created tools	SE/GE
Program Development	Interviewees identified the following trends that are appearing in students: ADD, impulse control issues, dysregulation of self, executive functioning issues, poor literacy skills, school phobia/refusal, anxiety/stress, oppositional defiant behaviors, and trauma related issues.	The district needs to further develop and expand program options for the special education population.	Dr. Elizabeth Keefe (Lesley University) worked with AHS & Stratton SLC-A . Wediko Children's services continued consultation to Dallin SLC program and worked with RSPs throughout the year	Dr. Keefe (Stonehill College) will continue to work with AHS/Stratton. Wediko will be working with Dallin SLC, AHS - Compass & Summit, OMS - Summit, Gibbs - Tier II programming	SE
Program Development	Interviewees identified the following trends that are appearing in students: ADD, impulse control issues, dysregulation of self, executive functioning issues, poor literacy skills, school phobia/refusal, anxiety/stress, oppositional defiant behaviors, and trauma related issues.	The district needs to determine which disability categories it will select to develop further program capacity in order to assist with reducing the exiting of students to out-of-district placements.	Dr. Elizabeth Keefe (Lesley University) worked with AHS & Stratton SLC-A . Wediko Children's services continued consultation to Dallin SLC program and worked with RSPs throughout the year	Dr. Keefe (Stonehill College) will continue to work with AHS/Stratton. Wediko will be working with Dallin SLC, AHS - Compass expansion & Summit, OMS - Summit expansion, Gibbs - Tier II programming	SE
Entrance/Exit Guidelines	There lacks a stated set of guidelines for the various services offered to students through special education. In order for the evaluation team members to decide eligibility for specialized instruction, there should be a set of guidelines outlining how students enter and exit a program; There appears to be a lack of understanding of all the special education programs and services available to eligible students. Greater understanding of the referral question by team chairs is required in-order to ensure that assessments that may not be needed are not requested. Special education teachers do not conduct standardized educational assessments at the time of the initial evaluation and re-evaluation.	There needs to be clear and concise entrance and exit guidelines in place for all special education programs and services that are well-established and followed.	Related Service Providers (SWs, OTs/PT, SLPs, School Psychs, Team Chairs, TVI, BCBA, AT & AAC) met throughout the year during early release time to create logic models and service delivery goals/objectives, establish short and long-term goals for service and discharge	RSPs will continue to meet during release time to identify consistent practices across schools and provide training/share resources around these practices	SE
Program and Staffing Oversight	There is a lack of understanding of what constitutes a language-based/learning disabled program. Some interviewed staff members indicated that there may be a need for this type of program; however, based on a review of the data collected by the district, there does not appear to be a need, at this time, to construct a specific program at the elementary level. Most interviewed staff were not aware if a job description exists for their position.	The district has developed and invested in some very successful programs for disabled students within the district. Efforts need to be made to ensure that they continue to meet the needs of the students for whom they were developed, and that staff members receive the supervision required to remain effective.	Principals and coordinators collaborate on the supervision and evaluation of special education staff. Consultation provided to Reach/SLC - A, Dallin SLC- B this year	Dr. Keefe (Stonehill College) will continue to work with AHS/Stratton. Wediko will be working with Dallin SLC, AHS - Compass expansion & Summit, OMS - Summit expansion, Gibbs - Tier II programming. Requested addition of elementary asst principals in order to allow principals time for instructional leadership and supervision and evaluation responsibilities.	GE/SE

Caseloads	<p>There was an expressed concern, with respect to special education caseloads, that there is not a system in place featuring a weighted approach that factors in numbers, needs of the caseload, variables of the demographics of each school, and an equity of resources across the district. School psychologists are a valuable resource; however, their primary responsibility is to conduct evaluations. This leaves very little time for them to consult with school-based staff or provide support to students. The district should require special education teachers to conduct the educational testing and work in harmony with school psychologists to assess students and make recommendations. Having special education teachers test would allow school psychologists more time to consult with school-based staff. District class size is having an impact on inclusionary practices in the planning of placements of students from certain disability categories into general education classes. Students with more moderate to severe needs may have limited access due to class size.</p>		<p>Special ed increases went to staffing Gibbs &amp; increases at AHS</p>	<p>Increase of learning specialist to Stratton; Increase of special education teacher to Summit; Increase of OT &amp; SLP FTEs to Hardy, Thompson, &amp; Gibbs; Addition of special education teacher to AHS (Compass); Addition of Team Chair to AHS.</p>	SE
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## **Town of Arlington, Massachusetts**

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**7:45 p.m. Second Read of District Goals for 2019-2020**

**Summary:**

- Approval of District Goals for 2019-2020

**ATTACHMENTS:**

	Type	File Name	Description
▢	Reference Material	Draft_District_Goals_2019-2020.pdf	Draft District Goals

## DRAFT DISTRICT GOALS 2019-2020

<b>Goal 1: Student Achievement</b> <i>The Arlington Public Schools will ensure that every graduate is prepared to enter and complete a post-secondary degree program, pursue a career, and be an active citizen in an ever-changing world by offering a rigorous, comprehensive, standards-based and data-driven K-12 system of curriculum, instruction, and assessment that integrate social, emotional and wellness support.</i>
<b>Goal Objective 1.1</b> <i>Students will engage in curricula that are designed to support the district's vision of student as learner, which emphasizes transferable skills such as global and cultural awareness, creativity, collaboration, responsibility, communication and critical thinking, remain in alignment with state standards, are coherent within each discipline, and can be measured by common and state assessments..</i>
<b>Goal Objective 1.2</b> <i>Students will develop their social and emotional (SEL) skills through age-appropriate SEL instruction which empathizes an awareness of cultural bias and by learning in classrooms where responsible decision making, empathy, and the importance of positive relationships are the norm.</i>
<b>Goal 2: Staff Excellence and Professional Development</b> <i>The Arlington Public Schools will recruit, hire, retain, and build the capacity of a diverse staff to be excellent teachers and administrators by providing high quality professional development aligned to needs, instructional support, coaching, and an evaluation framework that fosters continuous improvement.</i>
<b>Goal Objective 2.1</b> <i>Professional learning for educators will reinforce targeted components of the academic curriculum, social emotional competencies and pedagogy, and will emphasize culturally competent and data-informed instructional practices that support student learning and growth.</i>
<b>Goal Objective 2.2</b> <i>The Human Resources Director in collaboration with all District Administrators will seek to increase the overall diversity of district staff from current numbers by recruiting qualified teachers and staff with diverse backgrounds to apply for vacant positions within the district.</i>

**Goal 3: Resources, Infrastructure and Educational Environment** The Arlington Public Schools will offer a cost effective education that maximizes taxpayer dollars and utilizes best practices, academic research, and rigorous self-evaluation to provide students and staff the resources, materials and infrastructure required for optimum teaching and learning in a safe and healthy environment.

Goal Objective 3.1: The Assistant Superintendent in collaboration with the English and Mathematics curriculum leaders will identify elementary and middle school formative assessments to add to the District Data Bank for teachers and support staff to access. The data from the identified formative assessments will assist with informing instruction.

Goal Objective 3.2: Building principals will establish a school data team to review student data to support academic achievement, behavior, and social emotional learning.

Goal Objective 3.3 The District will continue to implement the recommendations in the LABBB Inclusionary Report.

**Goal 4: Operations, Communications and Stakeholder Engagement** The Arlington Public Schools will be run smoothly, efficiently and professionally. The district will operate transparently and engage in effective collaboration and responsive communication with all stakeholders. It will provide timely, accurate data to support financial decision-making, envisioning of the district's future, and long-range planning in partnership with other Town officials. Through these actions it will create broad support for a high quality education system, that is community's most valuable asset.

Goal Objective 4.1: Contingent on community approval of a debt exclusion override for the new high school, the Detailed Design (MSBA - Module 5) of the high school project will be completed. This will be accomplished by working with the Arlington High School Building Committee, Owner's Project Manager, Architects, and Construction Manager at Risk, to develop design and phasing plans for the high school building project with ongoing input from faculty, related groups and the community.

Goal Objective 4.2: By the end of the 2019-2020 school year, the Assistant Superintendent and Curriculum Leaders will create an overview of the district's elementary curriculum and post it on the district's website.

*Goal Objective 4.3: District Administration will develop a maintenance plan for the upkeep of the high school during the rebuild.*

Students will engage in curricula that are designed to support the district's vision of student as learner which emphasizes transferable skills such as global, cultural and self-awareness, creativity, collaboration, and critical thinking, remain in alignment with state standards, are coherent within each discipline, and can be measured by common and state assessments.



## **Town of Arlington, Massachusetts**

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### **8:15 p.m. Second Read of 2019-2020 School Calendar Updates**

#### **Summary:**

- Approval of 2019-2020 School Calendar

#### **ATTACHMENTS:**

	Type	File Name	Description
▢	Reference Material	2019-2020_Calendar_Update.pdf	2019-2020 Calendar Updates
▢	Reference Material	Religious_Observances_2019-2020.pdf	Religious Observances

# Arlington Public Schools 2019-2020 School Calendar [www.arlington.k12.ma.us](http://www.arlington.k12.ma.us)

## August 2019

<u>M</u>	<u>T</u>	<u>W</u>	<u>Th</u>	<u>F</u>
26	27	<b>T</b>	<b>T</b>	30

## September (19 days) 2019

<u>M</u>	<u>T</u>	<u>W</u>	<u>Th</u>	<u>F</u>
<b>H</b>	EE	4	5	6
9	EE	11	*12	13
16	EE/MS	18	19	20
23	EE	25	*26	27
<b>N</b>				

## October (21 days) 2019

<u>M</u>	<u>T</u>	<u>W</u>	<u>Th</u>	<u>F</u>
	EE	2	3	4
7	EE	<b>N</b>	*10	11
<b>H</b>	EE	16	17	18
21	EE/MS	23	*24	25
28	EE/OMC	30	31	

## November (17 days) 2019

<u>M</u>	<u>T</u>	<u>W</u>	<u>Th</u>	<u>F</u>
				<b>T</b>
4	EE/GSC	6	7	8
<b>H</b>	EE/HS	13	*14/HD	15
18	EE/MS/HS	20	*21	22
25	EE	EA*	<b>H</b>	<b>N</b>

## December (15 days) 2019

<u>M</u>	<u>T</u>	<u>W</u>	<u>Th</u>	<u>F</u>
2	EE	4	5	6
9	EEC	11	*12	13
16	EEC	18	*19	20
<b>V</b>	<b>V</b>	<b>H</b>	<b>V</b>	<b>V</b>
<b>V</b>	<b>V</b>			

## January (21 days) 2020

<u>M</u>	<u>T</u>	<u>W</u>	<u>Th</u>	<u>F</u>
		<b>H</b>	2	3
6	EE	8	*9	10
13	EE/OMC	15	16	17
<b>H</b>	EE/GSC	22	*23	24
27	EE	29	30	31

EA: Early Release All, 1:00  
 EA\*: Early Release All, Noon, No Lunch  
 EA\*\*: Early Release All Last Day 11:30  
 EE\*: Early Release Elem Tuesday 11:15  
 EE: Early Release Elem Every Tuesday 1:00  
 EEC: Early Release Elem Conference 11:15  
 EE/MS: Early Release Elem/Middle School  
 GSC: Early Release Gibbs Conference 11:15  
 OMC: Early Release Ottoson Conference 11:15  
 MS: Early Release Gibbs & Ottoson 1:00  
 HC: Early Release HS Conference 1:30  
 HD: High School Delayed Opening 9:00  
 H: Federal/State Holiday  
 N: No School  
 T: Teacher Only PD  
 V: Vacation

T = Teachers Only  
 August 28 and 29, 2019  
 November 1, 2019

First Day for Students:  
 Grade 1-12 Tuesday, September 3  
 Grade K Tuesday, September 3, Open House  
 Preschool Tuesday, September 9

EE: Early Release Elementary  
 Every Tuesday at 1:00 Lunch served

EE/MS  
 Early Release at 1:00 Lunch served

EEC: Elementary Conference Schedule  
 Tuesday, December 10, 2019 11:15 a.m. No Lunch  
 Thursday, December 12, 2019 Evening 6-8 p.m.  
 Tuesday, December 17, 2019 11:15 a.m. No Lunch

GSC: Gibbs School Conference Schedule  
 Monday, November 4, 2019 Evening 6-8 p.m.  
 Tuesday, November 5, 2019 11:15 a.m. No Lunch  
 Tuesday, January 21, 2020 11:15 a.m. No Lunch  
 Wednesday, January 22, 2020 Evening 6-8 p.m.

OMC: Ottoson Middle School Conference  
 Tuesday, October 29, 2019 11:15 a.m. No Lunch  
 Thursday, Nov 7, 2019 Evening 6-8 p.m.  
 Tuesday, January 14, 2020 11:15 a.m. No Lunch  
 Thursday, January 16, 2020 Evening 6-8 p.m.

HC: High School Conference Schedule  
 Thursday, November 12, 2019 Afternoon TBD  
 Thursday, November 14, 2019 8-9 a.m.  
 Thursday, November 19, 2019 Afternoon TBD  
 Thursday, November 21, 2019 Evening 6-8 p.m.  
 Tuesday, December 3, 2019 Evening 6-8 p.m.

Menotomy Preschool: 8:30-2:30

Elementary School: 8:10-2:30

Gibbs School: 8:00-2:26

Ottoson Middle School: 8:00-2:26

Arlington High School: 8:00-2:26

## February (15 days) 2020

<u>M</u>	<u>T</u>	<u>W</u>	<u>Th</u>	<u>F</u>
3	EE	5	6	7
10	EE	12	*13	14
<b>H</b>	<b>V</b>	<b>V</b>	<b>V</b>	<b>V</b>
24	EE/MS	26	*27	28

## March (22 days) 2020

<u>M</u>	<u>T</u>	<u>W</u>	<u>Th</u>	<u>F</u>
2	EE	4	5	6
9	EE	11	*12	13
16	EE/MS	18	19	20
23	EE	25	*26	27
30	EE			

## April (16 days) 2020

<u>M</u>	<u>T</u>	<u>W</u>	<u>Th</u>	<u>F</u>
		1	2	3
6	EE	8	*9	<b>N</b>
13	EE	15	16	17
<b>H</b>	<b>V</b>	<b>V</b>	<b>V</b>	<b>V</b>
27	EE/MS	29	*30	

## May (20 days) 2020

<u>M</u>	<u>T</u>	<u>W</u>	<u>Th</u>	<u>F</u>
				1
4	EE	6	7	8
11	EE	13	*14	15
18	EE/MS	20	21	22
<b>H</b>	EE	27	*28	29

## June (14 days) 2020

<u>M</u>	<u>T</u>	<u>W</u>	<u>Th</u>	<u>F</u>
1	EE	3	4	5
8	EE	10	*11	12
15	EE/MS	17	EA**	19
22	EE	24	*EA**	26
29	30			

Kindergarteners Only:  
 September 3. Open House  
 Sept 4, 1/2 of Kindergarten class all day  
 Sept 5, 1/2 of Kindergarten class all day  
 Sept 6, All Kindergarten classes, all day  
 June 15, All Kindergarten classes last day of school w/no snow

Grade 1-12  
 \*\*June 18 is 180th day w/no snow days  
 \*\*June 25 is 185th day w/5 snow days  
 \*\*Last day of school 11:30 Dismissal  
 No lunch served

Arlington High School Graduation  
 Saturday, June 6, 2020, 3:00 pm

\*School Committee Meets Thurs, 6:30 p.m.

**Arlington Public Schools 2019-2020 School Calendar Religious Observances**

Arlington is enriched by the cultural and religious diversity of its community and teaching staff.

The Arlington School Committee publishes this list to inform our community of days in which

students and staff may be participating in observances with their families. Parents should

inform teachers when observances may conflict with school activities, or if a Holiday is not listed.

Eid al-Adha	Muslim	Monday, August 12, 2019
Muharram	Muslim	Tuesday, September 10, 2019
Labor Day	National	Monday, September 2, 2019
Rosh Hashanah	Jewish	Monday, September 30, 2019
Yom Kippur	Jewish	Wednesday, October 9, 2019
Columbus Day	National	Monday, October 14, 2019
First Day of Sukkot	Jewish	Monday, October 14, 2019
Shmini Atzeret	Jewish	Monday, October 21, 2019
Simchat Torah	Jewish	Tuesday, October 22, 2019
Diwali/Deepavali	Observance	Sunday, October 27, 2019
Halloween	Observance	Thursday, October 31, 2019
All Saints' Day	Christian	Friday, November 1, 2019
All Souls' Day	Christian	Saturday, November 2, 2019
Veterans Day	National Holiday	Monday, November 11, 2019
Thanksgiving Day	National Holiday	Thursday, November 28, 2019
Feast of the Immaculate Conception	Christian	Sunday, December 8, 2019
Chanukah/Hanukkah (first day)	Jewish	Monday, December 23, 2019
Christmas Eve	Observance, Christian	Tuesday, December 24, 2019
Christmas	National Holiday	Wednesday, December 25, 2019
Kwanzaa (until Jan 1)	Observance	Thursday, December 26, 2019
New Year's Eve	Observance	Tuesday, December 31, 2019
New Year's Day	National Holiday	Wednesday, January 1, 2020
Epiphany	Christian	Monday, January 6, 2020
Martin Luther King Day	National Holiday	Monday, January 20, 2020
Lunar New Year	Chinese New Year	Saturday, January 25, 2020
Presidents' Day	National Holiday	Monday, February 17, 2020
Ash Wednesday	Christian	Wednesday, February 26, 2020
Purim	Jewish	Tuesday, March 10, 2020
Palm Sunday	Christian	Sunday, April 5, 2020
Holy Thursday	Christian	Thursday, April 9, 2020
Good Friday	Christian	Friday, April 10, 2020
Easter Sunday	Observance, Christian	Sunday, April 12, 2020
Palm Sunday	Orthodox	Sunday, April 12, 2020
Orthodox Good Friday	Orthodox	Friday, April 17, 2020
Easter Sunday	Orthodox	Sunday, April 19, 2020
Passover (first day)	Jewish	Thursday, April 9, 2020
Patriot's Day	Observance	Monday, April 20, 2020
Ramadan	Muslim	Friday, April 24, 2020
Eid Al-Fitr	Muslim	Sunday, May 24, 2020
Memorial Day	National Holiday	Monday, May 25, 2020
Shavuot	Jewish	Friday, May 29, 2020





## **Town of Arlington, Massachusetts**

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**8:25 p.m. Professional Development Summary for FY20 and Summer Plan. R. MacNeal**

**ATTACHMENTS:**

Type	File Name	Description
▢ Reference Material	FY19_Summer_Professional_Development_for_Curriculum_and_Instruction_-_Sheet1-1.pdf	Professional Development Update
▢ Reference Material	FY20_Professional_Development.pdf	FY20 Professional Development

Date	Grades	Content Area	Description of PD	Contact Person	Location	Cost	Notes	
July 29-Aug 1	K-5	Social and Emotional Learning	Responsive Classroom Training for Elementary Staff (30 Slots available)	Rod/Maria	Brackett Media Center		This is the basic elementary course for those staff who have not had previous Responsive Classroom Training. This training will be covered by the district.	
July 29-Aug 1	6,7, and 8	Social and Emotional Learning	Responsive Classroom Training for Middle School Staff (30 Slots available)	Rod/Maria	Gibbs Media Center		This is the basic middle school course for those staff who have not had previous Responsive Classroom Training. This training will be covered by the district.	
August 5-August 8	K-5	Social and Emotional Learning	Advanced Responsive Classroom Training for Elementary Staff (30 slots available)	Rod/Maria	Brackett Media Center		This is an advanced elementary course for those staff members who have completed the first Responsive Training	
June 20	K - 12	Digital Learning	District-wide PD EdCamp Investigations 3.0 Overview	Susan Bisson	Gibbs	\$3,975.00	1/2 workshop; topics TBD; 53 participants	
June 19th through August 6th	k-5	Elementary Math	In this 7-week course, participants learn about the content and pedagogy of Investigations 3. Through online interactive activities and discussions, participants develop a solid understanding of the curriculum. They explore key mathematical concepts K-5, and consider how to effectively support student learning.	Matt and Elemenary Math Coaches	Online	\$1,500.00	The workshop will be run by TERC facilitators. Spots for this workshop are limited. We will honor first come, first serve.	
August 20th and 21st	k-5	Elementary Math	<a href="#">Developing Mathematical Ideas (DMI): Making Meaning for Operations is a number module in the Developing Mathematical Ideas professional development curriculum. For more information click the hyperlink for a DMI Overview.</a>	Matt and Elemenary Math Coaches	Arlington	\$0.00	Please note that if you register for this course, attending all four sessions will be expected.  The follow up sessions will be held on Saturday, September 28th and Friday, October 11th. A sub will be provided for the second follow up day.  The sessions will be held in Arlington.  one hour for lunch.	
August 23rd	3-5	Elementary Math	A three hour planning day focused on preparation for the upcoming year.	Matt and Elemenary Math Coaches	Arlington	\$1,125.00	The meeting will occur from 8:30-11:30.  The session will be held in Arlington.	
June 19th through August 6th	k-5	Elementary Math	Supporting Students  This 7-week online course focuses on the teacher's role in supporting the range of learners in K-5 mathematics classrooms  This course is a revised version of the course offered by TERC in the past.	Matt and Elemenary Math Coaches	Online	\$5,000.00	The workshop will be run by TERC facilitators. Spots for this workshop are limited. We will honor first come, first serve.	
July 9th and 10th	k-5	Elementary Math	Two-day Investigations workshop centered on the Standard for Math Practice 1, 3, 5, 6.	Matt and Elemenary Math Coaches	EDCO	\$250.00	The workshop will be run by TERC facilitators at EDCO Spots for this workshop are limited. We will honor first come, first serve.	
July 11th and 12th	k-5	Elementary Math	Description is unavailable at this time.	Matt and Elemenary Math Coaches	EDCO	\$1,000.00	The workshop will be run by TERC facilitators at EDCO Spots for this workshop are limited. We will honor first come, first serve.	

Date	Grades	Content Area	Description of PD	Contact Person	Location	Cost	Notes	
July 23rd through 26th	k-5	Elementary Math	Four-day Investigations workshop centered on the core aspects of the program including how the mathematics develops with a focus on grade level planning.	Matt and Elementary Math Coaches	EDCO	\$0.00	The workshop will be run by TERC facilitators at EDCO Spots for this workshop are limited. We will honor first come, first serve.	
August 12th and 13th	k-5	Elementary Math	Two-day Investigations workshop centered on the Standard for Math Practice 1, 3, 5, 6.	Matt and Elementary Math Coaches	EDCO	\$250.00	The workshop will be run by TERC facilitators at EDCO Spots for this workshop are limited. We will honor first come, first serve.	
August 12th and 13th	k-5	Elementary Math	<a href="#">Developing Mathematical Ideas (DMI): Examining Features of Shape is a geometry module in the DMI professional development curriculum. For more information click this hyperlink for a DMI Overview</a>	Matt and Elementary Math Coaches	Arlington	\$5,000.00	Please note that if you register for this course, attending all four sessions will be expected.  The follow up sessions will be held on Saturday, September 21st and Friday, October 4th. A sub will be provided for the second follow up day.  The sessions will be held in Arlington.  one hour for lunch.	
August 14th and 15th	k-5	Elementary Math	Two-day Investigations workshop centered on the Standard for Math Practice 2, 4, 7, 8.	Matt and Elementary Math Coaches	EDCO	\$0.00	The workshop will be run by TERC facilitators at EDCO Spots for this workshop are limited. We will honor first come, first serve.	
August 16th	k-2	Elementary Math	A three hour planning day focused on preparation for the upcoming year.	Matt and Elementary Math Coaches	Arlington	\$1,125.00	The meeting will occur from 8:30-11:30.  The session will be held in Arlington.	
TBD	9-12	Math	Algebra 1 Team	Matt Coleman	TBD	\$900.00	Planning days for modifications after the closing of curriculum B	
TBD	9-12	Math	Algebra 2 Team	Matt Coleman	TBD	\$900.00	Planning Day for curriculum modifications	
TBD	9-12	Math	Geometry	Matt Coleman	TBD	\$900.00	Planning days for transition to new setup with the closing of curriculum B	
TBD	9-13	Math	Developing Algebraic Understanding	Matt Coleman	TBD	\$1,425.00		
TBD	9-12	Math	Math 6	Matt Coleman	TBD	\$750.00	Revising units for Math 6	
TBD	9-12	Math	Math 7	Matt Coleman	TBD	\$600.00	Revising units for Math 7A and Math 7	
TBD	9-12	Math	Math 8	Matt Coleman	TBD	\$600.00	Revising units for Math 8 and Algebra 1	
TBD	9-12	Math	Elementary Coaches	Matt Coleman	TBD	\$5,400.00	Coaching PD at Lesley for 6 Coaches at \$900	
June 19-28 (depending on when school lets out)	K	Elementary ELA	One day workshops on pertinent topics in elementary ELA curriculum such as the new reading workshop units, refining conferring, writing snapshots and preparing additional resources.	Deb Perry and Elementary literacy coaches	Arlington	\$750.00	This is our regular summer workshop to further elementary ELA initiatives. \$750 per grade - 5 teacher days (2018 amount)	
June 19-28 (depending on when school lets out)	1	Elementary ELA	One day workshops on pertinent topics in elementary ELA curriculum such as the new reading workshop units, refining conferring, writing snapshots and preparing additional resources.	Deb Perry and Elementary literacy coaches	Arlington	\$750.00	This is our regular summer workshop to further elementary ELA initiatives. \$750 per grade - 5 teacher days (2018 amount)	
June 19-28 (depending on when school lets out)	2	Elementary ELA	One day workshops on pertinent topics in elementary ELA curriculum such as the new reading workshop units, refining conferring, writing snapshots and preparing additional resources.	Deb Perry and Elementary literacy coaches	Arlington	\$750.00	This is our regular summer workshop to further elementary ELA initiatives. \$750 per grade - 5 teacher days (2018 amount)	

Date	Grades	Content Area	Description of PD	Contact Person	Location	Cost	Notes	
June 19-28 (depending on when school lets out)	3	Elementary ELA	One day workshops on pertinent topics in elementary ELA curriculum such as the new reading workshop units, refining conferring, writing snapshots and preparing additional resources.	Deb Perry and Elementary literacy coaches	Arlington	\$750.00	This is our regular summer workshop to further elementary ELA initiatives. \$750 per grade - 5 teacher days (2018 amount)	
June 19-28 (depending on when school lets out)	4	Elementary ELA	One day workshops on pertinent topics in elementary ELA curriculum such as the new reading workshop units, refining conferring, writing snapshots and preparing additional resources.	Deb Perry and Elementary literacy coaches	Arlington	\$750.00	This is our regular summer workshop to further elementary ELA initiatives. \$750 per grade - 5 teacher days (2018 amount)	
June 19-28 (depending on when school lets out)	5	Elementary ELA	One day workshops on pertinent topics in elementary ELA curriculum such as the new reading workshop units, refining conferring, writing snapshots and preparing additional resources.	Deb Perry and Elementary literacy coaches	Arlington	\$750.00	This is our regular summer workshop to further elementary ELA initiatives. \$750 per grade - 5 teacher days	
June 19-28 (depending on when school lets out)	5	Elementary Reading Teachers	One day workshops on pertinent topics in elementary ELA curriculum such as the new reading workshop units, refining conferring, writing snapshots and preparing additional resources.	Deb Perry and Elementary literacy coaches	Arlington	\$750.00	This is our regular summer workshop to further elementary reading initiatives. \$750 - 5 teacher days (2018 amount)	
TBD	K-8	ELL	ELL curriculum continued curriculum writing	Carla Bruzzese	Arlington	\$5,000.00	Continued ELL curriculum writing to further DESE ELL Units of Study aligning with the WIDA standards	
TBD	11-12	Physical Education	Develop Self Defense Curriculum	Kim Visco/ Cindy Bouvier	Arlington	\$900.00	New course being developed for grades 11 and 12	3 teacher @ 150day x 2 days (\$900)
TBD	11-12	Physical Education	Develop Athletic Training Course Curric	Kim Visco/ Cindy Bouvier	Arlington	\$600.00	New course being developed for grades 11 and 12	2 teacher @ 150day x 2 days (\$600)
Based on teacher schedules	6-12	Social Studies	Research Paper/Process	Denny Conklin	TBD	\$2,400.00	8 teachers x 2 days	
Based on teacher schedules	7	Social Studies	New Global Studies course curriculum planning	Denny Conklin	TBD	\$1,500.00	5 teachers x 2 days	
Based on teacher schedules	8	Social Studies	New Civics course planning	Denny Conklin	TBD	\$3,000.00	4 teachers x 5 days	
June 19-28 (depending on when school lets out)	1	Social Studies	Africa unit revision	Denny Conklin	TBD	\$750.00	5 teachers x 1 day	
Based on teacher schedules	K	Social Studies	Tools of the Mind and Social Studies Frameworks crosswalk	Denny Conklin	TBD	\$450.00	3 teachers x 1 day	
TBD	K	Science	Planning for tools of the mind science activities	Science Director	TBD	\$1,050.00	7 teachers X 1 day	
TBD	12	Science	planning for AP Physics C & AP Bio changes	Science Director	TBD	\$600.00	2 teachers X 2 days	
TBD (teachers decide)	7,8	Science	planning for PBL and PL for gr 7, 8	Science Director	TBD	\$1,800.00	6 tea X 2 dqys	
TBD (Teachers decide)	9-12	Science	planning for AHS move - curriculum effects	Science Director	TBD	\$1,800.00	6 tea X 2 days	
July 1,2,3	9-12	Visual Art	Writing New Curriculum and Syllabi for new HS Visual Art Courses, Drawing I and Drawing II	David Ardito	TBD	\$600.00	1 teacher 4 days These two half-year visual art courses will be taught at AHS for the very first time in 2019-20	

Date	Grades	Content Area	Description of PD	Contact Person	Location	Cost	Notes	
TBD (Teachers decide)	7 and 8	Visual Art	1.Development of the sketchbook as an instructional strategy.This includes the - development of assignments, prompts, grading rubric and other visual and written materials for sketchbook framework. 2. Development of support resources for ELL & 504 students to improve their access to learning through visual art at OMS.This practice will involve more labeling for our art rooms, materials and tools, as well as visual aids for project phases. 3. Creation of Google Classrooms for all art classes at OMS. The goal is to create google classrooms - where students can access all of our classroom docs, links to resources and classwork materials.	David Ardito	TBD	\$900.00	2 art teachers, 3 days each working collaboratively	
TBD (Teacher decides)	9-12	Visual Art	Writing New Curriculum and Syllabi for new HS Visual Art Course called Fibers. This new half year course is being proposed for the 20/21 school year. Part of the new curriculum will be tested in the 2019/20 school year in existing courses	David Ardito	TBD	\$450.00	1 teacher 3 days	
TBD (teacher decides)	11, 12	Visual Art	Restructure AP Studio Art including developing the 3D portfolio option for students. Modify AP Studio Art to reflect changes in the AP Exam and to incorporate what is learned about AP Studio Art during the NAEA convention.	David Ardito	TBD	\$300.00	1 teacher, 2 days See Description	
TBD (teacher decides)	9-12	Visual Art	Improving physical aspects of the Ceramics and Sculpture Studio. Experimentation with glazing techniques for ceramics including high fire glazes. Development of new curriculum for new HS course called Ceramic Pottery and Sculpture II. This course will be taught for the first time in 2019/20.	David Ardito	TBD	\$450.00	1 teacher, 3 days	
TBD (teacher decides)	6	Visual Art	Restructure the 6th grade trimester art program at Gibbs including developing a modified TAB component. This includes writing curriculum but also modifying the art room in various physical ways.	David Ardito	TBD	\$450.00	1 teacher, 3 days	
TBD (teacher decides)	9-12	Visual Art	Write new curriculum and syllabus for the new Art and Technology course being taught in the maker space in the 2019-20 school year.	David Ardito, Nathan Muehleisen	TBD	\$450.00	1 teacher, 3 days	
July 8, 11,22,24	District	Cultural Compency	This course is designed to introduce educators to the complex issues raised by race and racism and their impact on student engagement and achievement. This course provides educators with an understanding of racial identity and the importance of building authentic student-teacher relationships. This course also enables educators to increase their culturally responsive skills that include other areas of intersectionality such as gender identity and socioeconomic status.	Margaret Credle Thomas	TBD	\$1,350.00	3 teachers, 4 days	
TBD	12	English	Revise curriculum for writing elective	Deborah Perry	TBD	\$600.00	2 teachers, 2 days	
TBD	6	English	Review grammar and literature curriculum	Deborah Perry	TBD	\$1,350.00	3 teachers, 3 days	
TBD	7	English	Grammar, Giver, MCAS	Deborah Perry	TBD	\$1,350.00	3 teachers , 3 days	



# FY20 Professional Development

School Committee Meeting  
June 13, 2019

# Goal Objective 2.1

**Professional learning for educators will reinforce targeted components of the academic curriculum, social emotional competencies and pedagogy, and will emphasize culturally responsive and data-informed instructional practices that support student learning and growth.**

# District

**Cultural Literacy:** During the 2019-2020 school year, all district staff will participate in ten hours of professional development focused on cultural literacy and culturally responsive instruction. Six of the hours will be provided during the professional development day on November 1.

**Cultural Literacy:** During the 2019-2020 school year, members of the District Diversity, Equity, and Inclusion Team will work with an outside consultant to create a mission and vision statement. The result of such work will also include setting short term and long term goals for the district with regard to the district's focus on fostering diversity, equity and inclusion.

**Elementary (K-5)**

# Digital Learning

Digital Learning professional development will be offered to teachers throughout the year. The format and delivery for the professional development will be designed using instructional goals and data collected during the 2018-2019 school year.

# ELA/English

During the 2019-2020 school year, literacy coaches will meet with grade 1 teachers during early release time and visit their classrooms to help with the implementation of the new DIBELS/Acadience phoneme segmentation fluency and nonsense word fluency assessments.

During the 2019-2020, literacy coaches will utilize early release time to introduce and support teachers with the implementation of the new units of study for grades 3 and 5. During this time, teachers will be able to provide feedback and identify areas in which they need support.

# Science

**Kindergarten:** The 2016 Massachusetts Science, Technology/Engineering Curriculum Framework requires that Kindergarten teachers expand their science instruction for students to experience science practices standards. Starting in the fall of 2019, teachers will receive professional development with using the new Tools of the Mind resource manual for science instruction. Kindergarten teachers will report progress in developing the science practices with K students to the Director of Science, who will help determine next steps in improving K science teaching for the 2020-2021 school year.

**Grades 1-5:** During the 2019-2020 school year, teachers will receive professional development from the Science Teacher Leaders on implementing the new common assessments. The Science Director will oversee the process and finalize the common assessments for the following year.

# Social Emotional Learning

By June 2020, staff in grades PK-2 will demonstrate an increase in their knowledge base and skill set with Social Emotional Learning (SEL) competencies and classroom application through SEL workshops and optional SEL-focused learning walks. Grades 3-5 will follow in the 2020-2021 school year.

# Special Education

**Grades K-5:** During the 2019-2020 school year, special education teachers will use assessment data gathered from the specific testing battery designed to develop a reader profile. Special education teachers and team members will analyze this data to formulate a reading profile for students and will make recommendations for specific reading interventions. Teachers will be trained in various interventions that are matched to the reader profile.

**SLC-A, Grades K-5:** Program staff (teachers, related service providers, and administrators) will work with a consultant to develop a shared program identity through shared definitions/practices in areas of inclusion, behavior & curricular access.

# Visual Arts

During the 2019-2020 school year, K-5 Visual Art teachers will meet at least once per month to provide feedback regarding the effectiveness of the TAB teaching strategy. By the end of the school year, conclusions and consensus reached during meetings will be presented to the K-12 Director of Visual Art in written form. The conclusions reached during these meetings will influence the curricular path for the 2020-2021 school year and beyond.

Secondary (6-12)

# ELA/English

During the 2019-2020 school year, secondary level department meetings will be used to provide support for teachers in grades 8-12 as they implement lessons focused on narrative writing, voice and perspective. During the meetings, teachers will share samples of student writing and create a common assessment that will measure student progress.

# High School Collaborative Problem Solving

Following a successful pilot and leadership development during the 2018- 2019 school year, the high school will enter into a full roll-out of Collaborative Problem Solving training with Think: Kids from Massachusetts General Hospital. The high school schedule will be revised to provide twice monthly Tier 1 training and coaching to all teachers in House-based teams. Additionally, the high school will develop an internal cadre of trainers through Tier 2 training.

# Health and Wellness

The high school Physical Education Department will focus on professional development training and implementation of new electives in Physical Education. The department will train High School Physical Education teachers in RAD (Rape Aggression Defense). Resources will include the RAD Training and the RAD Curriculum. The elective will be taught during the 2019-2020 school year.

# History/Social Studies

Eighth grade teachers will participate in at least one external professional development opportunity around civics content and skills and meet as a team (with the Director of History) at least eight times throughout the 2019-2020 school year to work and reflect on curriculum for the new civics course, as well as produce a list of action steps and changes to make to the curriculum for the 2020-2021 school year.

# Math

During the 2019-2020 school year, teachers in grades 6-12 will engage in an audit of the assessment structure which will result in identifying assessments that can be included in the District Data Bank and revise the essential standards of each course.

# Safe and Supportive Schools (SASS)

The SASS District Team will increase capacity as demonstrated by the District Capacity Assessment in June 2020 through monthly meetings, focused trainings twice a year and regular communication to and from building-based SASS/SEL/Leadership teams and district administration.

# Science

During the 2019-2020 school year, science teachers will receive professional development on strategies for incorporating Project Based Learning (PBL) units into the curriculum and instruction.

Science teachers in selected courses will receive professional development on how to incorporate PBL in the curriculum.

# Special Education

**Grades 6-12:** During the 2019-2020 school year, special education teachers paired with a general education teacher to deliver content area instruction in the general education classroom (“co-teaching”) will participate in on-site coaching with their “co-teaching partner” to improve delivery of instruction and create a more inclusive opportunities for special education students to receive instruction alongside general education peers. Teams will work with a consultant to collect baseline data and establish metrics for successful implementation.

# Visual Arts

During the 2019-2020 school year, 7-12 grade teachers will learn about projects that provide students opportunities to express their personal feelings and ideas.

# World Language

During the 2019-2010 school year, World Language teachers will have two professional development days with consultant Laura Terrill to continue their learning on how to develop thematic units. Teachers will work collaboratively to develop unit outlines for level 1 courses in grades 7-8. Teachers will research, implement, and reflect on specific strategies they integrate in one mode of communication over the course of the year. At the end of the year, there will be thematic unit outlines for level 1/grades 7-8 in French and Spanish, and teachers will have a collection of mode of communication instructional strategies implemented as a department.

# Themes for FY20 Professional Development

- Cultural Competency
- New curriculum and instructional resources
- Co-teaching
- Digital citizenship and literacy
- Social and Emotional Learning
- Data Collection
- Instruction
- Project Based Learning (PBL)



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## **Town of Arlington, Massachusetts**

**8:40 p.m. Hiring Update, R. Spiegel**



## **Town of Arlington, Massachusetts**

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**8:45 p.m. Monthly Financial Report, M. Mason**

**ATTACHMENTS:**

	Type	File Name	Description
▢	Reference Material	SC_Finance_Packet_June_2019-1.pdf	SC Finance Report



## *Arlington Public Schools*

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

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*Michael Mason, Jr.  
Chief Financial Officer*

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To: Arlington School Committee  
From: Michael Mason  
Re: Monthly Financial Reporting Packet  
Date: June 13, 2019

Attached you will find a copy of the monthly financial reporting packet for the period ending 5/31/2019. 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 5/31/2019, and is summarized by object code. You may be used to seeing this format as this is consistent with the reporting that has been used in the past. 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. The bottom line unencumbered balance is currently projected at \$246,444. 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.

### **Grant Accounts Report**

The grant account report includes a year to date tracking of revenue and expenditure totals for each of our FY19 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. The current projections are in line with the approved budget plan, and we don't expect there to be any budget issues.

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

Arlington Public Schools  
General Fund Expenditure Report  
Thru May 31, 2019

OBJECT DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	PROJECTED ENCUMBRANCES	AVAILABLE BUDGET
81111 - Administration Sal & Wages	4,865,881	17,159	4,883,040	4,495,737	353,703	16,000	17,600
81112 - Teacher Salary & Wages	36,612,317	(67,093)	36,545,224	28,695,259	7,223,277	575,106	51,582
81113 - Custodial Salaries	1,492,878	-	1,492,878	1,327,132	110,257	55,489	-
81114 - Food Service Salary Wages	189,615	-	189,615	194,318	-	-	(4,703)
81115 - Clerical Salaries	1,959,883	1,134	1,961,017	1,881,700	148,291	-	(68,974)
81116 - Full Time Teacher Aides Sal	3,437,780	28,376	3,466,156	3,171,713	180,935	100,823	12,685
81117 - Other Full Time Salaries	2,453,805	95,050	2,548,855	2,344,058	348,341	-	(143,544)
81118 - Part Time Salary Wages	152,384	-	152,384	178,448	8,537	-	(34,601)
81119 - Sped Summer School(Hardy)	175,000	-	175,000	171,637	-	-	3,363
81120 - Bus Monitors	25,000	-	25,000	7,600	-	17,400	-
81201 - Temp Salaries Professional	159,080	70,000	229,080	207,195	-	21,885	-
81202 - Temporary Salary Wages Other	113,500	-	113,500	126,476	-	-	(12,976)
81203 - Substitute Teachers Day To Day	266,825	-	266,825	261,237	877	4,711	-
81204 - Extended Term Sub Teacher	407,417	44,329	451,746	486,288	14,025	-	(48,567)
81205 - Student Activity Support Stip	122,448	-	122,448	150,817	-	-	(28,369)
81206 - Temporary Clerical Help	30,000	-	30,000	21,600	-	-	8,400
81210 - Academic Teacher Leadership	77,994	-	77,994	116,167	14,439	-	(52,612)
81215 - Administrative Stipend	71,603	-	71,603	68,550	476	-	2,577
81301 - Overtime Peakload Requirement	46,000	-	46,000	34,672	-	-	11,328
81302 - Cust/Snow/Ice Removal	15,000	-	15,000	62,097	-	-	(47,097)
81304 - Maintenance Salaries	595,642	-	595,642	370,703	31,893	193,046	-
81305 - Maint/Wk Out Of Classification	7,167	-	7,167	4,338	-	-	2,829
81307 - Permit	-	-	-	18,597	-	-	(18,597)
81308 - Out Of Classification Salary	600	-	600	14,143	-	-	(13,543)
81310 - Call Back	9,000	-	9,000	15,025	-	-	(6,025)
81313 - Auto Allowance	15,000	-	15,000	1,529	37	-	13,434
81314 - Custodial Clothing Allow	11,200	-	11,200	11,100	-	-	100
81316 - Custodial Absence/Vacation	50,500	-	50,500	63,210	-	-	(12,710)
81318 - Teacher Room Moving	8,800	-	8,800	16,615	-	-	(7,815)
81320 - Skills Stipend	2,500	-	2,500	1,385	115	-	1,000
81322 - Other Stipends	27,750	-	27,750	14,860	-	-	12,890
81323 - Custodial Athletic Events	15,528	-	15,528	12,484	-	3,044	-
81413 - Longevity/Teachers	415,605	-	415,605	384,819	2,648	26,000	2,138
81414 - Longevity Admin	14,199	-	14,199	21,341	-	-	(7,142)
81415 - Longevity Clerical	24,650	-	24,650	27,274	-	-	(2,624)
81416 - Longevity Cust	16,500	-	16,500	21,839	-	-	(5,339)
81730 - Pensions	2,400	-	2,400	1,886	-	-	514
81760 - Clothing Allowance	11,100	-	11,100	13,341	-	-	(2,241)
81765 - Auto Allowance	-	-	-	7	133	-	(140)
82103 - Power Electricity	677,654	-	677,654	667,679	237,321	-	(227,346)
82104 - Natural Gas	525,000	-	525,000	385,193	107,689	32,118	-
82403 - Plumbing Services	17,000	-	17,000	29,622	9,785	-	(22,407)
82404 - Roof Repairs	12,500	-	12,500	7,322	4,736	-	442

Arlington Public Schools  
General Fund Expenditure Report  
Thru May 31, 2019

OBJECT DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	PROJECTED ENCUMBRANCES	AVAILABLE BUDGET
82405 - Flooring Supplies/Services	5,000	-	5,000	13,412	302	20,000	(28,714)
82407 - Masonry Supply Services	5,000	-	5,000	-	-	-	5,000
82408 - Electrical Services	50,000	-	50,000	49,529	3,074	-	(2,603)
82409 - Grounds Supplies	5,000	-	5,000	5,696	-	20,000	(20,696)
82410 - Painting Services	5,000	-	5,000	7,790	183	20,000	(22,973)
82411 - Window Glass Service Supplies	5,000	-	5,000	6,989	138	-	(2,127)
82412 - Hvac Contracted Services	60,000	-	60,000	45,651	10,576	-	3,773
82414 - Boiler Contracted Services	50,000	-	50,000	43,970	110	-	5,920
82415 - Snow Removal Contracted	30,000	36,000	66,000	119,606	-	-	(53,606)
82420 - Elevator Maintenance Repairs	30,000	-	30,000	26,477	10,175	-	(6,652)
82703 - Equipment Rental	83,360	-	83,360	78,148	18,244	-	(13,032)
82904 - Custodial Supplies Cleaning	385,452	-	385,452	413,543	58,135	-	(86,226)
82905 - Extermination Services	2,000	-	2,000	5,982	93	-	(4,075)
82999 - Misc Maintenance Services	12,400	-	12,400	48	-	-	12,352
83101 - Professional Tech Services	844,532	-	844,532	651,206	230,711	1,333	(38,718)
83102 - Legal Services	200,000	-	200,000	95,863	44,137	-	60,000
83201 - Tuition Other Schools	6,032,929	(71,351)	5,961,578	4,111,145	791,853	3,884	1,054,696
83301 - Contracted Transportation	1,154,000	(69,769)	1,084,231	692,654	289,029	-	102,548
83302 - Field Trips	5,625	-	5,625	11,815	600	-	(6,790)
83303 - Otto Busing Reimburse	6,800	-	6,800	5,354	-	-	1,446
83402 - Telephone/Pagers	42,255	-	42,255	24,218	6,682	-	11,355
83403 - Advertising	6,700	-	6,700	2,320	-	-	4,380
83404 - Reproduction/Printing	21,100	-	21,100	8,218	158	-	12,724
83405 - Postage	800	-	800	67	-	-	733
83802 - Environmental Services	5,000	-	5,000	2,449	-	-	2,551
83803 - Security Services	14,000	-	14,000	36,592	834	-	(23,426)
83804 - Athletic Services	158,692	-	158,692	181,050	11,853	-	(34,211)
83807 - Insurance	47,856	-	47,856	46,452	-	-	1,404
83808 - Safety Equip And Testing	800	-	800	-	-	-	800
84201 - Office Supplies	86,105	-	86,105	62,059	8,486	-	15,560
84303 - Plumbing Supplies	35,000	-	35,000	24,549	2,173	-	8,278
84306 - Carpentry Supplies Doors	15,000	-	15,000	22,089	1,422	-	(8,511)
84308 - Electrical Supplies	25,000	-	25,000	16,292	527	-	8,181
84312 - Hvac Supplies	30,000	-	30,000	18,044	5,910	-	6,046
84321 - Equipment Maintenance	5,192	-	5,192	30,222	-	-	(25,030)
84399 - Misc Maintenance Supplies	-	-	-	1,855	-	-	(1,855)
84802 - Motor Vehicle Repair	32,835	22,165	55,000	62,026	27,731	-	(34,757)
84803 - Gas & Oil	40,000	-	40,000	34,897	8,289	-	(3,186)
84902 - Food Supplies	39,550	-	39,550	26,067	9,977	-	3,506
85100 - Educational Supplies	3,200	-	3,200	5,319	-	-	(2,119)
85101 - Repro Paper Toner Supplies	115,034	-	115,034	91,655	11,308	-	12,071
85102 - Testing Materials	26,576	-	26,576	13,095	29,972	-	(16,491)
85103 - Instructional Materials	359,103	-	359,103	340,588	55,221	-	(36,706)

Arlington Public Schools  
General Fund Expenditure Report  
Thru May 31, 2019

OBJECT DESCRIPTION	ORIGINAL APPROPRIATION	TRANSFERS	REVISED BUDGET	YTD EXPENDED	ENCUMBRANCES	PROJECTED ENCUMBRANCES	AVAILABLE BUDGET
85104 - Athletic Supplies	50,653	-	50,653	69,062	2,789	-	(21,198)
85106 - Textbooks Books Periodicals	169,782	-	169,782	153,547	7,343	-	8,892
85107 - Instructional Services	-	-	-	1,250	-	800	(2,050)
85110 - Instruction Equipment	26,806	-	26,806	24,694	824	-	1,288
85201 - Medical Surgical Supplies	15,000	-	15,000	21,612	3,739	-	(10,351)
85802 - Computer Supplies	18,341	-	18,341	19,505	169	-	(1,333)
85803 - Graduation Service Ceremonies	15,000	-	15,000	4,943	8,248	-	1,809
85804 - Computer Software	259,377	-	259,377	254,817	20,700	-	(16,140)
85806 - Misc Supplies	865	-	865	701	893	32	(761)
87101 - Business Travel	6,600	-	6,600	3,425	3,572	-	(397)
87105 - Workshops Stipends/Green Slip	74,000	(70,000)	4,000	7,631	-	-	(3,631)
87106 - Graduate Course Reimbursement	25,000	-	25,000	7,425	5,426	-	12,149
87202 - Training Educ Conf & Attendanc	160,256	-	160,256	140,039	41,938	-	(21,721)
87301 - Professional Affiliations	49,944	-	49,944	42,010	4,158	75	3,701
87601 - Court Judgements Settlement	102,000	-	102,000	-	-	-	102,000
88501 - Capital Equipment/Furniture	6,000	-	6,000	1,621	-	-	4,379
88502 - Computer Network Telecom	480	-	480	-	-	-	480
88550 - Computer Equipment Hardware	20,317	-	20,317	4,747	-	-	15,570
88560 - Space Rental	36,000	(36,000)	-	-	-	-	-
88920 - General Construction Contract	-	-	-	60,572	-	-	(60,572)
<b>Grand Total</b>	<b>66,253,022</b>	<b>-</b>	<b>66,253,022</b>	<b>54,359,615</b>	<b>10,535,217</b>	<b>1,111,746</b>	<b>246,444</b>

Arlington Public Schools  
Grant Report  
Thru May 31, 2019

GRANT NAME	OBJECT DESCRIPTION	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	PROJECTED TO COMPLETION	AVAILABLE BUDGET
Metco Grant	7330 - State Revenue	(489,063)	(306,150)	-	(182,913)	-
	81111 - Administration Sal & Wages	101,352	92,333	-	9,019	-
	81112 - Teacher Salary & Wages	86,414	64,598	3,348	18,468	-
	81116 - Full Time Teacher Aides Sal	47,852	22,992	-	24,860	-
	81201 - Temp Salaries Professional	3,850	2,435	-	1,415	-
	81202 - Temporary Salary Wages Other	3,500	1,354	-	2,146	-
	83101 - Professional Tech Services	14,751	1,160	2,470	11,121	-
	83301 - Contracted Transportation	221,874	149,191	65,574	7,109	-
	84201 - Office Supplies	1,120	248	300	572	-
	87202 - Training Educ Conf & Attendanc	5,300	1,886	2,299	1,115	-
	87301 - Professional Affiliations	1,850	1,250	-	600	-
	88550 - Computer Equipment Hardware	1,200	1,149	105	(54)	-
<b>Metco Grant Total Revenue</b>		<b>(489,063)</b>	<b>(306,150)</b>	<b>-</b>	<b>(182,913)</b>	<b>-</b>
<b>Metco Grant Total Expense</b>		<b>489,063</b>	<b>338,596</b>	<b>74,096</b>	<b>76,371</b>	<b>-</b>
Special Ed Early Ed	7310 - Federal Revenue Thru State	(41,194)	(27,228)	-	(13,966)	-
	81112 - Teacher Salary & Wages	29,790	22,915	6,875	-	-
	81731 - MTRB Pension	2,681	-	-	2,681	-
	83101 - Professional Tech Services	4,350	4,350	-	-	-
	85100 - Educational Supplies	3,983	3,800	-	183	-
	87202 - Training Educ Conf & Attendanc	390	-	-	390	-
<b>Special Ed Early Ed Total Revenue</b>		<b>(41,194)</b>	<b>(27,228)</b>	<b>-</b>	<b>(13,966)</b>	<b>-</b>
<b>Special Ed Early Ed Total Expense</b>		<b>41,194</b>	<b>31,065</b>	<b>6,875</b>	<b>3,254</b>	<b>-</b>
Sped 94-142 Allocation	7310 - Federal Revenue Thru State	(1,502,474)	(862,434)	-	(640,040)	-
	81111 - Administration Sal & Wages	45,533	33,202	4,111	8,220	-
	81112 - Teacher Salary & Wages	1,237,364	982,095	217,607	37,662	-
	81201 - Temp Salaries Professional	11,266	-	-	11,266	-
	81731 - MTRB Pension	115,461	-	-	115,461	-
	83101 - Professional Tech Services	92,850	8,354	852	83,644	-
<b>Sped 94-142 Allocation Total Revenue</b>		<b>(1,502,474)</b>	<b>(862,434)</b>	<b>-</b>	<b>(640,040)</b>	<b>-</b>
<b>Sped 94-142 Allocation Total Expense</b>		<b>1,502,474</b>	<b>1,023,651</b>	<b>222,570</b>	<b>256,253</b>	<b>-</b>
Title I Distribution	7310 - Federal Revenue Thru State	(190,140)	(116,565)	-	(73,575)	-
	81111 - Administration Sal & Wages	5,000	5,000	-	-	-
	81112 - Teacher Salary & Wages	31,012	23,856	7,156	-	-
	81116 - Full Time Teacher Aides Sal	110,840	105,562	5,278	-	-
	81201 - Temp Salaries Professional	34,447	2,122	-	32,325	-
	81202 - Temporary Salary Wages Other	250	-	-	250	-
	81731 - MTRB Pension	2,791	-	-	2,791	-
	85106 - Textbooks Books Periodicals	4,000	1,505	-	2,495	-
	87105 - Workshops Stipends/Green Slip	1,800	-	-	1,800	-
<b>Title I Distribution Total Revenue</b>		<b>(190,140)</b>	<b>(116,565)</b>	<b>-</b>	<b>(73,575)</b>	<b>-</b>
<b>Title I Distribution Total Expense</b>		<b>190,140</b>	<b>138,045</b>	<b>12,434</b>	<b>39,661</b>	<b>-</b>

Arlington Public Schools  
Grant Report  
Thru May 31, 2019

GRANT NAME	OBJECT DESCRIPTION	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	PROJECTED TO COMPLETION	AVAILABLE BUDGET
Title IIA Improving Teacher Quality	7310 - Federal Revenue Thru State	(90,700)	(19,698)	-	(71,002)	-
	81201 - Temp Salaries Professional	48,755	6,500	-	42,255	-
	83101 - Professional Tech Services	15,000	14,756	-	244	-
	87203 - Title II Covenant Sch Training	952	-	202	750	-
	87207 - Title II St Agnes Training	3,825	2,000	1,517	308	-
	87208 - Title IIA-Arl Catholic	8,168	2,327	5,020	821	-
	87301 - Professional Affiliations	14,000	-	-	14,000	-
<b>Title IIA Improving Teacher Quality Total Revenue</b>		<b>(90,700)</b>	<b>(19,698)</b>	<b>-</b>	<b>(71,002)</b>	<b>-</b>
<b>Title IIA Improving Teacher Quality Total Expense</b>		<b>90,700</b>	<b>25,583</b>	<b>6,739</b>	<b>58,378</b>	<b>-</b>
TITLE III ELL	7310 - Federal Revenue Thru State	(39,258)	(3,925)	-	(35,333)	-
	81201 - Temp Salaries Professional	34,790	1,087	-	33,703	-
	83101 - Professional Tech Services	800	-	-	800	-
	85103 - Instructional Materials	1,668	299	-	1,369	-
	87105 - Workshops Stipends/Green Slip	2,000	2,000	-	-	-
<b>Title III ELL Total Revenue</b>		<b>(39,258)</b>	<b>(3,925)</b>	<b>-</b>	<b>(35,333)</b>	<b>-</b>
<b>Title III ELL Total Expense</b>		<b>39,258</b>	<b>3,386</b>	<b>-</b>	<b>35,872</b>	<b>-</b>
<b>Grand Total Grant Revenues</b>		<b>(2,352,829)</b>	<b>(1,336,000)</b>	<b>-</b>	<b>(1,016,829)</b>	<b>-</b>
<b>Grand Total Grant Expenses</b>		<b>2,352,829</b>	<b>1,560,326</b>	<b>322,714</b>	<b>469,789</b>	<b>-</b>

Arlington Public Schools  
Revolving Report  
Thru May 31, 2019

REVOLVING DESCRIPTION	OBJECT DESCRIPTION	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	PROJECTED TO COMPLETION	AVAILABLE BUDGET
Athletic Fees	7289 - Miscellaneous Revenue	(260,000)	(291,426)	-	31,426	-
	81202 - Temporary Salary Wages Other	260,000	279,631	-	(21,375)	1,744
	85104 - Athletic Supplies	-	1,744	-	-	(1,744)
<b>Athletic Fees Total Revenue</b>		<b>(260,000)</b>	<b>(291,426)</b>	<b>-</b>	<b>31,426</b>	<b>-</b>
<b>Athletic Fees Total Expense</b>		<b>260,000</b>	<b>281,375</b>	<b>-</b>	<b>(21,375)</b>	<b>-</b>
Athletics Ticket Sales	7289 - Miscellaneous Revenue	(40,000)	(40,418)	-	418	-
	81202 - Temporary Salary Wages Other	40,000	7,238	-	30,060	2,702
	8300 - Contracted Services	-	681	160	(841)	-
	8350 - Curriculum Supplies	-	2,702	-	-	(2,702)
<b>Athletic Ticket Sales Total Revenue</b>		<b>(40,000)</b>	<b>(40,418)</b>	<b>-</b>	<b>418</b>	<b>-</b>
<b>Athletic Ticket Sales Total Expense</b>		<b>40,000</b>	<b>10,621</b>	<b>160</b>	<b>29,219</b>	<b>-</b>
Bishop Bus Fees	7289 - Miscellaneous Revenue	(20,000)	(35,280)	-	15,280	-
	8300 - Contracted Services	20,000	2,569	-	17,431	-
<b>Bishop Bus Total Revenue</b>		<b>(20,000)</b>	<b>(35,280)</b>	<b>-</b>	<b>15,280</b>	<b>-</b>
<b>Bishop Bus Total Expense</b>		<b>20,000</b>	<b>2,569</b>	<b>-</b>	<b>17,431</b>	<b>-</b>
Building Rental Fees	7289 - Miscellaneous Revenue	(350,000)	(507,961)	-	157,961	-
	8092 - Custodial/Overtime	150,000	165,825	-	(15,825)	-
	82103 - Power Electricity	200,000	143,370	-	56,630	-
	8300 - Contracted Services	-	154,011	12,509	(166,520)	-
	8350 - Curriculum Supplies	-	5,474	-	(5,474)	-
	8659 - Instructional Equipment	-	1,675	100	(1,775)	-
<b>Building Rental Total Revenue</b>		<b>(350,000)</b>	<b>(507,961)</b>	<b>-</b>	<b>157,961</b>	<b>-</b>
<b>Building Rental Total Expense</b>		<b>350,000</b>	<b>470,355</b>	<b>12,609</b>	<b>(132,964)</b>	<b>-</b>
Circuit Breaker	7310 - Federal Revenue Thru State	(2,317,327)	(2,686,675)	-	369,348	-
	83201 - Tuition Other Schools	2,317,327	1,620,727	340,907	355,693	-
<b>Circuit Breaker Total Revenue</b>		<b>(2,317,327)</b>	<b>(2,686,675)</b>	<b>-</b>	<b>369,348</b>	<b>-</b>
<b>Circuit Breaker Total Expense</b>		<b>2,317,327</b>	<b>1,620,727</b>	<b>340,907</b>	<b>355,693</b>	<b>-</b>
Foreign Exchange	7289 - Miscellaneous Revenue	(325,000)	(168,351)	-	(156,649)	-
	85103 - Instructional Materials	285,000	46,067	329	153,064	85,540
	87202 - Training Educ Conf & Attendanc	40,000	101,910	23,630	-	(85,540)
<b>Foreign Visa Total Revenue</b>		<b>(325,000)</b>	<b>(168,351)</b>	<b>-</b>	<b>(156,649)</b>	<b>-</b>
<b>Foreign Visa Total Expense</b>		<b>325,000</b>	<b>147,977</b>	<b>23,959</b>	<b>153,064</b>	<b>-</b>
Instrumental Music Fees	7289 - Miscellaneous Revenue	(148,265)	(138,393)	-	(9,872)	-
	81112 - Teacher Salary & Wages	148,265	138,752	3,849	5,664	-
<b>Instrumental Music Total Revenue</b>		<b>(148,265)</b>	<b>(138,393)</b>	<b>-</b>	<b>(9,872)</b>	<b>-</b>
<b>Instrumental Music Total Expense</b>		<b>148,265</b>	<b>138,752</b>	<b>3,849</b>	<b>5,664</b>	<b>-</b>
Menotomy Preschool	7289 - Miscellaneous Revenue	(142,000)	(264,268)	-	122,268	-
	81112 - Teacher Salary & Wages	142,000	156,775	14,701	(38,199)	8,723
	81116 - Full Time Teacher Aides Sal	-	8,723	-	-	(8,723)
<b>Menotomy Preschool Total Revenue</b>		<b>(142,000)</b>	<b>(264,268)</b>	<b>-</b>	<b>122,268</b>	<b>-</b>
<b>Menotomy Preschool Total Expense</b>		<b>142,000</b>	<b>165,498</b>	<b>14,701</b>	<b>(38,199)</b>	<b>-</b>

Arlington Public Schools  
Revolving Report  
Thru May 31, 2019

REVOLVING DESCRIPTION	OBJECT DESCRIPTION	REVISED BUDGET	YTD ACTUAL	ENCUMBRANCES	PROJECTED TO COMPLETION	AVAILABLE BUDGET
Peirce Field Rental	7289 - Miscellaneous Revenue	(22,000)	(38,523)	-	16,523	-
	81307 - Permit	-	4,055	-	-	(4,055)
	83804 - Athletic Services	22,000	12,291	-	5,654	4,055
<b>Peirce Field Rental Total Revenue</b>		<b>(22,000)</b>	<b>(38,523)</b>	<b>-</b>	<b>16,523</b>	<b>-</b>
<b>Peirce Field Rental Total Expense</b>		<b>22,000</b>	<b>16,346</b>	<b>-</b>	<b>5,654</b>	<b>-</b>
Traffic Supervisory Rebilling	7289 - Miscellaneous Revenue	(17,928)	(16,808)	-	(1,120)	-
	8350 - Curriculum Supplies	17,928	-	-	17,928	-
<b>Traffic Supervisor Rebilling Total Revenue</b>		<b>(17,928)</b>	<b>(16,808)</b>	<b>-</b>	<b>(1,120)</b>	<b>-</b>
<b>Traffic Supervisor Rebilling Total Expense</b>		<b>17,928</b>	<b>-</b>	<b>-</b>	<b>17,928</b>	<b>-</b>
Tuition In Revolving	7289 - Miscellaneous Revenue	(90,000)	(48,543)	-	(41,457)	-
	83201 - Tuition Other Schools	90,000	660	-	89,340	-
<b>Tuition In Total Revenue</b>		<b>(90,000)</b>	<b>(48,543)</b>	<b>-</b>	<b>(41,457)</b>	<b>-</b>
<b>Tuition In Total Expense</b>		<b>90,000</b>	<b>660</b>	<b>-</b>	<b>89,340</b>	<b>-</b>
AEA President Salary Offset	7289 - Miscellaneous Revenue	(15,671)	-	-	(15,671)	-
	81112 - Teacher Salary & Wages	15,671	-	-	15,671	-
<b>AEA President Offset Total Revenue</b>		<b>(15,671)</b>	<b>-</b>	<b>-</b>	<b>(15,671)</b>	<b>-</b>
<b>AEA President Offset Total Expense</b>		<b>15,671</b>	<b>-</b>	<b>-</b>	<b>15,671</b>	<b>-</b>
<b>Total Revolving Revenue</b>		<b>(3,748,191)</b>	<b>(4,236,646)</b>	<b>-</b>	<b>488,455</b>	<b>-</b>
<b>Total Revolving Expense</b>		<b>3,748,191</b>	<b>2,854,880</b>	<b>396,185</b>	<b>497,126</b>	<b>-</b>



## **Town of Arlington, Massachusetts**

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### **8:50 p.m. FY2019 and FY2020 Budget Revisions**

#### **ATTACHMENTS:**

Type	File Name	Description
▣ Reference Material	BT_REPORT.pdf	Budget Transfer Report
▣ Reference Material	Proposed_Additions_after_Override_and_CB-1.pdf	Proposed Additions
▣ Reference Material	SPED_reserve_motion.pdf	SPED Reserve Motion

**BUDGET TRANSFER CATEGORY REPORT AS OF 5/31/2019**

<b>BUDGET TRANSFER CATEGORIES</b>	<b>BUDGETED</b>	<b>ACTUAL</b>	<b>ENCUMBRANCES</b>	<b>PROJ. ENCUMB.</b>	<b>BALANCE</b>
Admin	2,858,631.00	2,446,962.50	247,759.52	4,447.50	159,461.48
Curriculum Instruction	1,756,809.00	1,543,250.69	199,205.28	118,862.28	(104,509.25)
Elementary	17,810,877.00	14,816,932.10	3,076,490.30	120,076.94	(202,622.34)
Other	5,860,453.00	5,572,676.95	803,224.30	365,797.38	(881,245.63)
Secondary	18,287,284.00	15,033,374.82	3,180,531.54	174,824.17	(101,446.53)
Special Education	19,678,968.00	14,946,415.73	3,028,007.55	327,738.26	1,376,806.46
<b>TOTAL</b>	<b>66,253,022.00</b>	<b>54,359,612.79</b>	<b>10,535,218.49</b>	<b>1,111,746.53</b>	<b>246,444.19</b>

Proposed Group 1 & 2 Additions							
Level	Bucket	Request	FTE	FC Growth Factor Adj	Town Override	Circuit Breaker Adj.	Total
Elem	Close Achievement Gap	Elementary Specialist Teachers (Art, Music, PE, Library)	5.5	331,500.00			331,500.00
Elem	Improve instruction for students	Elementary Librarian/Digital Learning (Instructional Technology Specialists) teachers	1.0	60,000.00			60,000.00
Elem	Close Achievement Gap	Special Education Teacher	1.0			60,000.00	60,000.00
MS	Close Achievement Gap	Math Interventionist	1.0	60,000.00			60,000.00
DW	Enrollment Growth	Additional Reading Teacher	1.0		60,000.00		60,000.00
DW	Enrollment Growth	Data & Registration	1.0		60,000.00		60,000.00
DW	Safe and Supportive Schools	Administrative Support - All Levels	3.0		60,000.00		60,000.00
Elem	Enrollment Growth	Occupational Therapist	0.5		30,000.00		30,000.00
Elem	Close Achievement Gap	K-5 Science Coach	0.5		30,000.00		30,000.00
Elem	Close Achievement Gap	K-5 Social Studies Coach	1.0		60,000.00		60,000.00
Elem	Enrollment Growth	Assistant Principals at the elementary level	1.5		151,136.00		151,136.00
Elem	Improve instruction for students	Elementary Librarian/Digital Learning (Instructional Technology Specialists) teachers	1.0		60,000.00		60,000.00
HS	Enrollment Growth	Team chair at AHS	0.5		10,864.00	26,636.00	37,500.00
Elem	Enrollment Growth	Reserved Teacher	1.0		60,000.00		60,000.00
Elem	Enrollment Growth	Reserved Teaching Assistant	1.0		18,000.00		18,000.00
<b>Proposed Budget Request Total</b>			<b>20.5</b>	<b>451,500.00</b>	<b>600,000.00</b>	<b>86,636.00</b>	<b>1,138,136.00</b>

MOTION:

That the Arlington School Committee hereby:

- A. Transfers the sum of \$\_\_\_\_\_ from the Arlington Public Schools FY2019 Appropriated Budget in the Special Education Budget Transfer category into the Arlington Special Education Reserve Fund established under Article 27 of the 2017 Annual Town Meeting, and permitted by c. 40 sec. 13E; and
- B. Certifies that the balance of such fund after transfer shall not exceed 2% of annual net APS spending.



## **Town of Arlington, Massachusetts**

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**9:05 p.m. Superintendent's Report, K. Bodie**

**Summary:**



## **Town of Arlington, Massachusetts**

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### **9:15 p.m. Consent Agenda**

#### **Summary:**

Approval of Warrant: Warrant #19249, Dated June 6, 2019,  
Total Warrant Amount \$1,041,078.41

Approval of Minutes: School Committee Regular Minutes, June 6, 2019

Approval of Trips: AHS Trip to San Juan moved to October 9-14, 2019

#### **ATTACHMENTS:**

	Type	File Name	Description
▣	Reference Material	WARRANT_#19249.pdf	Warrant #19234
▣	Reference Material	06062019_SC_Minutes.pdf	SC Minutes 06062019
▣	Reference Material	Puerto_Rico_Trip.pdf	San Juan, Puerto Rico Trip

# APPROVAL OF ACCOUNTS PAYABLE

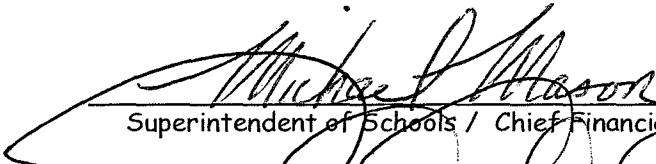
I / We certify that there is due to the vendors named within this Accounts Payable Warrant the amount set against their respective names, in payment for services performed to date.

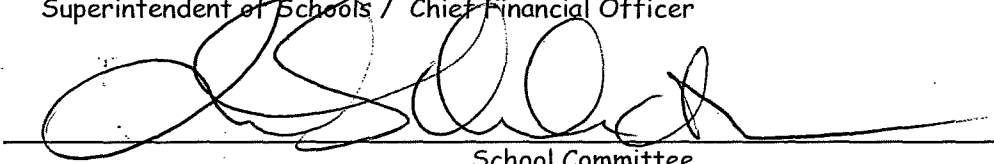
Warrant Number  
Dated

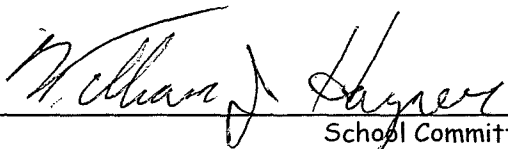
19249  
6/6/19

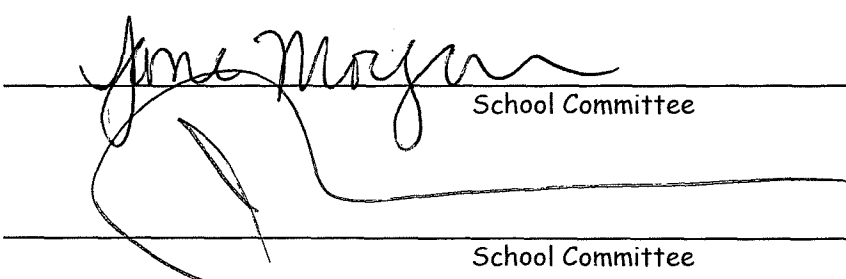
Total Warrant Amount      \$1,014,078.41

STATEMENT MADE UNDER THE PENALTIES OF PERJURY

  
\_\_\_\_\_  
Superintendent of Schools / Chief Financial Officer

  
\_\_\_\_\_  
School Committee

  
\_\_\_\_\_  
School Committee

  
\_\_\_\_\_  
School Committee

SC

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TOWN OF ARLINGTON  
PRELIMINARY

TOWN OF ARLINGTON

P 1  
apwarrnt

DATE: 06/06/2019 WARRANT: 19249 AMOUNT: \$ 1,014,078.41

PAY TO EACH OF THE PERSONS NAMED IN THE ATTACHED WARRANT THE  
SUMS SET AGAINST THEIR RESPECTIVE NAMES, AMOUNTING IN THE  
AGGREGATE, AND CHARGE THE SAME TO APPROPRIATIONS OR ACCOUNTS  
INDICATED.

TOWN MANAGER

\_\_\_\_\_

COMPTROLLER

\_\_\_\_\_

\_\_\_\_\_

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TOWN OF ARLINGTON  
PRELIMINARY DETAIL INVOICE LIST

P 3  
apwarrnt

CASH ACCOUNT: 0000 104013 VENDOR 8304

WARRANT: 19249 06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
31400	ABACS LLC	00000	190131	INV	06/06/2019	AAVZ10-19	352400		
	1 02456821 83101 2320			SPED/CLINI	PROF TECH	1,719.35			
				Invoice Net		1,719.35			
				CHECK TOTAL		4,170.35			-----
32432	AHOLD FINANCIAL SERVIC	00003	11553819	INV	06/06/2019	590681	351804		
	1 02016518 84902 2415			FAM/CONS S	FOOD SUPPL	86.47			
				Invoice Net		86.47			
32432	AHOLD FINANCIAL SERVIC	00003	11553819	INV	06/06/2019	590682	351805		
	1 02016518 84902 2415			FAM/CONS S	FOOD SUPPL	111.64			
				Invoice Net		111.64			
32432	AHOLD FINANCIAL SERVIC	00003	11553819	INV	06/06/2019	590683	351806		
	1 02016518 84902 2415			FAM/CONS S	FOOD SUPPL	38.97			
				Invoice Net		38.97			
32432	AHOLD FINANCIAL SERVIC	00003	11553819	INV	06/06/2019	590685	351807		
	1 02016518 84902 2415			FAM/CONS S	FOOD SUPPL	50.02			
				Invoice Net		50.02			
32432	AHOLD FINANCIAL SERVIC	00003	11553819	INV	06/06/2019	590687	351808		
	1 02016518 84902 2415			FAM/CONS S	FOOD SUPPL	118.94			
				Invoice Net		118.94			
32432	AHOLD FINANCIAL SERVIC	00003	11553819	INV	06/06/2019	590688	351809		
	1 02016518 84902 2415			FAM/CONS S	FOOD SUPPL	30.57			
				Invoice Net		30.57			
32432	AHOLD FINANCIAL SERVIC	00003	11553819	INV	06/06/2019	590689	351810		
	1 02016518 84902 2415			FAM/CONS S	FOOD SUPPL	43.66			
				Invoice Net		43.66			
32432	AHOLD FINANCIAL SERVIC	00003	11553819	INV	06/06/2019	590690	351811		
	1 02016518 84902 2415			FAM/CONS S	FOOD SUPPL	34.66			
				Invoice Net		34.66			
32432	AHOLD FINANCIAL SERVIC	00003	11553819	INV	06/06/2019	07220	351812		
	1 02016518 84902 2415			FAM/CONS S	FOOD SUPPL	104.51			
				Invoice Net		104.51			
32432	AHOLD FINANCIAL SERVIC	00003	11553819	INV	06/06/2019	07223	351813		
	1 02016518 84902 2415			FAM/CONS S	FOOD SUPPL	39.27			
				Invoice Net		39.27			
32432	AHOLD FINANCIAL SERVIC	00003	11485619	INV	06/06/2019	07219	351816		
	1 15122260 84902 3520			HARDY GEN	HARDY FOOD	147.40			
				Invoice Net		147.40			
32432	AHOLD FINANCIAL SERVIC	00003	11486019	INV	06/06/2019	07222	351817		
	1 15126145 84902 3520			GIBBS	FOOD SUPPL	182.45			
				Invoice Net		182.45			
32432	AHOLD FINANCIAL SERVIC	00003	11485619	INV	06/06/2019	07226	352150		
	1 15122260 84902 3520			HARDY GEN	HARDY FOOD	289.73			
				Invoice Net		289.73			
32432	AHOLD FINANCIAL SERVIC	00003	11485719	INV	06/06/2019	07216	352216		
	1 15123260 84902 3520			AFT SCH	FOOD SUPPL	164.88			
				Invoice Net		164.88			

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TOWN OF ARLINGTON  
PRELIMINARY DETAIL INVOICE LIST

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CASH ACCOUNT: 0000 104013 VENDOR 8304

WARRANT: 19249 06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
1376 ARLINGTON COAL & LUMBE	00000 194977 INV 06/06/2019					382457	352453		
1 02756960 82405 4220	FAC MAINT FLOORING					44.96			
	Invoice Net					44.96			
1376 ARLINGTON COAL & LUMBE	00000 194977 INV 06/06/2019					404767	352454		
1 02756960 82405 4220	FAC MAINT FLOORING					164.92			
	Invoice Net					164.92			
1376 ARLINGTON COAL & LUMBE	00000 194977 INV 06/06/2019					408807	352456		
1 02756960 82405 4220	FAC MAINT FLOORING					57.36			
	Invoice Net					57.36			
	CHECK TOTAL					267.24			-----
24394 AUDIOLOGY AND HEARING	00000 190117 INV 06/06/2019					25590	351662		
1 02456842 85110 2420	ADAPTIVE T EQ INSTRUC					277.00			
	Invoice Net					277.00			
24394 AUDIOLOGY AND HEARING	00000 190117 INV 06/06/2019					25595	351663		
1 02456842 85110 2420	ADAPTIVE T EQ INSTRUC					150.00			
	Invoice Net					150.00			
24394 AUDIOLOGY AND HEARING	00000 190117 INV 06/06/2019					25704	352401		
1 02456842 85110 2420	ADAPTIVE T EQ INSTRUC					112.50			
	Invoice Net					112.50			
24394 AUDIOLOGY AND HEARING	00000 190117 INV 06/06/2019					25705	352402		
1 02456842 85110 2420	ADAPTIVE T EQ INSTRUC					140.00			
	Invoice Net					140.00			
	CHECK TOTAL					679.50			-----
22387 AVAKIAN, JOSEPH	00000 INV 06/06/2019					18799	351756		
1 02026621 83804 3510	ATHL/BASEB ATHLETIC					62.00			
	Invoice Net					62.00			
	CHECK TOTAL					62.00			-----
32028 BANKMAN, HEIDI	00000 11500218 INV 06/06/2019					REIM LANG ACQUISITIN	352151		
1 02636575 87106 2357	PROF DEV Grad Cours					765.00			
	Invoice Net					765.00			
	CHECK TOTAL					765.00			-----
30869 BARKER, SARAH	00000 196066 INV 06/06/2019					REIMB PEDIATRIC CONF	352672		
1 0572019 87202 3200	ESH TRAINING					215.00			
	Invoice Net					215.00			
	CHECK TOTAL					215.00			-----
70357 JOHN BARRETT	00000 INV 06/06/2019					19845	351951		
1 02026621 83804 3510	ATHL/BASEB ATHLETIC					62.00			
	Invoice Net					62.00			
	CHECK TOTAL					62.00			-----
15609 WALKER, INC	00000 190657 INV 06/06/2019					079541	351664		
1 07506848 83201 9300	CB OOD DAY TUITION					4,946.66			
	Invoice Net					4,946.66			

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TOWN OF ARLINGTON  
PRELIMINARY DETAIL INVOICE LIST

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apwarrnt

CASH ACCOUNT: 0000 104013 VENDOR 8304

WARRANT: 19249 06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
30581	BLOMQUIST, SUSAN M. 1 177 8200	00000	11622519	INV	06/06/2019	CHILD CARE 12/4-4/21 357.94 357.94 Invoice Net	352673		
						CHECK TOTAL	357.94		-----
22234	THE BOOK RACK 1 14119107 85106	2357	00001 194901	INV	06/06/2019	966 870.00 870.00 Invoice Net	352217		
22234	THE BOOK RACK 1 18406536 85103	2415	00001 195545	INV	06/06/2019	967 163.56 163.56 Invoice Net	352218		
22234	THE BOOK RACK 1 09312019 85103	2410	00001 195773	INV	06/06/2019	970 200.30 200.30 Invoice Net	352406		
22234	THE BOOK RACK 1 02456833 85103	2415	00001 195633	INV	06/06/2019	971 649.25 649.25 Invoice Net	352408		
22234	THE BOOK RACK 1 02456833 85103	2415	00001 195614	INV	06/06/2019	#971 132.30 132.30 Invoice Net	352409		
						CHECK TOTAL	2,015.41		-----
70500	BOSTON COLLEGE CAMPUS 1 07506848 83201	9300	00002 190681	INV	06/06/2019	5/1/19-5/31/19-DM 4,814.35 4,814.35 Invoice Net	352410		
70500	BOSTON COLLEGE CAMPUS 1 07506848 83201	9300	00002 190681	INV	06/06/2019	61/6/14/19-DM 2,292.55 2,292.55 Invoice Net	352653		
						CHECK TOTAL	7,106.90		-----
18495	BOSTON HIGASHI SCHOOL 1 02456851 83201	9300	00000 190661	INV	06/06/2019	1905403 19,154.90 19,154.90 Invoice Net	352412		
18495	BOSTON HIGASHI SCHOOL 1 02456851 83201	9300	00000 190661	INV	06/06/2019	1906403 18,537.00 18,537.00 Invoice Net	352413		
18495	BOSTON HIGASHI SCHOOL 1 02456845 83201	9300	00000 191624	INV	06/06/2019	1923412AR 5,456.00 5,456.00 Invoice Net	352416		
18495	BOSTON HIGASHI SCHOOL 1 02456845 83201	9300	00000 191624	INV	06/06/2019	1924412AR 5,280.00 5,280.00 Invoice Net	352417		
18495	BOSTON HIGASHI SCHOOL 1 02456851 83201	9300	00000 190897	INV	06/06/2019	1905412AR 9,577.45 9,577.45 Invoice Net	352418		
18495	BOSTON HIGASHI SCHOOL 1 02456851 83201	9300	00000 190897	INV	06/06/2019	1906412AR 9,268.50 9,268.50 Invoice Net	352419		

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TOWN OF ARLINGTON  
PRELIMINARY DETAIL INVOICE LIST

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CASH ACCOUNT: 0000

104013

VENDOR 8304

WARRANT: 19249

06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
24914	BUCKEYE INTERNATIONAL, 1 02756965 82904 4110	00001	190275	INV	06/06/2019	90128163 476.34 Invoice Net 476.34	352474		
24914	BUCKEYE INTERNATIONAL, 1 02756965 82904 4110	00001	190275	INV	06/06/2019	90128162 942.28 Invoice Net 942.28	352475		
24914	BUCKEYE INTERNATIONAL, 1 02756965 82904 4110	00001	190275	INV	06/06/2019	90128159 786.57 Invoice Net 786.57	352476		
						CHECK TOTAL	3,215.79		-----
25762	BURKE, MEAGAN 1 02456833 87101 2320	00000	195777	INV	06/06/2019	REIMB MILEGE-MAY'19 73.08 Invoice Net 73.08	351668		
						CHECK TOTAL	73.08		-----
71020	CONCORD AREA SPECIAL E 1 02456848 83201 9400	00000	190811	INV	06/06/2019	19-00886 10,007.14 Invoice Net 10,007.14	352423		
71020	CONCORD AREA SPECIAL E 1 02456848 83201 9400	00000	190811	INV	06/06/2019	19-00887 4,093.23 Invoice Net 4,093.23	352424		
71020	CONCORD AREA SPECIAL E 1 02456848 83201 9400	00000	190812	INV	06/06/2019	19-00906 10,007.14 Invoice Net 10,007.14	352425		
71020	CONCORD AREA SPECIAL E 1 02456848 83201 9400	00000	190812	INV	06/06/2019	19-00907 5,457.84 Invoice Net 5,457.84	352426		
						CHECK TOTAL	29,565.35		-----
70693	CAM OFFICE SERVICES, I 1 02456800 85101 2430	00000	195775	INV	06/06/2019	15617 435.70 Invoice Net 435.70	351861		
						CHECK TOTAL	435.70		-----
18811	FEI THEATRES 1 15122160 83302 3520	00002	11659519	INV	06/06/2019	HASP FIELD TRIP 5/21 736.00 Invoice Net 736.00	352285		
						CHECK TOTAL	736.00		-----
27121	CAROUSEL STUDENT TOURS 1 02306740 87202 2357 2 02636575 87202 2357	00000	11644719	INV	06/06/2019	NYC -MAY 15-18 810.00 C&I ENGLIS ENG PROF D PROF DEV TRAINING Invoice Net 1,810.00	352220		
27121	CAROUSEL STUDENT TOURS 1 02306740 87202 2357 2 18406575 87202 2357	00000	11644619	INV	06/06/2019	NYC MAY 15-18 810.00 C&I ENGLIS ENG PROF D LANG/PROF TRAINING Invoice Net 1,810.00	352221		

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TOWN OF ARLINGTON  
PRELIMINARY DETAIL INVOICE LIST

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apwarrnt

CASH ACCOUNT: 0000

104013

VENDOR 8304

WARRANT: 19249

06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
	1 03034309 835000			FOOD SERV Invoice Net	FOOD SERV/	443.73 443.73			
						CHECK TOTAL	2,314.10		-----
20788	CENTRAL PAPER PRODUCTS	00001	191632	INV	06/06/2019	1744562	352620		
	1 03034309 835000			FOOD SERV Invoice Net	FOOD SERV/	105.63 105.63			
20788	CENTRAL PAPER PRODUCTS	00001	191632	INV	06/06/2019	1744563	352621		
	1 03034309 835000			FOOD SERV Invoice Net	FOOD SERV/	1,201.68 1,201.68			
20788	CENTRAL PAPER PRODUCTS	00001	191632	INV	06/06/2019	1744564	352622		
	1 03034309 835000			FOOD SERV Invoice Net	FOOD SERV/	349.67 349.67			
20788	CENTRAL PAPER PRODUCTS	00001	191632	INV	06/06/2019	1749279	352627		
	1 03034309 835000			FOOD SERV Invoice Net	FOOD SERV/	618.45 618.45			
20788	CENTRAL PAPER PRODUCTS	00001	191632	INV	06/06/2019	1751007	352628		
	1 03034309 835000			FOOD SERV Invoice Net	FOOD SERV/	318.46 318.46			
						CHECK TOTAL	2,593.89		-----
25788	CHANNING BETE COMPANY	00002	195650	INV	06/06/2019	53682774	351818		
	1 1672019 83101 2357			TOBACCO Invoice Net	PROF. TECH	734.25 734.25			
						CHECK TOTAL	734.25		-----
34197	CHESSE WIZARDS INC.	00000	195868	INV	06/06/2019	4044	351926		
	1 1336780 81112 3520			KIDZONE Invoice Net	INSTRUCTIO	6,480.00 6,480.00			
						CHECK TOTAL	6,480.00		-----
34159	JAMES M. DONAHER	00001	190135	INV	06/06/2019	3534	351681		
	1 02456857 83101 2330			SPED CONTR Invoice Net	PROF. TECH	38.40 38.40			
34159	JAMES M. DONAHER	00001	190135	INV	06/06/2019	3544	351682		
	1 02456857 83101 2330			SPED CONTR Invoice Net	PROF. TECH	1,829.40 1,829.40			
34159	JAMES M. DONAHER	00001	190135	INV	06/06/2019	3549	351683		
	1 02456857 83101 2330			SPED CONTR Invoice Net	PROF. TECH	38.40 38.40			
34159	JAMES M. DONAHER	00001	190135	INV	06/06/2019	3545	351862		
	1 02456857 83101 2330			SPED CONTR Invoice Net	PROF. TECH	598.80 598.80			
34159	JAMES M. DONAHER	00001	190135	INV	06/06/2019	3553	351863		
	1 02456857 83101 2330			SPED CONTR Invoice Net	PROF. TECH	147.36 147.36			
34159	JAMES M. DONAHER	00001	190135	INV	06/06/2019	3554	351864		

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TOWN OF ARLINGTON  
PRELIMINARY DETAIL INVOICE LIST

P 13  
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CASH ACCOUNT: 0000

104013

VENDOR 8304

WARRANT: 19249

06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
33877 DESROSIERS, STEVE	00000 195023 INV 06/06/2019					1	351819		
1 1322019 83101 2440	METCO 2019 PROF TECH					750.00			
	Invoice Net					750.00			
						CHECK TOTAL	750.00		
25742 DETTORRE, GUS	00000 INV 06/06/2019					19701	351758		
1 02026621 83804 3510	ATHL/BASEB ATHLETIC					62.00			
	Invoice Net					62.00			
						CHECK TOTAL	62.00		
32209 DEVELLIS, PAUL B.	00000 INV 06/06/2019					19746	351952		
1 02026628 83804 3510	ATHL/LACRO ATHLETIC					146.00			
	Invoice Net					146.00			
						CHECK TOTAL	146.00		
16537 DEVEREAUX, WILLIAM	00000 195860 INV 06/06/2019					626632	351927		
1 1336770 81112 6200	ADULT ED INSTRUCT					693.00			
	Invoice Net					693.00			
						CHECK TOTAL	693.00		
30560 DIRECT ENERGY BUSINESS	00001 190293 INV 06/06/2019					1910300380680781	352482		
1 02756960 82103 4130	FAC MAINT POWER ELEC					3,115.89			
	Invoice Net					3,115.89			
30560 DIRECT ENERGY BUSINESS	00001 190293 INV 06/06/2019					191030038068070	352485		
1 02756960 82103 4130	FAC MAINT POWER ELEC					956.85			
	Invoice Net					956.85			
30560 DIRECT ENERGY BUSINESS	00001 190293 INV 06/06/2019					191220038263256	352487		
1 02756960 82103 4130	FAC MAINT POWER ELEC					5,385.00			
	Invoice Net					5,385.00			
30560 DIRECT ENERGY BUSINESS	00001 190293 INV 06/06/2019					191340038382724	352488		
1 02756960 82103 4130	FAC MAINT POWER ELEC					940.90			
	Invoice Net					940.90			
30560 DIRECT ENERGY BUSINESS	00001 190293 INV 06/06/2019					191340038382725	352489		
1 02756960 82103 4130	FAC MAINT POWER ELEC					2,119.54			
	Invoice Net					2,119.54			
30560 DIRECT ENERGY BUSINESS	00001 190293 INV 06/06/2019					191340038382721	352492		
1 02756960 82103 4130	FAC MAINT POWER ELEC					2,391.52			
	Invoice Net					2,391.52			
30560 DIRECT ENERGY BUSINESS	00001 190293 INV 06/06/2019					191340038382728	352494		
1 02756960 82103 4130	FAC MAINT POWER ELEC					1,744.74			
	Invoice Net					1,744.74			
30560 DIRECT ENERGY BUSINESS	00001 190293 INV 06/06/2019					191340038382731	352496		
1 02756960 82103 4130	FAC MAINT POWER ELEC					2,859.94			
	Invoice Net					2,859.94			
30560 DIRECT ENERGY BUSINESS	00001 190293 INV 06/06/2019					191340038382730	352499		
1 02756960 82103 4130	FAC MAINT POWER ELEC					2,429.71			
	Invoice Net					2,429.71			

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TOWN OF ARLINGTON  
PRELIMINARY DETAIL INVOICE LIST

P 15  
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CASH ACCOUNT: 0000 104013 VENDOR 8304 WARRANT: 19249 06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
27645 DUNN, JULIE	1 02496930 87202	2357	00000 192610	INV 06/06/2019		REIMB MAILING COSTS	352222		
			GRANTS DEV	TRAINING		28.30			
			Invoice Net			28.30			
27645 DUNN, JULIE	1 02496930 87202	2357	00000 192610	INV 06/06/2019		REIMB MILEGE -6/3/19	352678		
			GRANTS DEV	TRAINING		59.74			
			Invoice Net			59.74			
						CHECK TOTAL	88.04		-----
71410 EDCO	1 02456848 83201	9400	00000 195877	INV 06/06/2019		1191938	351866		
			TUITION DY	TUITION		5,270.00			
			Invoice Net			5,270.00			
71410 EDCO	1 02456848 83201	9400	00000 190685	INV 06/06/2019		1192003	352438		
			TUITION DY	TUITION		7,040.00			
			Invoice Net			7,040.00			
71410 EDCO	1 02456848 83201	9400	00000 190687	INV 06/06/2019		1191994	352439		
			TUITION DY	TUITION		7,040.00			
			Invoice Net			7,040.00			
71410 EDCO	1 02456848 83201	9400	00000 195102	INV 06/06/2019		1192030	352440		
			TUITION DY	TUITION		6,820.00			
			Invoice Net			6,820.00			
71410 EDCO	1 02456848 83201	9400	00000 195877	INV 06/06/2019		1192027	352441		
			TUITION DY	TUITION		6,820.00			
			Invoice Net			6,820.00			
71410 EDCO	1 02456848 83201	9400	00000 193065	INV 06/06/2019		1192007	352442		
			TUITION DY	TUITION		3,520.00			
			Invoice Net			3,520.00			
						CHECK TOTAL	36,510.00		-----
13589 EDDY, STEPHEN	1 02026621 83804	3510	00000 19699	INV 06/06/2019		62.00	352543		
			ATHL/BASEB	ATHLETIC		62.00			
			Invoice Net			62.00			
						CHECK TOTAL	62.00		-----
36910 EDWARDS, KELLY	1 0792019 87207	2357	00000 196013	INV 06/06/2019		CURRICULUM	352679		
			IMPRV ED	Training		500.00			
			Invoice Net			500.00			
						CHECK TOTAL	500.00		-----
34229 EI US, LLC.	1 02456857 83101	2310	00003 190567	INV 06/06/2019		INV32735	352435		
			SPED CONTR	PROF TECH		20.25			
			Invoice Net			20.25			
34229 EI US, LLC.	1 02456803 83101	2310	00003 190567	INV 06/06/2019		INV32736	352436		
			SPED/TUTOR	PROF TECH		27.00			
			Invoice Net			27.00			
						CHECK TOTAL	47.25		-----
32835 EINSTEIN'S WORKSHOP			00001 196018	INV 06/06/2019		571	352193		

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PRELIMINARY DETAIL INVOICE LIST

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CASH ACCOUNT: 0000 104013 VENDOR 8304 WARRANT: 19249 06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
36840	FELIX, JAMES EDWARD 1 1953 84000	00000	196010	INV	06/06/2019	AP PROCTOR 5/6-23 1,150.00 1,150.00 CHECK TOTAL 1,150.00	352683		-----
30300	FOLLETT SCHOOL SOLUTIO 1 02016563 85106 2410	00001	192599	INV	06/06/2019	352632B 1,095.11 1,095.11 CHECK TOTAL 1,530.88	352157		-----
30300	FOLLETT SCHOOL SOLUTIO 1 02016563 85106 2410	00001	192599	INV	06/06/2019	352632C 435.77 435.77 CHECK TOTAL 1,530.88	352158		-----
26634	FRANCHI, SUSAN 1 0572019 87202 3200	00000	195771	INV	06/06/2019	REIMB DPH+ACHA 488.75 488.75 CHECK TOTAL 488.75	351821		-----
36907	GENNARELLI, LAURA 1 0792019 87207 2357	00000	195876	INV	06/06/2019	REIMB SEI COURSE 517.28 517.28 CHECK TOTAL 517.28	351822		-----
71736	THE MARGARET GIFFORD S 1 07506848 83201 9300	00000	190688	INV	06/06/2019	030367 7,639.94 7,639.94 CHECK TOTAL 7,639.94	352443		-----
71736	THE MARGARET GIFFORD S 1 07506848 83201 9300	00000	190689	INV	06/06/2019	030371 7,639.94 7,639.94 CHECK TOTAL 7,639.94	352445		-----
71736	THE MARGARET GIFFORD S 1 07506848 83201 9300	00000	190690	INV	06/06/2019	030382 7,639.94 7,639.94 CHECK TOTAL 7,639.94	352447		-----
71736	THE MARGARET GIFFORD S 1 07506848 83201 9300	00000	190692	INV	06/06/2019	030407 7,639.94 7,639.94 CHECK TOTAL 7,639.94	352450		-----
71736	THE MARGARET GIFFORD S 1 02456848 83201 9300 2 07506848 83201 9300	00000	190693	INV	06/06/2019	030417 4,827.90 2,812.04 7,639.94 CHECK TOTAL 7,639.94	352455		-----
71736	THE MARGARET GIFFORD S 1 02456848 83201 9300	00000	190693	INV	06/06/2019	030534 3,472.70 3,472.70 CHECK TOTAL 3,472.70	352457		-----
71736	THE MARGARET GIFFORD S 1 07506848 83201 9300	00000	190688	INV	06/06/2019	030478 3,472.70 3,472.70 CHECK TOTAL 3,472.70	352654		-----
71736	THE MARGARET GIFFORD S 1 07506848 83201 9300	00000	190689	INV	06/06/2019	030482 3,472.70 3,472.70 CHECK TOTAL 3,472.70	352655		-----

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PRELIMINARY DETAIL INVOICE LIST

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CASH ACCOUNT: 0000 104013 VENDOR 8304 WARRANT: 19249 06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
36157 HILL, VICTORIA	00000 11427019 INV 06/06/2019					TECH APP PE+APP QUAN	352159		
1 18406575 87106 2357	LANG/PROF Grad Cours					1,530.00			
	Invoice Net					1,530.00			
						CHECK TOTAL	1,530.00		-----
36838 HIRSCH, SHANNON	00000 196008 INV 06/06/2019					AP PROCTOR 5/13-17	352685		
1 1953 84000	PSAT SAT A MISC EXP					500.00			
	Invoice Net					500.00			
						CHECK TOTAL	500.00		-----
26773 HMFH ARCHITECTS, INC	00000 182543 INV 06/06/2019					2453	352728		
1 6223778 5871	AHS STUDY AHS STUDY					9,415.93			
	Invoice Net					9,415.93			
26773 HMFH ARCHITECTS, INC	00000 195674 INV 06/06/2019					#2453	352729		
1 6223778 5871	AHS STUDY AHS STUDY					19,851.27			
	Invoice Net					19,851.27			
26773 HMFH ARCHITECTS, INC	00000 195674 INV 06/06/2019					2437	352730		
1 6223778 5871	AHS STUDY AHS STUDY					11,509.50			
	Invoice Net					11,509.50			
26773 HMFH ARCHITECTS, INC	00000 195674 INV 06/06/2019					2428	352732		
1 6223778 5871	AHS STUDY AHS STUDY					23,706.65			
	Invoice Net					23,706.65			
						CHECK TOTAL	64,483.35		-----
32267 HOESLY, KRISTIN CAHOON	00000 INV 06/06/2019					19803	352544		
1 02026642 83804 3510	ATH/G/LCRS ATHLETIC					62.00			
	Invoice Net					62.00			
32267 HOESLY, KRISTIN CAHOON	00000 INV 06/06/2019					19802	352545		
1 02026642 83804 3510	ATH/G/LCRS ATHLETIC					62.00			
	Invoice Net					62.00			
						CHECK TOTAL	124.00		-----
72069 HM RECEIVABLES CO. LLC	00001 195414 INV 06/06/2019					954312011	351867		
1 02456836 85102 2800	PSYCHOLOGI TESTING					1,090.72			
	Invoice Net					1,090.72			
						CHECK TOTAL	1,090.72		-----
22688 HURLEY, MARY B.	00000 196015 INV 06/06/2019					MYSTERY WALK	352195		
1 1336770 81112 6200	ADULT ED INSTRUCT					213.60			
	Invoice Net					213.60			
						CHECK TOTAL	213.60		-----
36762 IAGATTA, ELAINE E	00000 195870 INV 06/06/2019					COOKING CLASSES	351931		
1 1336770 81112 6200	ADULT ED INSTRUCT					125.00			
2 1336770 85103 6200	ADULT ED INSTRUCT					300.00			
	Invoice Net					425.00			
						CHECK TOTAL	425.00		-----

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CASH ACCOUNT: 0000

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VENDOR 8304

WARRANT: 19249

06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
	1 02456848 83201 9400			TUITION DY	TUITION	4,679.08			
				Invoice Net		4,679.08			
72363	LABBB COLLABORATIVE	00000	190827	INV	06/06/2019	04L334586	351687		
	1 02456848 83201 9400			TUITION DY	TUITION	4,750.08			
				Invoice Net		4,750.08			
72363	LABBB COLLABORATIVE	00000	191109	INV	06/06/2019	300091	351688		
	1 02816980 83301 3300			SPED/REIMB	TRANS	66,627.45			
				Invoice Net		66,627.45			
72363	LABBB COLLABORATIVE	00000	192144	INV	06/06/2019	04L253316ar	351690		
	1 02456848 83201 9400			TUITION DY	TUITION	5,057.16			
				Invoice Net		5,057.16			
72363	LABBB COLLABORATIVE	00000	192203	INV	06/06/2019	04BM1035832	351692		
	1 02816980 83301 3300			SPED/REIMB	TRANS	289.00			
				Invoice Net		289.00			
72363	LABBB COLLABORATIVE	00000	192204	INV	06/06/2019	04BM1048202	351693		
	1 02816980 83301 3300			SPED/REIMB	TRANS	433.50			
				Invoice Net		433.50			
72363	LABBB COLLABORATIVE	00000	192205	INV	06/06/2019	04BM1027656	351694		
	1 02816980 83301 3300			SPED/REIMB	TRANS	867.00			
				Invoice Net		867.00			
72363	LABBB COLLABORATIVE	00000	192684	INV	06/06/2019	04BM1025331	351696		
	1 02816980 83301 3300			SPED/REIMB	TRANS	867.00			
				Invoice Net		867.00			
72363	LABBB COLLABORATIVE	00000	193066	INV	06/06/2019	04MI94580	351697		
	1 02456848 83201 9400			TUITION DY	TUITION	4,482.90			
				Invoice Net		4,482.90			
72363	LABBB COLLABORATIVE	00000	193067	INV	06/06/2019	04V833062ar	351698		
	1 02456848 83201 9400			TUITION DY	TUITION	2,241.45			
				Invoice Net		2,241.45			
72363	LABBB COLLABORATIVE	00000	192134	INV	06/06/2019	04HS10358	351903		
	1 02456821 83101 2320			SPED/CLINI	PROF TECH	1,080.00			
				Invoice Net		1,080.00			
72363	LABBB COLLABORATIVE	00000	192135	INV	06/06/2019	04HSCM	351904		
	1 02456821 83101 2320			SPED/CLINI	PROF TECH	380.00			
				Invoice Net		380.00			
72363	LABBB COLLABORATIVE	00000	192136	INV	06/06/2019	04HS10482	351905		
	1 02456821 83101 2320			SPED/CLINI	PROF TECH	240.00			
				Invoice Net		240.00			
72363	LABBB COLLABORATIVE	00000	194953	INV	06/06/2019	04ES1025331	351906		
	1 02456845 83201 9300			OOD/AIDE	TUITION	174.00			
				Invoice Net		174.00			
				CHECK TOTAL		97,225.78			
72376	LANDMARK FOUNDATION, I	00000	190696	INV	06/06/2019	30548	352461		
	1 07506848 83201 9300			CB OOD DAY	TUITION	6,980.96			
				Invoice Net		6,980.96			
72376	LANDMARK FOUNDATION, I	00000	190696	INV	06/06/2019	30549	352462		

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CASH ACCOUNT: 0000

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WARRANT: 19249

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VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
72441	LEARNING PREP SCHOOL I	00001	190702	INV	06/06/2019	54448-CM	352493		
	1 07506848 83201 9300		CB OOD DAY	TUITION		1,833.34			
			Invoice Net			1,833.34			
72441	LEARNING PREP SCHOOL I	00001	190703	INV	06/06/2019	54251-NW	352495		
	1 02456848 83201 9300		TUITION DY	TUITION		4,458.05			
			Invoice Net			4,458.05			
72441	LEARNING PREP SCHOOL I	00001	190703	INV	06/06/2019	54448-NW	352497		
	1 02456848 83201 9300		TUITION DY	TUITION		2,026.39			
			Invoice Net			2,026.39			
			CHECK TOTAL			17,226.64			-----
75093	LIGHTHOUSE SCHOOL INC	00000	190712	INV	06/06/2019	0519003-JJJ	352498		
	1 07506848 83201 9300		CB OOD DAY	TUITION		9,025.50			
			Invoice Net			9,025.50			
75093	LIGHTHOUSE SCHOOL INC	00000	190712	INV	06/06/2019	0619003-JJJ	352500		
	1 07506848 83201 9300		CB OOD DAY	TUITION		3,282.00			
			Invoice Net			3,282.00			
75093	LIGHTHOUSE SCHOOL INC	00000	191237	INV	06/06/2019	0519003-PG	352501		
	1 02456848 83201 9300		TUITION DY	TUITION		9,025.50			
			Invoice Net			9,025.50			
75093	LIGHTHOUSE SCHOOL INC	00000	191237	INV	06/06/2019	0619003-PG	352502		
	1 02456848 83201 9300		TUITION DY	TUITION		3,282.00			
			Invoice Net			3,282.00			
			CHECK TOTAL			24,615.00			-----
31399	LOCKWOOD, LARRY	00000	195902	INV	06/06/2019	REIMB MILEGE-MAY'19	352503		
	1 02456833 87101 2320		SPED/MIDDL	BUS TRAVEL		150.34			
			Invoice Net			150.34			
			CHECK TOTAL			150.34			-----
34906	LUBLIN, ROBERT	00000	196020	INV	06/06/2019	SUMMER WINES	352199		
	1 1336770 81112 6200		ADULT ED	INSTRUCT		100.00			
	2 1336770 85103 6200		ADULT ED	INSTRUCT		240.00			
			Invoice Net			340.00			
			CHECK TOTAL			340.00			-----
29778	MAHONEY, HEATHER-MARIE	00000	11665519	INV	06/06/2019	REIMB DIG COURSE EXP	352123		
	1 02306740 87202 2357		C&I ENGLIS	ENG PROF D		193.37			
			Invoice Net			193.37			
			CHECK TOTAL			193.37			-----
29812	MARKET BASKET	00001	11568019	INV	06/06/2019	#2001540004-MAY'19	351829		
	1 02016518 84902 2415		FAM/CONS S	FOOD SUPPL		343.65			
			Invoice Net			343.65			
			CHECK TOTAL			343.65			-----
29812	MARKET BASKET	00001	11543619	INV	06/06/2019	APR'19-OMS	351830		

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CASH ACCOUNT: 0000

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WARRANT: 19249

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VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
32722	MCKESSON MEDICAL-SURGI	00001	11453619	INV	06/06/2019	55014788	351836		
	1 02496554 85201 3200		HEALTH SRV	MED SUPPLY		115.86			
			Invoice Net			115.86			
32722	MCKESSON MEDICAL-SURGI	00001	11453619	INV	06/06/2019	55002180	351837		
	1 02496554 85201 3200		HEALTH SRV	MED SUPPLY		76.65			
			Invoice Net			76.65			
			CHECK TOTAL			1,860.91			-----
15684	MELMARK NEW ENGLAND	00001	190659	INV	06/06/2019	0027631-IN	352505		
	1 02456845 83201 9300		OOD/AIDE	TUITION		1,977.80			
	2 02456851 83201 9300		OOD RESIDE	TUITION		11,519.60			
			Invoice Net			13,497.40			
			CHECK TOTAL			13,497.40			-----
32430	MERTZ, ANTONIETTA	00000	194028	INV	06/06/2019	1042	352688		
	1 02666920 83101 1410		BUS OFFICE	PROF TECH		2,437.50			
			Invoice Net			2,437.50			
32430	MERTZ, ANTONIETTA	00000	194028	INV	06/06/2019	1044	352689		
	1 02666920 83101 1410		BUS OFFICE	PROF TECH		1,690.00			
			Invoice Net			1,690.00			
			CHECK TOTAL			4,127.50			-----
22727	MILESTONES, INC.	00000	190673	INV	06/06/2019	25090	352507		
	1 07506848 83201 9300		CB OOD DAY	TUITION		4,828.89			
			Invoice Net			4,828.89			
22727	MILESTONES, INC.	00000	190673	INV	06/06/2019	25211	352508		
	1 07506848 83201 9300		CB OOD DAY	TUITION		1,975.45			
			Invoice Net			1,975.45			
			CHECK TOTAL			6,804.34			-----
35070	MINIUTTI, PAUL	00000	192915	INV	06/06/2019	9 OF 10 -MAY'19	351838		
	1 02496945 85804 3100		SW SCHEDUL	SOFTWARE		750.00			
			Invoice Net			750.00			
			CHECK TOTAL			750.00			-----
27767	MORRIS, DEIRDRE	00000	195862	INV	06/06/2019	MT. AUBURN TOUR	351935		
	1 1336770 81112 6200		ADULT ED	INSTRUCT		200.00			
			Invoice Net			200.00			
			CHECK TOTAL			200.00			-----
27009	MOSAIC OASIS STUDIO &	00000	195861	INV	06/06/2019	GARDEN BALL	351936		
	1 1336770 81112 6200		ADULT ED	INSTRUCT		156.00			
	2 1336770 85103 6200		ADULT ED	INSTRUCT		50.00			
			Invoice Net			206.00			
			CHECK TOTAL			206.00			-----
20455	NASHOBA LEARNING GROUP	00000	190671	INV	06/06/2019	016631	352509		

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CASH ACCOUNT: 0000

104013

VENDOR 8304

WARRANT: 19249

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VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
	1 03034309 835001		FOOD SERV	FOOD SERVI		76.59			
			Invoice Net			76.59			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		5581914310	351749		
			FOOD SERV	FOOD SERVI		115.04			
			Invoice Net			115.04			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		5581914312	351750		
			FOOD SERV	FOOD SERVI		56.21			
			Invoice Net			56.21			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		5581914313	351751		
			FOOD SERV	FOOD SERVI		47.56			
			Invoice Net			47.56			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		5581914314	351752		
			FOOD SERV	FOOD SERVI		102.22			
			Invoice Net			102.22			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		5581914315	351753		
			FOOD SERV	FOOD SERVI		89.56			
			Invoice Net			89.56			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		6131914407	351754		
			FOOD SERV	FOOD SERVI		103.92			
			Invoice Net			103.92			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		5581911313	351755		
			FOOD SERV	FOOD SERVI		169.36			
			Invoice Net			169.36			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		6131914408	352134		
			FOOD SERV	FOOD SERVI		34.64			
			Invoice Net			34.64			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		6131914411	352135		
			FOOD SERV	FOOD SERVI		86.60			
			Invoice Net			86.60			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		5581914802	352136		
			FOOD SERV	FOOD SERVI		118.15			
			Invoice Net			118.15			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		5581914803	352137		
			FOOD SERV	FOOD SERVI		170.71			
			Invoice Net			170.71			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		5581914809	352139		
			FOOD SERV	FOOD SERVI		63.93			
			Invoice Net			63.93			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		5581914810	352140		
			FOOD SERV	FOOD SERVI		89.56			
			Invoice Net			89.56			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		5581914811	352141		
			FOOD SERV	FOOD SERVI		76.59			
			Invoice Net			76.59			
33157 NEW ENGLAND ICE CREAM	1 03034309 835001	00001	191639 INV	06/06/2019		5581914812	352142		
			FOOD SERV	FOOD SERVI		102.22			
			Invoice Net			102.22			

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CASH ACCOUNT: 0000 104013 VENDOR 8304 WARRANT: 19249 06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
24772	NEW ENGLAND ACADEMY,LL 1 02456848 83201 9300	00000	190677	INV	06/06/2019	ARL0519 7,037.14 Invoice Net 7,037.14	352515		
24772	NEW ENGLAND ACADEMY,LL 1 02456848 83201 9300	00000	190677	INV	06/06/2019	ARL0619 4,798.05 Invoice Net 4,798.05	352516		
24772	NEW ENGLAND ACADEMY,LL 1 02456848 83201 9300	00000	190678	INV	06/06/2019	ARL0619W 4,798.05 Invoice Net 4,798.05	352519		
24772	NEW ENGLAND ACADEMY,LL 1 07506848 83201 9300	00000	190675	INV	06/06/2019	ARL0619C 4,798.05 Invoice Net 4,798.05	352660		
24772	NEW ENGLAND ACADEMY,LL 1 07506848 83201 9300	00000	190676	INV	06/06/2019	ARL0619K 4,798.05 Invoice Net 4,798.05	352661		
						CHECK TOTAL	40,303.62		-----
24772	NEW ENGLAND ACADEMY 1 02456848 83201 9300	00001	190678	INV	06/06/2019	ARL0519W 7,037.14 Invoice Net 7,037.14	352518		
						CHECK TOTAL	7,037.14		-----
37013	NIKOSEY, SHARON 1 02026629 83804 3510 2 02026643 83804 3510	00000		INV	06/06/2019	19606 57.75 ATHL/TRACK ATHLETIC 57.75 ATHL/GIRLS ATHLETIC Invoice Net 115.50	352547		
						CHECK TOTAL	115.50		-----
26908	NORTHEAST CUTLERY 1 03034309 865000	00000	191907	INV	06/06/2019	1018144 38.00 FOOD SERV FOOD SERV/ Invoice Net 38.00	352148		
26908	NORTHEAST CUTLERY 1 03034309 865000	00000	191907	INV	06/06/2019	1018145 20.00 FOOD SERV FOOD SERV/ Invoice Net 20.00	352149		
						CHECK TOTAL	58.00		-----
22671	NORTHEAST 1 02756960 84308 4220	00001	194971	INV	06/06/2019	S036321003.001 97.82 FAC MAINT ELECTRICAL Invoice Net 97.82	352449		
						CHECK TOTAL	97.82		-----
34998	OLIVERO, MAUREEN FRANC 1 1953 84000	00000	196005	INV	06/06/2019	AP PROCTOR 5/6-16 1,350.00 PSAT SAT A MISC EXP Invoice Net 1,350.00	352691		
34998	OLIVERO, MAUREEN FRANC 1 1953 84000	00000	196006	INV	06/06/2019	AP PROCTOR 5/20/19 1,150.00 PSAT SAT A MISC EXP Invoice Net 1,150.00	352692		

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CASH ACCOUNT: 0000 104013 VENDOR 8304

WARRANT: 19249 06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
						CHECK TOTAL	199.99		-----
24978	PETERS, JUDY	00000		INV	06/06/2019	19743		351956	
	1 02026642 83804 3510	ATH/G/LCRS		ATHLETIC		146.00			
		Invoice Net				146.00			
						CHECK TOTAL	146.00		-----
29782	PLAY-WELL-TEKNOLOGIES	00001	195417	INV	06/06/2019	DB17346-MAY		351938	
	1 1336780 81112 3520	KIDZONE		INSTRUCTIO		1,008.00			
		Invoice Net				1,008.00			
						CHECK TOTAL	1,008.00		-----
32156	PLAY THERAPY SUPPLY LL	00000	195617	INV	06/06/2019	201531		351909	
	1 02456833 85103 2415	SPED/MIDDL		INSTRUCT		179.95			
		Invoice Net				179.95			
32156	PLAY THERAPY SUPPLY LL	00000	195652	INV	06/06/2019	201845		352523	
	1 02456833 85103 2415	SPED/MIDDL		INSTRUCT		184.32			
		Invoice Net				184.32			
						CHECK TOTAL	364.27		-----
73471	PLAY TIME, INC.	00000	11485119	INV	06/06/2019	5396		352693	
	1 15122260 85103 3520	HARDY GEN		HARDY GEN		24.21			
		Invoice Net				24.21			
73471	PLAY TIME, INC.	00000	11485219	INV	06/06/2019	4952		352694	
	1 15123260 85103 3520	AFT SCH		GENERAL		52.29			
		Invoice Net				52.29			
73471	PLAY TIME, INC.	00000	11485219	INV	06/06/2019	4956		352695	
	1 15123260 85103 3520	AFT SCH		GENERAL		152.43			
		Invoice Net				152.43			
73471	PLAY TIME, INC.	00000	11485219	INV	06/06/2019	4957		352696	
	1 15123260 85103 3520	AFT SCH		GENERAL		103.20			
		Invoice Net				103.20			
73471	PLAY TIME, INC.	00000	11485219	INV	06/06/2019	5364		352697	
	1 15123260 85103 3520	AFT SCH		GENERAL		155.38			
		Invoice Net				155.38			
73471	PLAY TIME, INC.	00000	11485219	INV	06/06/2019	5365		352698	
	1 15123260 85103 3520	AFT SCH		GENERAL		111.45			
		Invoice Net				111.45			
73471	PLAY TIME, INC.	00000	11485219	INV	06/06/2019	5368		352699	
	1 15123260 85103 3520	AFT SCH		GENERAL		18.51			
		Invoice Net				18.51			
73471	PLAY TIME, INC.	00000	11485219	INV	06/06/2019	5370		352700	
	1 15123260 85103 3520	AFT SCH		GENERAL		57.36			
		Invoice Net				57.36			
73471	PLAY TIME, INC.	00000	11485219	INV	06/06/2019	5371		352701	
	1 15123260 85103 3520	AFT SCH		GENERAL		144.89			
		Invoice Net				144.89			

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CASH ACCOUNT: 0000 104013 VENDOR 8304 WARRANT: 19249 06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
27207	TELIAN-CAS LEARNING CO	00000	195651	INV	06/06/2019	6626	351921		
	1 02456809 85103 2415			SPED TEXTS	INSTRUCT	48.39			
				Invoice Net		48.39			
				CHECK TOTAL		48.39			-----
33392	REALLY GOOD STUFF, INC	00001	195237	INV	06/06/2019	6866989	352706		
	1 02056507 85103 2415			GIBBS TEMP	INSTRUCT	537.76			
				Invoice Net		537.76			
33392	REALLY GOOD STUFF, INC	00001	195237	INV	06/06/2019	6888339	352707		
	1 02056507 85103 2415			GIBBS TEMP	INSTRUCT	349.31			
				Invoice Net		349.31			
				CHECK TOTAL		887.07			-----
37012	REID, MELISSA	00000		INV	06/06/2019	19791	352548		
	1 02026642 83804 3510			ATH/G/LCRS	ATHLETIC	62.00			
				Invoice Net		62.00			
37012	REID, MELISSA	00000		INV	06/06/2019	19842	352549		
	1 02026642 83804 3510			ATH/G/LCRS	ATHLETIC	62.00			
				Invoice Net		62.00			
				CHECK TOTAL		124.00			-----
14743	ALL AMERICAN SPORTS CO	00002	194449	INV	06/06/2019	60379565	351842		
	1 02026624 83804 3510			ATHL/FOOTB	ATHLETIC	3,542.50			
				Invoice Net		3,542.50			
				CHECK TOTAL		3,542.50			-----
36839	RING, CONNOR FRANCIS	00000	196009	INV	06/06/2019	AP PROCTOR 5/14-15	352708		
	1 1953 84000			PSAT SAT A	MISC EXP	200.00			
				Invoice Net		200.00			
				CHECK TOTAL		200.00			-----
33041	THE ROLA CORPORATION	00000	195250	INV	06/06/2019	LANG CLASSES 5/27	351940		
	1 1336780 81112 3520			KIDZONE	INSTRUCTIO	1,005.00			
				Invoice Net		1,005.00			
33041	THE ROLA CORPORATION	00000	196019	INV	06/06/2019	FR CLASSES4/3-6/6/19	352204		
	1 1336770 81112 6200			ADULT ED	INSTRUCT	1,242.50			
				Invoice Net		1,242.50			
				CHECK TOTAL		2,247.50			-----
23093	A. RUSSO & SONS, INC.	00000	11486419	INV	06/06/2019	596374	352160		
	1 15122260 84902 3520			HARDY GEN	HARDY FOOD	67.00			
				Invoice Net		67.00			
23093	A. RUSSO & SONS, INC.	00000	11486319	INV	06/06/2019	596231	352225		
	1 15123260 85103 3520			AFT SCH	GENERAL	105.80			
				Invoice Net		105.80			
23093	A. RUSSO & SONS, INC.	00000	191634	INV	06/06/2019	583637	352644		
	1 03034309 835001			FOOD SERV	FOOD SERVI	746.15			
				Invoice Net		746.15			

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CASH ACCOUNT: 0000 104013 VENDOR 8304 WARRANT: 19249 06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
29370	SCHOOL SPECIALTY, INC.	00006	65043119	INV	06/06/2019	308103299003	351703		
	1 02456809 85103 2415	SPED TEXTS	INSTRUCT			296.84			
		Invoice Net				296.84			
29370	SCHOOL SPECIALTY, INC.	00006	65043719	INV	06/06/2019	208122869395	351705		
	1 02456833 85103 2415	SPED/MIDDL	INSTRUCT			196.95			
		Invoice Net				196.95			
29370	SCHOOL SPECIALTY, INC.	00006	65044319	INV	06/06/2019	208122869294	351707		
	1 02456833 85103 2415	SPED/MIDDL	INSTRUCT			76.81			
		Invoice Net				76.81			
29370	SCHOOL SPECIALTY, INC.	00006	65044419	INV	06/06/2019	208122869627	351709		
	1 02456809 85103 2415	SPED TEXTS	INSTRUCT			147.74			
		Invoice Net				147.74			
29370	SCHOOL SPECIALTY, INC.	00006	65044519	INV	06/06/2019	208122869108	351711		
	1 02456809 85103 2415	SPED TEXTS	INSTRUCT			284.90			
		Invoice Net				284.90			
29370	SCHOOL SPECIALTY, INC.	00006	65044619	INV	06/06/2019	208122869202	351713		
	1 02456809 85103 2415	SPED TEXTS	INSTRUCT			149.32			
		Invoice Net				149.32			
29370	SCHOOL SPECIALTY, INC.	00006	65044919	INV	06/06/2019	208122869661	351715		
	1 02456812 85103 2415	SPED/PT	INSTRUCT			379.24			
		Invoice Net				379.24			
29370	SCHOOL SPECIALTY, INC.	00006	65045119	INV	06/06/2019	208122882231	351717		
	1 02456809 85103 2415	SPED TEXTS	INSTRUCT			147.98			
		Invoice Net				147.98			
29370	SCHOOL SPECIALTY, INC.	00006	65045619	INV	06/06/2019	208122869288	351719		
	1 02456809 85103 2415	SPED TEXTS	INSTRUCT			133.72			
		Invoice Net				133.72			
29370	SCHOOL SPECIALTY, INC.	00006	65045719	INV	06/06/2019	308103301157	351720		
	1 02456809 85103 2415	SPED TEXTS	INSTRUCT			147.02			
		Invoice Net				147.02			
29370	SCHOOL SPECIALTY, INC.	00006	65046119	INV	06/06/2019	308103299559	351721		
	1 02456809 85103 2415	SPED TEXTS	INSTRUCT			153.69			
		Invoice Net				153.69			
29370	SCHOOL SPECIALTY, INC.	00006	65046219	INV	06/06/2019	308103299094	351722		
	1 02456812 85103 2415	SPED/PT	INSTRUCT			197.99			
		Invoice Net				197.99			
29370	SCHOOL SPECIALTY, INC.	00006	65046519	INV	06/06/2019	208122869279	351723		
	1 02456809 85103 2415	SPED TEXTS	INSTRUCT			129.55			
		Invoice Net				129.55			
29370	SCHOOL SPECIALTY, INC.	00006	65039219	INV	06/06/2019	308103283191	351843		
	1 02036507 84201 2430	SEC EDUC	OFFICE			955.50			
		Invoice Net				955.50			
29370	SCHOOL SPECIALTY, INC.	00006	65039719	INV	06/06/2019	208122726749	351844		
	1 02156506 85103 2415	ELEM EDUC	INSTRUCT			562.37			
		Invoice Net				562.37			
29370	SCHOOL SPECIALTY, INC.	00006	65040019	INV	06/06/2019	208122726769	351845		
	1 02126506 85103 2415	ELEM EDUC	INSTRUCT			1,611.96			
		Invoice Net				1,611.96			

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CASH ACCOUNT: 0000 104013 VENDOR 8304 WARRANT: 19249 06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
	1 02456848 83201	9400		TUITION DY Invoice Net		3,280.00 3,280.00			
						CHECK TOTAL	38,432.00		-----
36307 SHAY, JOSEPH G	1 02636575 87106	2357	00000 11646519	INV 06/06/2019		REIMB CHEMICAL REACT	352161		
			PROF DEV	Grad Cours		765.00			
			Invoice Net			765.00			
						CHECK TOTAL	765.00		-----
14215 SIGNET ELECTRONIC SYST	1 6183136 5891		00001 185078	INV 06/06/2019		135200	352713		
			INFORM TCH	TEL SOFTWA		684.75			
			Invoice Net			684.75			
14215 SIGNET ELECTRONIC SYST	1 02786940 83101	1450	00001 196067	INV 06/06/2019		#135200	352714		
			INFO TECH	PROF TECH		240.25			
			Invoice Net			240.25			
						CHECK TOTAL	925.00		-----
31285 SILVESTRO, JOE	1 02026621 83804	3510	00000	INV 06/06/2019		19700	351766		
			ATHL/BASEB	ATHLETIC		62.00			
			Invoice Net			62.00			
						CHECK TOTAL	62.00		-----
33893 SIMON, MICHAEL ALAN	1 148 8300		00000 11636719	INV 06/06/2019		CONCERT 3/14-15	352715		
			MUSIC FEES	CONT/SERV		375.00			
			Invoice Net			375.00			
						CHECK TOTAL	375.00		-----
36025 SLOVIN, ZACHARY	1 1336770 85103	6200	00000 195869	INV 06/06/2019		PASTA+BOOTCAMP DAY2	351941		
	2 1336782 85103		ADULT ED	INSTRUCT		55.48			
			TEENZONE	INSTRUCT		47.07			
			Invoice Net			102.55			
36025 SLOVIN, ZACHARY	1 1336770 85103	6200	00000 195869	INV 06/06/2019		APPS FOR DINNER	351942		
	2 1336782 85103		ADULT ED	INSTRUCT		54.21			
			TEENZONE	INSTRUCT		46.00			
			Invoice Net			100.21			
36025 SLOVIN, ZACHARY	1 1336770 85103	6200	00000 195869	INV 06/06/2019		PASTA+BOOTCAMP DAY3	351943		
	2 1336782 85103		ADULT ED	INSTRUCT		42.38			
			TEENZONE	INSTRUCT		35.96			
			Invoice Net			78.34			
36025 SLOVIN, ZACHARY	1 1336770 85103	6200	00000 195869	INV 06/06/2019		BOOTCAMP DAY 4-5/15	351944		
	2 1336782 85103		ADULT ED	INSTRUCT		5.86			
			TEENZONE	INSTRUCT		5.11			
			Invoice Net			10.97			
						CHECK TOTAL	292.07		-----
27662 THINK SOCIAL PUBLISHIN	1 02456818 85103	2415	00000 195616	INV 06/06/2019		135645	351922		
			SPED/DEAF	INSTRUCT		176.13			
			Invoice Net			176.13			

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CASH ACCOUNT: 0000 104013 VENDOR 8304 WARRANT: 19249 06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
1	14119107 83101	2357	SCH LEADER	TEACHERS		900.00			
			Invoice Net			900.00			
						CHECK TOTAL	900.00		-----
28746	CREDLE-THOMAS,MARGARET	00000	195360	INV	06/06/2019	REIM MEALS+TRANSPORT	352162		
1	1322019 87202	2357	METCO 2019	TRAINING		257.86			
			Invoice Net			257.86			
28746	CREDLE-THOMAS,MARGARET	00000	195022	INV	06/06/2019	REIMB AIRFARE	352163		
1	1322019 87202	2357	METCO 2019	TRAINING		274.87			
			Invoice Net			274.87			
28746	CREDLE-THOMAS,MARGARET	00000	195022	INV	06/06/2019	REIMB HOTEL EXP	352164		
1	1322019 87202	2357	METCO 2019	TRAINING		638.25			
			Invoice Net			638.25			
						CHECK TOTAL	1,170.98		-----
22736	THURSTON FOODS,INC.	00000	11543719	INV	06/06/2019	212080	351848		
1	02036507 85103	2415	SEC EDUC	INSTRUCT		174.96			
			Invoice Net			174.96			
22736	THURSTON FOODS,INC.	00000	11543719	INV	06/06/2019	222202	351849		
1	02036507 85103	2415	SEC EDUC	INSTRUCT		153.79			
			Invoice Net			153.79			
22736	THURSTON FOODS,INC.	00000	11568219	INV	06/06/2019	229261	351850		
1	02016518 84902	2415	FAM/CONS S	FOOD SUPPL		238.57			
			Invoice Net			238.57			
22736	THURSTON FOODS,INC.	00000	11568219	INV	06/06/2019	232309	351851		
1	02016518 84902	2415	FAM/CONS S	FOOD SUPPL		262.13			
			Invoice Net			262.13			
22736	THURSTON FOODS,INC.	00000	11568219	INV	06/06/2019	234023	351853		
1	02016518 84902	2415	FAM/CONS S	FOOD SUPPL		25.81			
			Invoice Net			25.81			
22736	THURSTON FOODS,INC.	00000	11485019	INV	06/06/2019	228158	352718		
1	15123260 84902	3520	AFT SCH	FOOD SUPPL		451.21			
			Invoice Net			451.21			
22736	THURSTON FOODS,INC.	00000	11485019	INV	06/06/2019	232308	352719		
1	15123260 84902	3520	AFT SCH	FOOD SUPPL		325.45			
			Invoice Net			325.45			
22736	THURSTON FOODS,INC.	00000	11485019	INV	06/06/2019	235343	352720		
1	15123260 84902	3520	AFT SCH	FOOD SUPPL		337.85			
			Invoice Net			337.85			
						CHECK TOTAL	1,969.77		-----
19830	TRAINA, LUCILLE	00000	196014	INV	06/06/2019	ASL INTERPRETER 4/2	352207		
1	1336770 81112	6200	ADULT ED	INSTRUCT		148.50			
			Invoice Net			148.50			
						CHECK TOTAL	148.50		-----
20728	TRICON SPORTS	00001	195689	INV	06/06/2019	21711	352227		

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CASH ACCOUNT: 0000 104013 VENDOR 8304

WARRANT: 19249 06/06/2019

VENDOR	G/L ACCOUNTS	R	PO	TYPE	DUE DATE	INVOICE/AMOUNT	DOCUMENT	VOUCHER	CHECK
	1 14118109 85106	2410		LIT CIRCLE TEXTBOOKS		334.96			
				Invoice Net		334.96			
13181	W. B. MASON CO INC		00001 11506719	INV 06/06/2019		166572749	352724		
	1 02606910 84201	1210		SUPER OFFICE		2,251.31			
	2 18406910 84902	1210		SUPER/GRAD FOOD SUPPL		410.47			
				Invoice Net		2,661.78			
				CHECK TOTAL		3,663.23			-----
6458	WANAMAKER HARDWARE		00000 193716	INV 06/06/2019		153082	352465		
	1 02756960 84306	4220		FAC MAINT CARPENTRY		83.66			
				Invoice Net		83.66			
6458	WANAMAKER HARDWARE		00000 193716	INV 06/06/2019		154351	352468		
	1 02756960 84306	4220		FAC MAINT CARPENTRY		10.79			
				Invoice Net		10.79			
6458	WANAMAKER HARDWARE		00000 193716	INV 06/06/2019		154350	352470		
	1 02756960 84306	4220		FAC MAINT CARPENTRY		9.81			
				Invoice Net		9.81			
6458	WANAMAKER HARDWARE		00000 193716	INV 06/06/2019		154390	352471		
	1 02756960 84306	4220		FAC MAINT CARPENTRY		2.96			
				Invoice Net		2.96			
				CHECK TOTAL		107.22			-----
6458	WANAMAKER HARDWARE		00000 11479219	INV 06/06/2019		154457	352721		
	1 15125145 85103	3520		BRACKETT SUPPLIES		74.83			
				Invoice Net		74.83			
				CHECK TOTAL		74.83			-----
74496	WEDIKO CHILDRENS SERVI		00000 191628	INV 06/06/2019		1-ARL-10	351727		
	1 02456575 87202	2357		SPED/P.D. TRAINING		1,750.00			
				Invoice Net		1,750.00			
				CHECK TOTAL		1,750.00			-----
32326	CIRCUIT LAB		00001 195640	INV 06/06/2019		190207	351945		
	1 1336780 81112	3520		KIDZONE INSTRUCTIO		2,500.00			
				Invoice Net		2,500.00			
				CHECK TOTAL		2,500.00			-----
28523	NRICH, INC		00000 195362	INV 06/06/2019		2129	351937		
	1 1336780 81112	3520		KIDZONE INSTRUCTIO		2,052.00			
				Invoice Net		2,052.00			
				CHECK TOTAL		2,052.00			-----
20866	WILLOW HILL SCHOOL		00000 190672	INV 06/06/2019		19-9 LG	352540		
	1 07506848 83201	9300		CB OOD DAY TUITION		3,142.02			
				Invoice Net		3,142.02			
20866	WILLOW HILL SCHOOL		00000 190672	INV 06/06/2019		19-10 LG	352541		
	1 07506848 83201	9300		CB OOD DAY TUITION		1,796.13			
				Invoice Net		1,796.13			

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TOWN OF ARLINGTON  
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WARRANT: 19249 06/06/2019

FUND	ORG	ACCOUNT	AMOUNT	AVLB BUDGET
0200	02016507	SECONDARY EDUCATIO	0200-3-01 -6507-01-10-5-02-83404 -2430	REPRODUCTION/PRINTING 14.00 -3,023.91
0200	02016507	SECONDARY EDUCATIO	0200-3-01 -6507-01-10-5-02-84902 -2440	FOOD SUPPLIES 123.17 -3,023.91
0200	02016507	SECONDARY EDUCATIO	0200-3-01 -6507-01-10-5-02-85103 -2415	INSTRUCTIONAL MATERIAL 76.50 -3,023.91
0200	02016507	SECONDARY EDUCATIO	0200-3-01 -6507-01-10-5-02-85803 -3520	GRADUATION SERVICE CER 2,716.22 -3,023.91
0200	02016518	FAMILY/CONSUMER SC	0200-3-01 -6518-01-10-5-01-84902 -2415	FOOD SUPPLIES 1,528.87 11,039.21
0200	02016563	LIBRARY/MEDIA	0200-3-01 -6563-01-10-5-01-85106 -2410	TEXTBOOKS BOOKS PERIOD 2,810.01 -6,639.94
0200	02026620	ATHLETICS/ADMIN	0200-3-02 -6620-01-24-9-00-83804 -3510	ATHLETIC SERVICES 254.47 -21,492.68
0200	02026621	ATHLETICS/BOYS BAS	0200-3-02 -6621-01-24-5-00-83804 -3510	ATHLETIC SERVICES 956.00 3,785.05
0200	02026623	ATHLETICS/BOYS CC	0200-3-02 -6623-01-24-5-00-83804 -3510	ATHLETIC SERVICES 169.66 -714.81
0200	02026623	ATHLETICS/BOYS CC	0200-3-02 -6623-01-24-5-00-85104 -3510	ATHLETIC SUPPLIES 299.90 -714.81
0200	02026624	ATHLETICS/BOYS FOO	0200-3-02 -6624-01-24-5-00-83804 -3510	ATHLETIC SERVICES 3,542.50 1,196,354.82
0200	02026627	ATHLETICS/INDOOR T	0200-3-02 -6627-01-24-5-00-83804 -3510	ATHLETIC SERVICES 166.66 492.34
0200	02026628	ATHLETICS/BOYS LAC	0200-3-02 -6628-01-24-5-00-83804 -3510	ATHLETIC SERVICES 292.00 2,223.25
0200	02026629	ATHLETICS/OUTDOOR	0200-3-60 -6629-01-24-5-00-83804 -3510	ATHLETIC SERVICES 316.41 1,196,354.82
0200	02026633	ATHLETICS/BOYS VOL	0200-3-02 -6633-01-24-5-00-85104 -3510	ATHLETIC SUPPLIES 91.00 174.42
0200	02026637	ATHLETICS/GIRLS CR	0200-3-02 -6637-01-24-5-00-83804 -3510	ATHLETIC SERVICES 166.66 15.19
0200	02026637	ATHLETICS/GIRLS CR	0200-3-02 -6637-01-24-5-00-85104 -3510	ATHLETIC SUPPLIES 299.90 15.19
0200	02026641	ATHLETIC S/GIRLS I	0200-3-02 -6641-01-24-5-00-83804 -3510	ATHLETIC SERVICES 166.66 1,196,354.82
0200	02026642	ATHLETICS/GIRLS LA	0200-3-02 -6642-01-24-5-00-83804 -3510	ATHLETIC SERVICES 602.00 1,196,354.82
0200	02026643	ATHLETICS/GIRLS TR	0200-3-01 -6643-01-18-5-00-83804 -3510	ATHLETIC SERVICES 316.45 1,196,354.82
0200	02026647	ATHLETICS/GIRLS TE	0200-3-02 -6647-01-24-5-00-85104 -3510	ATHLETIC SUPPLIES 36.00 1,196,354.82
0200	02036507	SECONDARY EDUCATIO	0200-3-03 -6507-03-01-4-01-84201 -2430	OFFICE SUPPLIES 955.50 18,087.23
0200	02036507	SECONDARY EDUCATIO	0200-3-03 -6507-03-01-4-01-85103 -2415	INSTRUCTIONAL MATERIAL 685.12 18,087.23
0200	02056507	GIBBS - TEMP SALAR	0200-3-3520 -6507-05-01-4-01-85103 -2415	INSTRUCTIONAL MATERIAL 887.07 -18,554.83
0200	02096575	PROFESSIONAL DEVEL	0200-3-09 -6575-09-07-3-00-87202 -2357	TRAINING EDUC CONF & A 199.99 1,196,354.82
0200	02126506	ELEMENTARY EDUCATI	0200-3-12 -6506-12-01-3-00-85103 -2415	INSTRUCTIONAL MATERIAL 1,611.96 1,196,354.82
0200	02156506	ELEMENTARY EDUCATI	0200-3-15 -6506-15-01-3-00-85103 -2415	INSTRUCTIONAL MATERIAL 562.37 41,457.94
0200	02246506	ELEMENTARY EDUCATI	0200-3-24 -6506-24-01-3-00-85103 -2415	INSTRUCTIONAL MATERIAL 25.12 15,471.06
0200	02306740	C&I ENGLISH	0200-3-30 -6740-30-01-5-01-87202 -2357	ENGLISH PROF DEV 2,463.37 -6,019.50
0200	02426715	C&I SCIENCE	0200-3-42 -6715-01-10-9-00-85103 -2415	INSTRUCTIONAL MATERIAL 166.61 21,576.81
0200	02456575	SPED/PROF DEV	0200-3-45 -6575-36-02-3-00-87202 -2357	TRAINING EDUC CONF & A 1,750.00 19,642.18
0200	02456800	PK-SPED	0200-3-45 -6800-45-02-1-05-85101 -2430	REPRO PAPER TONER SUPP 435.70 2,897.78
0200	02456800	PK-SPED	0200-3-45 -6800-45-02-1-05-85103 -2415	INSTRUCTIONAL MATERIAL 524.02 2,897.78
0200	02456803	SPED TUTOR/C.S.	0200-3-45 -6803-36-02-9-00-83101 -2310	PROFESSIONAL TECH SERV 139.50 1,196,354.82
0200	02456809	SPED/H.S. TEXTS	0200-3-45 -6809-01-02-5-00-85103 -2415	INSTRUCTIONAL MATERIAL 2,602.09 -3,533.23
0200	02456812	SPED/PT SERVICES C	0200-3-45 -6812-36-23-9-00-85102 -2720	TESTING MATERIALS 2,018.50 -5,591.70
0200	02456812	SPED/PT SERVICES C	0200-3-45 -6812-36-23-9-00-85103 -2415	INSTRUCTIONAL MATERIAL 1,071.90 -5,591.70
0200	02456818	SPED/TEACHER/DEAF	0200-3-45 -6818-36-02-9-00-83101 -2320	PROFESSIONAL TECH SERV 118.20 3,843.93
0200	02456818	SPED/TEACHER/DEAF	0200-3-45 -6818-36-02-9-00-85102 -2720	TESTING MATERIALS 5,020.74 3,843.93
0200	02456818	SPED/TEACHER/DEAF	0200-3-45 -6818-36-02-9-00-85103 -2415	INSTRUCTIONAL MATERIAL 2,129.91 3,843.93
0200	02456821	SPED/CLINICAL SUPE	0200-3-45 -6821-36-02-9-00-83101 -2320	PROFESSIONAL TECH SERV 5,870.35 -25,621.30
0200	02456830	SPED/MEDICAL	0200-3-45 -6830-36-23-9-00-83101 -2320	PROFESSIONAL TECH SERV 4,689.00 -23,150.88
0200	02456833	SPED/MIDDLE SCH/WO	0200-3-45 -6833-03-02-4-00-85103 -2415	INSTRUCTIONAL MATERIAL 1,619.11 474.79
0200	02456833	SPED/MIDDLE SCH/WO	0200-3-45 -6833-03-02-4-00-87101 -2320	BUSINESS TRAVEL 223.42 474.79
0200	02456836	PSYCHOLOGISTS	0200-3-45 -6836-01-02-9-00-85102 -2800	TESTING MATERIALS 4,197.60 21,501.77
0200	02456842	ADAPTIVE TECHNOLOGY	0200-3-45 -6842-45-02-9-06-85110 -2420	INSTRUCTION EQUIPMENT 679.50 16,432.72
0200	02456845	OUT-OF-DISTRICT/ON	0200-3-45 -6845-36-02-9-00-83201 -9300	OOD/ONE-ON-ONE AIDE 27,697.70 49,464.18
0200	02456848	OUT OF DISTRICT TU	0200-3-45 -6848-45-02-9-05-83201 -9300	OUT OF DISTRICT/DAY TU 90,239.84 1,196,354.82
0200	02456848	OUT OF DISTRICT TU	0200-3-45 -6848-45-02-9-05-83201 -9400	SPED LABB TUITION 139,178.78 1,196,354.82

06/06/2019 13:46  
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TOWN OF ARLINGTON  
PRELIMINARY WARRANT SUMMARY

P 45  
apwarrnt

WARRANT: 19249 06/06/2019

FUND ORG	ACCOUNT	AMOUNT	AVLB BUDGET	
0790 0792019 IMPROVING EDUCATIO	0790-3-2300-2019-45-9 -9-0 -87207 -2357	Title II St Agnes Trai	1,517.28	307.72
0790 0792019 IMPROVING EDUCATIO	0790-3-2300-2019-45-9 -9-0 -87208 -2357	TITLE IIA-ARL CATHOLIC	60.00	821.00
		FUND TOTAL	1,577.28	
CASH ACCOUNT 0000 104013	BALANCE -13,923,152.75			
0930 09312019 EARLY CHILLDHOOD S	0930-3-2300-2019-45-23-1-NM-85103 -2410	INSTRUCTIONAL MATERIAL	234.72	6,255.64
		FUND TOTAL	234.72	
CASH ACCOUNT 0000 104013	BALANCE -13,923,152.75			
1320 1322019 METCO 2019	1320-3-2300-2019-45-13-9-NM-83101 -2440	PROFESSIONAL TECH SERV	750.00	76,397.57
1320 1322019 METCO 2019	1320-3-2300-2019-45-13-9-NM-83301 -3300	CONTRACTED TRANSPORTAT	1,200.00	76,397.57
1320 1322019 METCO 2019	1320-3-2300-2019-45-13-9-NM-87202 -2357	TRAINING EDUC CONF & A	1,170.98	76,397.57
		FUND TOTAL	3,120.98	
CASH ACCOUNT 0000 104013	BALANCE -13,923,152.75			
1330 1336765 COMM ED GENERAL AD	1330-3-2731-6765-01-40-7-NM-84201 -6200	OFFICE SUPPLIES	66.69	.00
1330 1336770 COMM ED ADULT EDUC	1330-3-2731-6770-01-40-7-NM-81112 -6200	INSTRUCTIONAL SALARIES	9,842.10	.00
1330 1336770 COMM ED ADULT EDUC	1330-3-2731-6770-01-40-7-NM-85103 -6200	INSTRUCTIONAL SUPPLIES	747.93	.00
1330 1336775 COMM ED SUMMER FUN	1330-3-2731-6775-01-40-7-NM-7290 -6200	TUITION	65.00	.00
1330 1336780 COMMUNITY ED KIDZO	1330-3-2731-6780-01-40-7-NM-81112 -3520	INSTRUCTIONAL SALARIES	34,791.25	.00
1330 1336780 COMMUNITY ED KIDZO	1330-3-2731-6780-01-40-7-NM-85103 -3520	INSTRUCTIONAL SUPPLIES	54.89	.00
1330 1336782 COMMUNITY ED TEENZ	1330-3-2731-6782-01-40-7-NM-81112 -	TEACHER SALARY & WAGES	2,170.00	.00
1330 1336782 COMMUNITY ED TEENZ	1330-3-2731-6782-01-40-7-NM-85103 -	INSTRUCTIONAL MATERIAL	134.14	.00
		FUND TOTAL	47,872.00	
CASH ACCOUNT 0000 104013	BALANCE -13,923,152.75			
1340 134 BISHOP GIFTS GRANT	1340-3-2732-OSR -06-41-3-NM-8350 -	BISHOP SCH/GIFTS & GRA	1,469.24	1,587.77
		FUND TOTAL	1,469.24	
CASH ACCOUNT 0000 104013	BALANCE -13,923,152.75			
1410 14118109 AEF - LITERATURE C	1410-3-0024-0030-05-49-4-NM-85106 -2410	TEXTBOOKS BOOKS PERIOD	334.96	34.58
1410 14119107 SCHOOLEADERSHIO &	1410-3-1220-6700-34-49-9-NM-83101 -2357	CONTRACTED SERVICE TEA	900.00	6,000.00
1410 14119107 SCHOOLEADERSHIO &	1410-3-1220-6700-34-49-9-NM-85106 -2357	BOOKS	870.00	1,105.50
		FUND TOTAL	2,104.96	
CASH ACCOUNT 0000 104013	BALANCE -13,923,152.75			

06/06/2019 13:46  
cfields

TOWN OF ARLINGTON  
PRELIMINARY WARRANT SUMMARY

P 47  
apwarrnt

WARRANT: 19249 06/06/2019

FUND ORG	ACCOUNT	AMOUNT	AVLB BUDGET
1840 18406536 ARLINGTON HIGH/ART	1840-3-01 -6536-01-24-5-00-85103 -2415	INSTRUCTIONAL MATERIAL	328.84 .00
1840 18406575 FOREIGN LANG/PROF	1840-3-63 -6575-34-09-9-00-87106 -2357	Graduate Course Reimbu	1,530.00 .00
1840 18406575 FOREIGN LANG/PROF	1840-3-63 -6575-34-09-9-00-87202 -2357	TRAINING EDUC CONF & A	1,000.00 .00
1840 18406910 SUPERINTENDENT/GRA	1840-3-1210-6910-42-29-9-00-84902 -1210	FOOD SUPPLIES	410.47 .00
		FUND TOTAL	3,269.31
CASH ACCOUNT 0000 104013	BALANCE -13,923,152.75		
1950 1953 PSAT SAT AP	1950-3-2710-OR -69-10-0-NM-84000 -	MISC EXPENSES	92,212.00 99,308.41
1950 1955 PE SURVIVAL	1950-3-3520-OR -69-10-0-00-84000 -	MISC EXPENSES	14.99 11.60
		FUND TOTAL	92,226.99
CASH ACCOUNT 0000 104013	BALANCE -13,923,152.75		
6180 6183136 INFORMATION TECHNO	6180-1-0154-3136-52-62-0-NM-5891 -	TELEPHONE SFTWR UPGRD	684.75 .00
		FUND TOTAL	684.75
CASH ACCOUNT 0000 104013	BALANCE -13,923,152.75		
6220 6223778 AHS FEASIBILTY STU	6220-3-0471-3778-01-80-0-88-5871 -	AHS FEASIBILITY STUDY-	64,483.35 2,175,840.77
		FUND TOTAL	64,483.35
CASH ACCOUNT 0000 104013	BALANCE -13,923,152.75		
=====		WARRANT SUMMARY TOTAL	1,014,078.41
=====		GRAND TOTAL	1,014,078.41
=====			

\*\* END OF REPORT - Generated by Cindy Fields \*\*

# ARLINGTON PUBLIC SCHOOLS

Arlington School Committee  
School Committee Regular Meeting  
Thursday, June 6, 2019  
6:30 PM

Arlington High School  
School Committee Room  
869 Mass Avenue, 6th Floor  
Arlington, MA 02476

Attendance: Len Kardon, Jane Morgan, Paul Schlichtman, Jeff Thielman, Jennifer Susse, Kirsie Allison-Ampe, Bill Hayner

Kathleen Bodie, Michael Mason, Rob Spiegel, Alison Elmer (Rod MacNeal absent)

6:37 p.m. Open Meeting

6:38 p.m. Public Comment

Karin Barrett - Bishop Parent rep. Asking for modular classrooms at Bishop to alleviate overcrowding. Bishop has increasing enrollment and no space for classrooms. After school is a big reason why families want Bishop. Short term - strained by large classes. Arlington needs more classroom space. What about modular classrooms? Asking to further investigate modular classrooms. Would help alleviate other overcrowding. Bishop parents are ready to help. Hope the override will pass.

6:41 p.m. Arlington Education Foundation Update, Ann. Pirone, Julia Schilling

AEF - supports and advance public education in Arlington. Reading AEF statement.  
Safe & Supportive Schools grant.  
Development and Expansion Grants  
Innovations in Education Grants , capped at \$3000  
Scholar Grants

\$86,700 in grants this fiscal year.  
51% are going to Development and Expansion Grant category.  
Able to fund 4 grants in Development and Expansion Category  
Reading  
Data  
Social Justice Learning  
District Curriculum Equity Audit - review of curriculum for bias.

Media wall at Ottoson declined. Funded one at Gibbs, but not ready to fund another one now.

\$35,400 was allocated in innovations grant category. Received at least one application from each school. 32% - AHS; 11% Middle Schools; 57% elementary schools. Continue to see grants aimed at social emotional learning and cultural responsiveness.

Continuing scholars - \$6700

Brandy Whitney

Robin Varghese - STEM

Sonya Connelly -

Hannah Borden - leadership facilitator training

AEF redesigned brand. New logo, website.

Excited to support wonderful projects in schools. Recognize Julie Dunn. Thank you to Len Kardon.

Questions:

- Bill - thank you.
- Jennifer - website looks beautiful. Q - why are some funding applications more successful than others?
  - School rep from each school. Will focus on schools they don't get a lot of applications from them.
- Jennifer - why not all Safe & Supportive funds used?
  - Work had not expanded to building level yet.
- Paul - community involvement is so much fun. Trivia bee is great.
- Kathy - thank you to the AEF.
- Len - great group of individuals on the board. Organization operates on a very high level. Thank you.

6:56 p.m. Arlington Special Education Parents Advisory Committee Update, I. Hwang

- In this role for over 4 years. Participated in SEPAC for 6-7 yrs. Tenor and tone of conversations have changed over the last 5 years. Parents and families are in general much happier with services and happier with interaction with department.
- There are still families not happy with the district. Some have to do with budgeting issues. Concern is that budget increases are not sufficient with enrollment growth.
- Still looking for more information from Gibbs - not a lot of feedback yet.
- More concerns with families with kids at Ottoson and AHS.
  - Ask where the district is falling short. Some families do not know.
  - Comes back to how we support inclusive classrooms. Many children with IEPs get reasonable accommodations from special educators, but not necessarily from general educators. Some families say that general educators do not always honor the IEPs. Often, secondary teachers don't have special education training in school.
  - In general, Arlington families are happy with services. Tenor changes drastically at Ottoson and AHS.
- Questions:

- Jeff - when you talk about more funding, are there any specifics?
  - Home hospitalization tutoring. Not all students who receive this service have an IEP. Person delivering the service was underqualified. Should not be the case. APS should be able to fulfill broader areas of curriculum. Other towns are paying more.
  - 8th grader - taking advanced math class, and was taking academic support. Special Education Teacher could not help him with math. Difficult to hire people who can do everything required.
- Paul - hypothesis - elementary educator can get to know the child better. Stronger than when a child is moving between classrooms. Secondary teacher is not seeing the child as often and would not have as much knowledge of the IEP. Inclusion is more difficult in a secondary setting. Middle school - better with ELA and social studies, we need to pay attention to math and science.
  - Other complications at secondary level are how well the teachers are invited to know the students. Some teachers get to know students better.
  - Some teachers check in more than others. One teacher went above and beyond. General educator needs to be a part of supporting the subject for the student.
  - Have general educators more familiar with IEP. Know what the goals mean. Feeling that general educators are not on the same page as special educators.
- Bill - teachers need training and support for inclusion.
  - Requires administration to push this agenda. District structure - needs to be a top-down initiative.
- Jennifer - questions about structure at middle and high schools.
  - Alison - Liaisons. Very thoughtful in connections to department. Every student has an IEP meeting at least once per year. Liaison connects with general educators. Middle school level - tied to clusters and learning communities.
  - Inae - families' concerns are with the general educators.
- Kirsi - it would be useful for her to put her ideas on paper and School Committee will look at it.
- Paul - appreciative of the cooperative relationship.
  - More parent satisfaction.
  - Preschool is amazing.

7:22 p.m. Mathematics and Computer Science Update, M. Coleman and Emily Veader

- Presentation
- Emily Veader presenting elementary curriculum.
  - Huge difference in classrooms with teachers who took summer PD.
  - Hope to have predictable PD offerings
  - Unit planning days with teachers
  - Math intervention - focus on push in services at K, 1, 2. Work with small groups of students. More pull outs at grades 3, 4, 5
  - This helps create inclusive classrooms and helps students engage.
  - Want to support all tiers of instruction.

- Matt Coleman presenting secondary curriculum.
  - Gibbs/OMS
    - Computer Science.
- Questions:
  - Jennifer - Curriculum B - still in effect for Algebra II. Still serving a need.
    - Want to make math courses as welcoming as possible. Overwhelming majority of kids graduate with 4 years of math.
  - Jennifer - how do you explain Tier 1, 2 and 3?
    - Tier 1 - core instructions. What we do for all students.
    - Tier 2 - small group push in or pull out.
    - Tier 3 - more intense individual pull out. Taken care of by interventionists and special educators.
    - At middle school - Math support - Tier 2.
    - 7th & 8th grade - kids can receive 50% more time in math.
      - Scaffolding of supports kids receive.
  - Jane - parents are confused by how decisions are made about offering tier 2 support in math? What are inputs?
    - Matt - looks different at different levels.
      - Screening at elementary. Interventionists are there. Collect data. Suite of assessments.
      - 6th grade - filter MCAS, progress reports, diagnostic reports. Share with interventionists and coaches. Asks teachers. Makes list. Cross reference with what students need in other services. Reading may be more of a priority.
  - Jane - if kids receive math intervention reports, are parents notified?
    - Yes. Should be.
  - Jane - is there a notification mechanism going into 6th grade?
    - Matt. May not happen until the summer, based on the schedule. Need to determine the mechanisms.
  - Jane - geometry question. Revision of curriculum - are there going to be changes this year?
    - There was a different curriculum for each level of geometry. Now, aligning the curriculum.
  - Kirsi - comment - would be great to know problem you want to solve with the action item in the slides.
    - Matt - always about supporting all students. Deal with equity issues.
  - Paul - completed all investigations training?
    - Emily - mainly. There will be new teachers at the grade level next year. System to train new teachers. Valuable to get students together from different schools.
  - Paul - how are you blending the curriculum in K with Tools.
    - Stick with investigations math in K. Gone well with Tools. Lots of teachers were still using investigations with Tools.

Next year -

- Questions
  - Len - question about math interventionists.
    - Add in budget. was at Gibbs, not elementary. Hard to see all students based on the schedule.
    - Will be in a better position to use full time staff members.
  - Jane - have you been talking to Dr. MacNeal about scheduling with specialists?
    - Will help with schedule. If there is flexibility with elementary schedule. Lots of benefits with schedule.

8:06 p.m. Special Education Update/Plan for new special education programs at Ottoson Middle School and Arlington High School, A. Elmer

#### Presentation

Special Education Coordinators - Lynne Bennett, Christina Ryan, Stephanie Greiner, Kristin Burke, Chris Carlson

#### Presentation slides

#### Questions/comments:

- Len - helpful to have a deeper dive with Dr. Orkin. More presentation from her.
- Bill - thank you for the work you have done. Miles forward. Population - Question about services only students
  - Alison - includes preschool and those who attend local schools close by. Come for services only.
  - We are down in out of district numbers.
  - Goal is to expand programs in district, which will reduce out of district.
- Jennifer - question about Compass program. Space at AHS
  - Identified space currently. We can't do everything we want to next year.
  - Special Educators are flexible.
  - New high school - want to have a classroom and set up as an apartment. Work with FACS department.
- Jennifer - will we serve students up to age 22?
  - We don't currently.
- Jennifer - question about Title I.
  - One area where we are below the state average.
- Bill - question about portfolios. Are they accepted?
  - Alison - yes. There is a declining number of portfolios. We have been below 1%. Often receive commendations for our portfolios.
- Kirsi - question about professional learning opportunities. Which do paraprofessionals get to attend?
  - Alison - some during early release. Others - depends on program staff.
- Len - comment on OMS and AHS programs. Would like more detail on program - what are kids doing? Life skills programs. How is it being implemented. Thank you. Very comprehensive,

8:55 p.m. Discuss District Goals for 2019-2020

- Kathy - SC does not need to approve all action plans. Just the overarching goals.
- Earlier this week in subcommittee meeting, Len and Jane had additional goals.
- Jane had a revision to 1.1.
- Jane also found Objective 4.3 to be wordy. Maintenance plan of AHS during rebuild.
- Jennifer - lots of things grammatical errors.
- Kathy - we are reorganizing by elementary and secondary. Put actions into a chart where we can track progress. At this point in the process, we want to know the focus for next year. We are not changing tremendously what we are doing, as these are multi-year efforts.
- Want all students to be reading at benchmark by the end of 3rd grade. Some of the actions are part of that process. Permeating the district. Right now, just looking at the objectives, SC can either vote them tonight or by the next school committee room.
- Len - would like to see a goal added about the LABBB report. Implementation plan = certain percentage fully implemented and a certain percentage partially implemented.
  - Kathy - SC will see what from the report were worked on this year, and what actions are linked to the recommendations. Will break down report by what we will be doing next year and in the out years. There is a plan. We will provide a plan to the SC.
  - Len - still thinks there should be a goal about implementing the recommendations of LABBB inclusion report.
- Bill - should there be a time on the report?
  - Len - for all goals, we should get updates.
  - Len proposed this as a new Goal 3.3. Updated document with changes next week.
- Jeff - no new subcommittee meeting is needed.
- Kathy will work on correcting mistakes.
- Jennifer - supports Len's goal. If we have a plan, it should be in the goals.
- Jennifer - Goal 1 objectives seem vague compared to the others. We should have written down what we want to focus on in curriculum. Jennifer wants more specificity
  - Kathy - we want all departments to work in a cycle of continuous improvement.
- Len - can highlight some common threads.
- 

#### 9:11 p.m. First Read of 2019-2020 School Calendar Updates

- Additional holidays and observances
- Bill - question about SC meetings. November - only one meeting scheduled. Do we want to schedule another meeting?
  - Len. - probably okay with the number of meetings.
- Jennifer - how many school committee meetings do you have to have?
  - Paul - schedule 20.

- Jennifer - do we need to schedule more meetings?
- Paul - questions about April and May meetings.
- Jeff - chair and Superintendent schedule more meetings or refer to policies meetings.
- Kirsy - can the calendar committee look at the format and whether there is a more effective way to convey information?
  - Jennifer - most other calendars are not better.

#### 9:19 p.m. Monthly Financial Report, M. Mason

Updated report for April, dated April 30.

General fund report. Total projected unencumbered balance - \$290,000. Driven by special education tuition. Propose to move that to the stabilization fund.

Out of district numbers are down.

Comparing expenses to last year - custodial salaries are higher.

Winter is over. Most invoices are back. Snow removal invoices were higher than last year. Discussion of bringing more services in house.

Motor vehicle costs are lower than they have been at this time. With the replacement of more vehicles, hopefully will continue.

Contract transportation is down.

Elevator repair is lower, but does not reflect recent repairs.

Encumbrances are approx = 17 million. Includes salaries and non-salary expenditures. More invoices coming in.

Grants and revolving funds are being expended as planned.

Circuit breaker - showing revenue higher because they posted the last FY 18 revenue in FY 19. Revenue that we collect in FY 18 is what we spend in FY 19.

#### Questions:

- Bill - are you looking into tuition?
  - Mike - enrollment is down for out of district. Services in APS and some students aged out.
  - Alison - last year, we were cautious in budgeting. Some projections did not come through for out of district.
- Jennifer - is there any money in reserve fund now?
  - No.

#### 9:26 p.m. Superintendent's Report, K. Bodie

- Wonderful HS Graduation. Months of work went into it. Wonderful event. A little bigger class than last year. All students in same color gown. Culmination of years here in APS.
- Staff recognition day. Honor those people with different milestones and anniversaries, professional status and retirements.
  - Ellen Mendes
  - Barbara Flaherty

- Don Miller - 30 years
  - Also 25 year employees - 4
  - Retirements. Colleagues spoke.
  - Teachers with professional status - 33
- Athletics. Spring - great successes with teams. Girls and Boys tennis made tournament. Also softball. Mr. Vieira is leaving. He is going to provide more data on track awards.
- Kindergarten enrollment. About 511. One challenge is where too big for three sections but not quite big enough for four. We had 30-40 registrations between June and September last year. Our internal prediction is 536 students. Space challenges. More growth on the west side of town this year. Brackett will have 5 first grade classrooms, but 4 Kindergarten classes. Lots of pressures on buildings. Looking at how you can accommodate additional classrooms.
  - Modular classrooms are expensive. We may need to look at in the future.
  - Need to look at buffer zones.
  - If we need a fourth classroom at Bishop, we have a plan.
    - Some classrooms can be divided. Put up a wall. We would adjust class sized based on that. Best alternative.
  - Jennifer - community relations subcommittee would like to start looking at buffer zones. Start process this summer.
  - Len - would you do a K/1 at Brackett?
    - Possibly. Need to have alternative plans.

#### 9:39 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:

Approval of Warrant: Warrant # 19234, Dated May 23, 2019, Total Warrant Amount \$ 593,747.09.

Approval of Minutes: School Committee Regular Minutes, May 23, 2019

Approval of Trips: OMS Adventures in Belize Trip April 2020.

Approval of Trip: AHS Trip to San Juan moved to October 8-14, 2019

- Motion by Jeff
- Second by Bill
- Jennifer wants to pull the San Juan trip
- Approved unanimously without San Juan.
- Jennifer - question about dates of trip. We will bring back.

#### 9:25 p.m. Subcommittee/Liaison Reports/Announcements

Budget: Kirsi Allison-Ampe, Chair

- Doodle

Community Relations: Jennifer Susse, Chair

- Discussion on after school programs. Will continue to have. Long waiting lists. Communication issues.

Curriculum, Instruction, Assessment & Accountability: Jane Morgan, Chair

- Met to talk about District goals.
- Also talked about cell phone use policy

- Facilities: Bill Hayner, Chair

Nothing

- Policies & Procedures: Paul Schlichtman, Chair

Nothing

- Legal Services Review: Bill Hayner, Jeff Thielman

Nothing

- Arlington High School Building Committee: Jeff Thielman, Kirsi Allison-Ampe

Will meet June 14

- Liaisons Reports

Announcements

Bill - Ottoson Memorial Day program - excellent. Commendations to the Middle School.

Kirsi - thank you to people who organized the last blast. Phenomenal for the students.

Future Agenda Items

Jennifer - would love to see report from Elementary Schools on which don't have art rooms, where things are moving, etc.

Kathy - all have art rooms and music rooms now.

Len - Hiring update next week.

9:45 p.m. 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.

To discuss Kathleen Bodie, Superintendent's contract.

Motion by Bill, Second by Jane.

Discussion of paraprofessional contract.

10:00 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 Len Kardon, Chair

Correspondence Received:

Warrant Dated May 23, 2019

Draft minutes May 23, 2019

Trip Approval, Belize, April 2020 Application, J. Buckley

AHS Junior Book Awards Invitation to Mr. Kardon

Staff Recognition Awards, May 30, 2019 notice

2019-2020 School Calendar updated

June Enrollment Figures

## EDIT RESPONSE

## International Travel Application

Please fill out this form, which will go to the School Committee for approval, to the best of your ability. Remember to send the questionnaire to your travel representative before filling out this form, so that you can simply cut and paste their answers into this document.

Your email address (eamorris@arlington.k12.ma.us) was recorded when you submitted this form.

**Your Name \***

Elizabeth Morris

**In what department and at which school does the lead teacher work? \***

Special Ed, Athletics, Arlington High School

### Trip Basics

Please provide some basic information about this trip.

**Destination (City(s)/Country): \***

San Juan, Puerto Rico

**Departure Date \***

October 9 2019

**Return Date \***

October 14 2019

**How will you be traveling to your destination? (bus, plane, train, etc) \***

Plane

**How will you be traveling around your destination once you have arrived? (bus, plane, train, etc) \***

site supplied vans, walking

**What is the purpose of this trip? (cultural, student exchange, homestay, etc) \***

service learning, cultural exchange, sports mentoring

**Briefly describe the educational purpose/value of this trip. \***

students will empower each other to develop leadership skills and support Puerto Rico to sustainability

**Will any school be missed by those attending? (Yes or No) \***

no, summer vacation

**If school will be missed, what steps will be taken to minimize the impact?**

N/A

**Who can attend this trip? Is it geared toward particular students? Grade levels? etc. (Requirements for participation should be clearly stated on the Trip Policy & Behavior Contract to be signed by parents. Edits to this document can be made on your own copy)**

\*

All high school students interested in leadership development, travel, volunteering/community service. Student athletes are encouraged to attend and participate in leadership programs/team building and connections with local teams. Students will be in good standing and approved by the dean.

**How much does the trip cost (an estimate is fine) per student? \***

2,150.00 per student

**What is included in the cost of the trip? \***

flights, accommodations, two meals a day, service work costs, ground transportation, HC staff support, fees, tips and taxes. walking tour and national park admission included.

**What is NOT included in the cost of the trip? What expenses will students incur during the trip? \***

one meal a day( average cost \$15-\$20/day),personal shopping optional chaperoned excursions; such as bio luminescent bay snorkeling, kayaking, zip lines(Optional Excursions range from \$120-\$150/person or higher depending on the excursion ,zip lining and the closest kayaking experience fall in the middle of that range)

## Chaperones

Arlington Public Schools requires a minimum of 2 chaperones for all international travel. One male and one female is required.

**What is the name and email address of your chaperone? \***

Elizabeth Morris Eamorris@arlington.k12.ma.us

**Please provide the names and emails of all chaperones. (Ensure, if not district employees, that they have been CORI'd well before the trip)**

Alex Leon alexanderleon521@gmail.com (AHS CORI completed, athletics staff employee, native spanish speaker)

## Travel Company

**What is the name of the agency with whom you have worked to plan this trip? \***

Hammer&Chisel

**What is the name, phone number and/or email address of the individual agent(s) with**

**whom you have worked? \***

Dorian Botsis, dbotsis@hammerchisel.org

**Describe the trip insurance plan. (Trip insurance usually includes coverage for emergency travel home, trip cancellation, etc. This is NOT just liability.) \***

Each participant will be offered various package options to purchase their own personal trip insurance through Travelex insurance services(coverage option form included). General liability insurance is included in the trip (see in attached contract document). Travelex personal insurance greatly facilitates their own ability to claim back on any trip issues like delays or cancellations, and allows each participant to select their own insurance coverage based on their own needs. Travelex is an optional personal insurance offered for each participant.

**In the event of cancellation, describe the refund date(s) and policy. (Include a print out of this information attached the Trip Policy & Behavior Contract that is signed by students and parents/guardians) \***

Contained within cancellation policy document. See attached cancellation policy

**How do students register for this trip? (online with travel company, through lead teacher, through the school, etc) \***

Online through Hammer and Chisel website

**If there is a payment plan, or options, please describe. \***

Contained within contract document(see attached document)

**What is the process for students who may have difficulty paying for this trip? \***

Hammer and Chisel can provide letters for donations that will be tax deductible. Students may also direct people to donate to Hammer and Chisel on their behalf. 100% of the donated amount will be contributed to their costs.  
In the future, we would like to work with the Student Athletic Council to create and participate in fundraising opportunities

**If the company provides fundraising opportunities, please explain.**

Students may utilize our website and provided material to  
fundraise on their behalf.

**Please upload a "School Board Packet," if provided by the travel agency. (Be sure the document includes the lead teacher name, the phrase "School Board Packet" and destination city in its title)**

Files submitted:

## Pre-Trip Prep

**Describe how you will disseminate information about this trip to students. \***

Promoted by teachers in school, interest/information meetings,  
AHS coaches, Athletic Director, team meetings.

**Describe how you will communicate with parents before the trip. (Parent meetings, informational website, etc) \***

Parent meetings, website

## During the Trip

**Please attach your trip itinerary. (Be sure the document includes the lead teacher name, the phrase "Itinerary" and destination city in its title) \***

Files submitted:

20 2019 - Elizabeth Ann Morris

**Describe how you will factor emergency expenses into the trip budget. \***

Service provider carries emergency funding for trip program  
elements and teachers may carry emergency cash at their  
discretion.

**Describe how you will communicate with parents/guardians during the trip. \***

Email, phone, social media

**Describe how you will communicate with administration during the trip. \***

Email, phone

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Create your own Google Form

--

*Karen Fitzgerald  
Administrative Assistant to the  
Arlington School Committee/  
Superintendent of the Schools  
869 Massachusetts Avenue, 6th Floor  
Arlington, MA 02476  
781-316-3540  
kfitzgerald@arlington.k12.ma.us*

If you need this document translated, please call your child's school principal - Si necesita este documento traducido, por favor comuníquese con la escuela de su hijo - Se você precisa este documento traduzido, entre em contato com a escola do seu filho - Si vous avez besoin de traduire ce document, s'il vous plaît contacter l'école de votre enfant - 如果你需要这份文件翻译, 请联系您的孩子的学校 - إذا كنت تحتاج /تحتاجين إلى ترجمة هذه الوثيقة إلى اللغة العربية يرجى الاتصال بمدرسة ، - طفلك /طفلاتك



## **Town of Arlington, Massachusetts**

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### **9:20 p.m. Subcommittee/Liaison Reports/Announcements**

#### **Summary:**

*Budget: Kirsi Allison-Ampe, Chair*

*Community Relations: Jennifer Susse, Chair*

*Curriculum, Instruction, Assessment & Accountability: Jane Morgan, Chair*

*Facilities: Bill Hayner, Chair*

*Policies & Procedures: Paul Schlichtman, Chair*

*Legal Services Review: Bill Hayner, Jeff Thielman*

*Arlington High School Building Committee: Jeff Thielman, Kirsi Allison-Ampe*

*Liaisons Reports*

*Announcements*

*Future Agenda Items*



## **Town of Arlington, Massachusetts**

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### **9:25 p.m. Executive Session**

#### **Summary:**

To discuss the deployment of security personnel or devices, or strategies with respect thereto;

To comply with, or act under the authority of, any general or special law or federal grant-in-aid requirements (FERPA and Massachusetts student records law)

To discuss strategy with respect to collective bargaining or litigation if an open meeting may have a detrimental effect on the bargaining or litigating position of the public body and the chair so declares:  
AEA, Paraprofessional MOA

To conduct strategy sessions in preparation for negotiations with nonunion personnel or to conduct collective bargaining sessions or contract negotiations with nonunion personnel:  
Contract with Kathleen Bodie, Superintendent



## **Town of Arlington, Massachusetts**

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**9:45 p.m. Return to Open Session to Vote: AEA Paraprofessional MOA, Vote: Contract with Kathleen Bodie, Superintendent**

**Summary:**

Vote: AEA Paraprofessional MOA

Vote: Contract with Kathleen Bodie, Superintendent

**ATTACHMENTS:**

	Type	File Name	Description
▢	Reference Material	MOA_and_CBA_May_29__2019.pdf	AEA Paraprofessional MOA

MEMORANDUM OF AGREEMENT  
FOR A  
COLLECTIVE BARGAINING AGREEMENT  
BETWEEN

THE ARLINGTON SCHOOL COMMITTEE

AND

THE ARLINGTON EDUCATION ASSOCIATION - PARAPROFESSIONAL UNIT

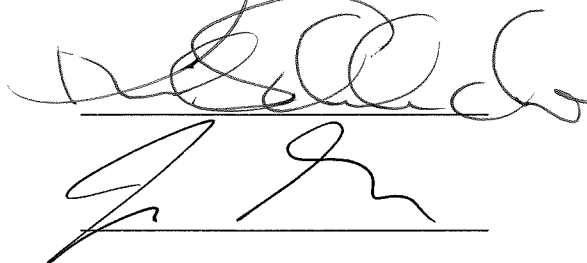
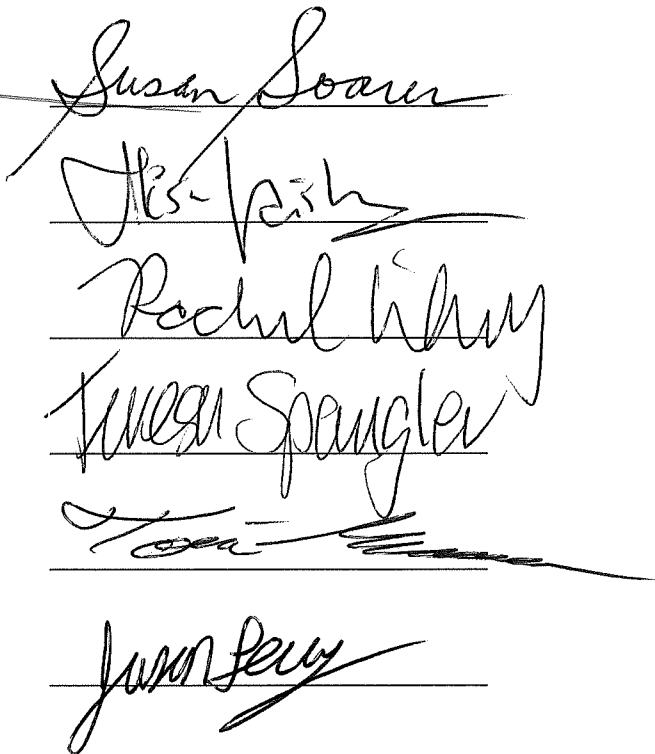
May 29, 2019

The Arlington School Committee ("School Committee") and the Arlington Education Association - Paraprofessional Unit ("Union") agree to the attached Collective Bargaining Agreement subject to ratification by the Union membership and approval by the School Committee.

Agreed to on this 29<sup>th</sup> day of May 2019 by the bargaining teams for:

The Arlington School Committee

The Arlington Paraprofessional Unit

The block contains two handwritten signatures for the Arlington School Committee. The first signature is a large, stylized cursive script. The second signature is a smaller, more compact cursive script. Both are written over horizontal lines.The block contains five handwritten signatures for the Arlington Paraprofessional Unit. The first signature is 'Susan Soarer' in a cursive script. The second is 'Mrs. Park' in a cursive script. The third is 'Rachel Wray' in a cursive script. The fourth is 'Teresa Spangler' in a cursive script. The fifth is a cursive signature that appears to be 'Tom' followed by a flourish. All are written over horizontal lines.

**COLLECTIVE BARGAINING AGREEMENT**  
**BETWEEN**  
**THE ARLINGTON SCHOOL COMMITTEE**  
**AND**  
**THE ARLINGTON EDUCATION ASSOCIATION - PARAPROFESSIONAL UNIT**

August 15, 2019 – August 14, 2022

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# ARTICLE 1

## RECOGNITION AND DEFINITIONS

### 1.1 Recognition

Pursuant to the voluntary recognition, the Arlington School Committee (referred to as the “Committee”) recognizes the Arlington Education Association (referred to as the “Association”) as the exclusive bargaining representative for all full-time and regular part-time employees in the following positions: Teaching Assistants, Behavioral Support Paraprofessional, In-House Suspension Paraprofessional, Instructional Support Specialist, Library Paraprofessional, Building Substitute, and Tutor employed by the Arlington School Committee (referred to as “paraprofessionals”), but excluding the following positions: Tobacco Coordinator, Math Practice Guide, Speech and Language Pathology Assistant, Physical Therapy Assistant, Occupational Therapy Assistant, and all positions requiring a DESE license/certificate, all managerial, confidential, casual and other employees, and all positions assigned to work in student homes, hospitals, and/or out of district locations.

### 1.2 Definitions

#### A. Full-time paras

Full-time Paraprofessionals are scheduled to work a minimum of five days per typical work week and are scheduled to work the following number of hours per work day inclusive of a one-half (1/2) hour paid lunch:

Position	Grades PreK-5	Grades 6-12
Teaching Assistant	6.50 hours	6.75 hours
Behavioral Support Paraprofessional (BSP)	7.00 hours for BSP in Elementary Sub Separate Programs and all District-wide BSP (Prek-12) All other BSP 6.5 hours	6.75 hours
In House Suspension	N/A	6.75 hours
Instructional Support	N/A	6.75 hours
Library	6.75 hours	6.75 hours
Building Substitute	6.50 hours	6.75 hours
Tutor	6.50 hours	N/A

[N/A = Not Applicable]

#### B. Regular part-time paraprofessionals

Regular part-time Paraprofessionals are employees who are regularly scheduled to work at least thirteen (13) hours in a five-day work week, but less than thirty-two and half (32.5) hours, in a five-day work week.

#### C. Casual paraprofessionals

All Paraprofessionals employed by the Committee who are not full-time Paraprofessionals or regular part-time Paraprofessionals are casual employees.

## **ARTICLE 2**

### **MANAGEMENT RIGHTS**

The Committee shall have the right to exercise complete control and discretion over its organization, operation, curriculum, personnel, services, equipment and technology, including but not limited to the following rights:

- (1) the right to establish standards of conduct, subject to satisfying its bargaining obligations;
- (2) the right to determine the number of employees required in each classification;
- (3) Subject to satisfying its bargaining obligations, the right to determine the content of job classifications and to establish and revise job descriptions and requirements; the Parties recognize and agree that job duties and requirements may be changed to meet the needs of a student(s) and that such changes can be implemented after notice to the union and the employee(s) whose job description/requirements is/are changed;
- (4) the right to determine the services and the standard of services to be provided;
- (5) the right to determine the methods and means by which its operations are to be conducted,
- (6) the right to contract out work when the District has been unable to fill the need otherwise;
- (6) the right to require Paraprofessionals to engage in training and professional development during the work day;
- (7) Subject to satisfying its bargaining obligations, the right to establish and revise personnel evaluation programs and to evaluate paras;
- (8) the right to set and alter scheduled school hours;
- (9) Subject to the express provisions in this Agreement, the right to assign, reassign, and transfer Paraprofessionals to work in different assignments and/or locations;
- (10) Subject to the express provisions in this Agreement, the right to suspend, discharge or take any other appropriate disciplinary action against a paraprofessional;
- (11) Subject to the express provisions in this Agreement, the right to relieve from duty Paraprofessionals because of lack of work, reorganization or other reason(s);

Delivery of services to students in the most efficient, effective, and productive manner is of paramount importance to the Committee and the Association. Such achievement is recognized to be a goal of both Parties as they perform their respective roles and meet their responsibilities. The Association agrees to work harmoniously with all employees and personnel including, but not limited to, volunteers and contractors engaged by the Committee, and the agrees not to disrupt the operations of the Committee through any activity.

Nothing in this Agreement shall be deemed to derogate or impair the powers, rights or duties conferred upon the Committee or the Superintendent by the statutes of the Commonwealth of Massachusetts or applicable regulations of any agency of the Commonwealth. As to every matter not covered by this Agreement, and except as modified by the provisions of this Agreement, the Committee retains exclusively to itself all rights and powers that it has or may hereafter be granted by law.

### **ARTICLE 3**

#### **WORK YEAR AND HOURS OF WORK**

##### **3.1 Work Year**

The work year for Paraprofessionals covered by this Agreement is 183 days, including all student days.

##### **3.2 Work Day**

The work hours for each paraprofessional shall be determined by the Superintendent/designee and may include time before and/or after the student day. Paraprofessionals shall work their regular scheduled work day on student early release days and late start days. The paraprofessional will have up to and including fourteen (14) calendar days prior to the start of the new schedule.

##### **3.3 Additional Work Time**

The Superintendent/designee may request Paraprofessionals to work additional time before and/or after their work day. Such additional time worked shall be paid at the Paraprofessional's regular rate of pay subject to any overtime required by Article 4.3. Additional time may include, but is not limited to, the following:

###### **3.3.1 Duties**

In addition to being assigned to perform duties during the Paraprofessional's regular work day, Paraprofessionals may also be requested to perform duties prior to the start of or after the end of the Paraprofessional's regular work day such as but not limited to assignment to bus duty, supervision of students in the breakfast program, participation in the after- school program. The Superintendent/designee will seek volunteers to work the additional time.

### **3.3.2 After School Meetings**

Paraprofessionals may be requested to attend after-school meetings outside of their work day not to exceed two (2) hours per month. Except in an emergency, Paraprofessionals will be provided with a minimum of one (1) week's advance notice of any such meeting. Paraprofessionals who are requested to attend an after-school meeting will be paid for the time that they are in attendance. Paraprofessionals who are not requested to attend after-school meetings shall not attend and will not be paid.

### **3.3.3 Parent Open Houses/Back-To-School Nights/Evening Events**

Paraprofessionals may be requested to attend Open Houses/Back-To-School Nights and other evening activities for parents as assigned by the Superintendent/designee. Paraprofessionals will be provided with a minimum of one (1) week's advance notice of any requested Open Houses/Back-To-School Nights/Evening Events. Paraprofessionals who are requested to attend Open Houses/Back-To-School Nights/Evening Events will be paid for the time that they are in attendance. Paraprofessionals who are not requested to attend Open Houses/Back-To-School Nights/Evening Events shall not attend and will not be paid.

### **3.3.4 Off-Site Student Events**

Paraprofessionals may be requested to attend off-site events such as but not limited to Science Camp, field trips, and other activities with students outside of the work day. For Science Camp or any other over-night activity, the Superintendent/designee will request volunteers. Paraprofessionals who work at such events shall be paid for their hours worked at such events or designated on call.

### **3.4 Meal Break**

Full time Paraprofessionals and regular part time Paraprofessionals who are scheduled to work at least six hours per day will have a paid lunch break. Paraprofessionals who are scheduled to work fewer than six hours per day do not receive a lunch break.

### **3.5 Training and Professional Development**

Paraprofessionals shall attend professional development and training activities on work days during the work year as directed.

## **ARTICLE 4 WAGES**

### **4.1 Hourly Wage Schedule**

Paraprofessionals shall be paid in accordance with the Wage Schedule in Appendix A.

### **4.2 Time Recording System**

Prior to implementation of a time recording system, the Committee will satisfy its bargaining obligations with the Association. Upon implementation, paraprofessionals shall accurately record their time worked.

#### **4.3 Overtime Pay**

Paraprofessionals who work more than 40 hours in a work week shall be paid at time and one-half for work over 40 hours in the work week.

#### **4.4 Shortened Days**

On early dismissal days prior to a holiday and shortened student days, as a result of a late start and/or early release for inclement weather or other reason, and when teachers are not required to be at work for the full day, paraprofessionals will not be required to be at work when the teachers are not required to be at work, with no loss of pay.

#### **4.5 Direct Deposit**

Effective with the first pay in September 2019, all employees shall receive their pay through direct deposit. The Committee may provide employees with electronic pay advices in lieu of paper pay stubs. The paraprofessionals will have access to a computer and printer in the school central office or Human Resources office to print their electronic pay advices.

### **ARTICLE 5 LEAVE BENEFITS**

Paraprofessionals are required to comply with all district and school policies and procedures for requesting leave and reporting absences.

#### **5.1 Sick Leave**

Paid sick leave is available to cover a Paraprofessional's absence from work for the Paraprofessional's own illnesses or injuries in accordance with this Article. Paraprofessionals are required to follow department procedure for obtaining approval and recording sick leave usage. Full-time Paraprofessionals may use sick leave in full or half-day increments; however, the use of half day increments is limited to the entire morning (1/2 day) or the entire afternoon (1/2 day). Paraprofessionals who are scheduled to work less than a full day must use sick leave in their full-day increments.

Full-time Paraprofessionals who start the work year on the first day of the work year shall be entitled to nine (9) sick leave days per work year during the Paraprofessionals first year of service. Employees who have completed one (1) full year of service shall be entitled to twelve (12) days per year commencing with their second year. Paraprofessionals who start work after the first work day shall have the sick leave amount prorated. For example, a full-time paraprofessional who commences work on the 92<sup>nd</sup> day of the work year, shall be entitled to 4.5 days of sick leave for that work year. Regular part-time paraprofessionals shall be entitled to a pro rata amount of sick leave. Accrued unused sick leave will be carried forward from one work year to the next up to a maximum of one hundred eighty-three (183) days.

Paraprofessionals may use up to and including five (5) accrued sick leave days per work year for the bedside care for the paraprofessional's child, spouse, or parent.

A Paraprofessional who is receiving workers compensation benefits for injuries sustained while working for the Arlington Public Schools, may use the Paraprofessional's accrued sick leave to supplement workers compensation benefits so that the total of the gross workers compensation benefits and sick leave compensation does not exceed the Paraprofessional's full pay for the day(s) she is receiving workers compensation benefits.

### **5.2 Sick Leave Buy Back upon Retirement**

A Paraprofessional will be paid upon the Paraprofessional's retirement from the Arlington Public Schools, twenty-two dollars and fifty cents (\$22.50) for each unused sick day above 50 up to maximum of 150 days. There shall be no payment for the first 50 days of unused sick leave and no payment for more than 100 days. If a Paraprofessional who is eligible to retire from the Arlington Public Schools dies while in the employment of the Committee, the payment shall be made to the Paraprofessional's estate.

### **5.3 Sick Leave Bank**

A sick leave bank for use by the employees covered by this Agreement, who have exhausted their own sick leave and who have a serious illness shall be established commencing in fiscal year 2020.

The sick leave bank shall be maintained at a minimum of one (1) day per covered employee for the first year of maintenance (fiscal year 2020) and at a maximum of two (2) days per covered employee for each year following the first year. A covered employee is a paraprofessional who has contributed to the sick leave bank for the work year of the request and who has been employed in a position in the bargaining unit at least two (2) full work years.

To be eligible to use the sick leave bank, a paraprofessional must deposit one (1) day of sick leave to the sick leave bank no later than September 30<sup>th</sup> of the work year, or within 30 days of hire if the new employee is hired after the start of the work year.

The initial grant of sick leave by the sick leave bank committee to an eligible employee shall not exceed thirty (30) work days. Upon completion of the 30 work days, the period of entitlement may be extended by the sick leave bank committee upon demonstration of continued need by the applicant.

The sick leave bank shall be administered by a sick leave bank committee consisting of four (4) members, two (2) members shall be designated by the Superintendent to serve at the Superintendent's discretion and two (2) members shall be designated by the Association President. The sick leave bank committee shall determine the eligibility for the use of the bank and the amount of leave to be granted consistent with this Article. The following criteria shall be used by the committee in administering the bank and in determining eligibility and amount of leave.

1. Adequate medical evidence of serious illness,
2. Prior utilization of all eligible sick leave.
3. Length of service in the Arlington School System.
4. Propriety of use of previous sick leave.

If the sick leave bank is exhausted, it shall be renewed by the contribution of one (1) additional day of sick leave by each employee who is a member of the sick leave bank. Such additional day will be deducted from each such member's annual sick leave. The sick leave bank committee shall determine the time when it becomes necessary to replenish the bank.

The decision of the sick leave bank committee with respect to eligibility and entitlement shall be final and binding and not subject to appeal.

#### **5.4 Personal Leave**

Paid personal leave is available to cover a paraprofessional's absence from work for personal, legal, business, household or family matters that cannot be attended to outside of the work day. A paraprofessional must provide the principal with at least 48 hours prior notice, when practicable, of the need for a personal day. Full-time Paraprofessionals shall be entitled to two (2) personal days per work year. Regular part-time Paraprofessionals shall be entitled to a pro rata amount of personal leave. Paraprofessionals are required to follow district procedure for obtaining approval and recording personal leave usage. Personal leave cannot be used before or after a holiday or school vacation period; the Superintendent, in the Superintendent's sole discretion, may grant a written request from a Paraprofessional in extraordinary circumstances to use personal leave before or after a holiday or school vacation period.

#### **5.5 Funeral Leave**

In the event of the death of a Paraprofessional's spouse, child, son-in-law, daughter-in-law, parent, father-in-law, mother-in-law, sibling, grandchild, or other individual residing in the Paraprofessional's household, a paraprofessional shall be entitled to up to five days' leave of absence without loss of pay to be taken at or about the time of death or memorial service. Paraprofessionals shall be entitled to one day's leave with pay to attend the funeral/memorial service in the event of the death of the paraprofessional's grandparent, brother-in-law, sister-in-law, uncle, aunt, niece or nephew. The Superintendent, in the Superintendent's sole discretion, may grant a written request for an additional day(s) with and/or without pay from a paraprofessional in extraordinary circumstances.

#### **5.6 Legal Proceedings Connected with Employment**

Paraprofessionals will be provided with the time necessary for appearances in any legal proceeding connected with the paraprofessional's employment but excluding any legal proceedings or job-related actions against the Committee or the Arlington public schools.

#### **5.7 MTA/NEA Conference**

Time necessary for Association representatives to attend Massachusetts Teachers' Association and/or National Education Association conferences and conventions, at the discretion of the Superintendent up to a limit set at a total of two (2) days for the bargaining unit per work year.

#### **5.8 Extended Leaves of Absence**

Leaves of absence without pay may be granted at the discretion of the Superintendent. All benefits to which the paraprofessional was entitled at the time of the paraprofessional's leave, including unused accumulated sick leave, will be restored to the paraprofessional upon the Paraprofessional's return to work at the completion of the leave. Benefits will not accrue during

such leave. At the completion of the leave, the Superintendent/designee will determine the Paraprofessional's work assignment; the Superintendent/designee will endeavor to make such assignment substantially equivalent to the prior assignment. When the Superintendent grants a request for extended leave such grant will require the paraprofessional to indicate by a date determined by the Superintendent of the Paraprofessional's intent to return to work at the conclusion of such leave.

## **ARTICLE 6 RENEWAL AND PROBATIONARY PERIOD**

### **6.1 Continuation of Employment**

Each paraprofessional is subject to annual renewal/non-renewal until the paraprofessional completes the probationary period. On or about June 15<sup>th</sup> of each year, the Superintendent/Human Resources Director/designee will notify each paraprofessional who has not completed the probationary period of the intention of the Arlington Public Schools to employ the paraprofessional for the following school year.

### **6.2 Probationary Period**

Each paraprofessional shall serve a probationary period of three consecutive full work years. Work of 165 days or more in a work year shall constitute a "full work year" in this Article. A paraprofessional who has completed the probationary period shall not be discharged during a work year without cause. Cause shall be defined as any ground put forth by the Superintendent/designee in good faith that is not arbitrary, irrational, unreasonable or irrelevant. The decision by the Superintendent/designee not to renew a para(s) at the end of a work year for the following work year is not considered a discharge for which cause is required.

## **ARTICLE 7 GRIEVANCE AND ARBITRATION PROCEDURE**

### **7.1 Definition of Grievance and Requirements for a Grievance**

All claims of discrimination based on Union activity, age, race, color, sex, religion, national origin, sexual orientation, gender identity, or handicap may be filed up to Level 3 but shall not be subject to arbitration.

A grievance is a dispute between the parties as to the application or meaning of an express provision of this Agreement. A grievance shall include the following: (i) a citation to the specific Article and Section of this Agreement alleged to have been violated, (ii) the name of the grievant, (iii) the date of the alleged violation, and (iv) the specific facts supporting the alleged violation.

## **7.2 Purpose**

The purpose of this procedure is to secure, at the lowest possible administrative level, resolution to grievances which from time to time may arise. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of this procedure.

## **7.3 Time Limits**

1. During the School year, the time limits specified in this Article shall mean school days. During the summer recess, the time shall mean calendar days, exclusive of Saturdays, Sundays, and legal holidays. Time limits indicated hereunder should be considered maxima unless extended by mutual agreement.
2. If at the end of fifteen (15) days next following either the occurrence of any grievance or the date when the paraprofessional should reasonably have had first knowledge of its occurrence, whichever is later, the grievance shall not have been presented at Level One, as set forth below, the grievance shall be deemed to have been waived.
3. Failure to appeal a grievance response to the next Step within the time limit specified shall be deemed that the grievance is resolved on the basis of the response made at the last Step, and the grievance shall not be eligible for further appeal. Failure to answer a grievance at any Step shall be deemed to be a denial of the grievance. Failure of the School Committee to answer an appeal within the time limit specified shall mean that the appeal may be taken to the next step immediately. The above limitations may be waived by mutual agreement of the parties.

## **7.4 General Provisions**

1. The Association shall be present and have the right to participate in the processing of any grievance at any level and to use representatives of its own choosing.
2. The School Committee and the Association will, upon request, provide each other copies of documents in their possession which may be necessary for the processing and consideration of grievances under this Agreement.
3. No written communication, other document, or record relating to any grievance shall be filed in the personnel file maintained by the School Department of the Town of Arlington for any paraprofessional involved in presenting such grievance.
4. No paraprofessional shall be disciplined or otherwise discriminated against as a result of having filed a grievance or otherwise participating in the processing thereof.
5. If there is a grievance which directly affects a group or class of paraprofessionals or is of a general nature, the Association may submit such a grievance in writing directly to the level of administration having the appropriate authority to resolve said grievance.

## **7.5 Procedure**

1. Level One - The paraprofessional, with or without the Association, must first discuss the grievance with the principal during a mutually agreed time, provided the Association may be present during any such discussion and any resolution of the grievance shall not be inconsistent with the terms of the collective bargaining agreement.
2. Level Two - If at the end of the three school days next following such presentation the grievance shall not have been disposed of to the aggrieved paraprofessional's satisfaction, the Association shall present in writing to the Superintendent or the Superintendent's designee within five school days.
3. Level Three - If at the end of ten school days next following presentation of the grievance in writing to the Superintendent the grievance shall not have been disposed of to the satisfaction of the paraprofessional, the Association may refer the grievance in writing to the Chairman of the School Committee within five school days.
4. Level Four - If at the end of the 15 school days next following presentation of the grievance in writing to the Chairman of the School Committee the grievance shall not have been disposed of to the satisfaction of the paraprofessional and/or the Association, the Association may submit the matter to arbitration by giving written notice to the School Committee within 15 days of the School Committee response or expiration of the period for such response, whichever occurs first.

## **7.6 Arbitration**

1. In the event either party elects to submit a grievance to arbitration, the arbitrator shall be selected according to and governed by the following procedure. The arbitrator is to be mutually selected by the Committee and the Association. If the Committee and the Association cannot agree, within seven school days after written notices specified above of the intention to arbitrate, then the party demanding arbitration shall within three school days thereafter, file for arbitration with the Massachusetts Department of Labor Relations.
2. The fees of the Department of Labor Relations and of the arbitrators and the expenses of any required hearings shall be shared equally by the Committee and the Association, but each party shall bear the expenses of its representatives, participants, witnesses, and for the preparation and representation of its own case.
3. The Arbitrator's award shall be in writing and shall set forth his findings of fact with reasoning and conclusions. The Arbitrator shall arrive at a decision solely upon the facts, evidence, and contentions presented by the parties through the arbitration proceeding. The arbitrator shall have no power to add to, subtract from, or modify any of the terms of this Agreement, and in reaching a decision shall interpret the Agreement in accordance with the principle that there are no restrictions intended on the rights or authority of the Committee other than those expressly set forth herein. The arbitrator will be without power or authority to make any decision which requires the commission of an act

prohibited by law or that is in the discretion of the Superintendent or School Committee.

4. Subject to the foregoing, the decision of the arbitrator shall be submitted to the School Committee and the Association and shall be final and binding upon the Committee, the Association, and the paraprofessional or group of paraprofessionals who initiated the grievance.
5. The parties may, by mutual agreement, submit more than one pending grievance to the same arbitrator at the same time.

## **ARTICLE 8 ASSOCIATION SECURITY**

- 8.1 There shall be no reprisals of any kind taken against any member of the Association because of the employee's membership in the Association or participation in its lawful activities. There will be no reprisal of any kind taken against employee by the Association because of the employee's lack of membership and/or participation in Association activities.
- 8.2 The Committee agrees to deduct dues from the salaries of its employees for the Arlington Education Association, the Massachusetts Teachers' Association, and the National Education Association as employees individually and voluntarily authorize the Committee to deduct and to transmit the deducted monies promptly, generally within three weeks from the date of the deductions, to the treasurer of the Arlington Education Association. Employee authorization for the deduction of dues shall be in writing on a form provided by the Association. The Committee will provide the Association with the names of employees for whom dues have been deducted when it transmits the dues to the treasurer of the Arlington Education Association. When an employee provides written notice to terminate the deduction of dues to the Committee, the Committee will notify the Association President within ten (10) work days.
- 8.3 The Committee will endeavor to provide the Association President with the following information for new employees: the name of each new employee in a position represented by the bargaining unit, the new employee's anticipated work location, job title, and placement on the wage schedule.
- 8.4 **Third Party Requests for Records**  
If the Records Access Officer (RAO) for the Arlington Public Schools receives a public records request for the personal contact information of multiple bargaining unit members from any third party, the RAO shall share such request with the Association President as soon as practicable. The parties understand that the RAO will respond to such requests only to the extent required by law. The parties agree that disputes regarding what information/records is or is not provided under this section shall not be subject to grievance and arbitration.

**8.5 Strikes Prohibited**

The Association and its members will not cause, sanction or take part in any strike, walkout, slowdown or work stoppage, nor will they authorize, encourage, condone or incite any members individually or collectively, to cause to take part in such interruption of work. Any employee who violates this provision shall be subject to discipline and /or discharge.

**8.6 Lockouts**

The Committee will not lockout employees in the bargaining unit.

**ARTICLE 9  
GENERAL PROVISIONS**

**9.1 Complaints**

If an administrator receives a complaint about an employee covered by this agreement and deems the complaint substantive, the administrator will bring the complaint to the employee's attention, unless requested otherwise by the police or court officer. The employee may respond in writing to any complaint conveyed to them by the administrator.

**9.2 Availability of Agreement.**

The Parties agree that this Agreement will be available on the District's website.

**9.3 Health Insurance**

Information regarding health insurance benefits is available from the Human Resources Department. Health insurance is negotiated through a Public Employee Committee with the Town of Arlington. This section 9.3 is for information purposes only and is not subject to the grievance procedure in this Agreement.

**9.4 Paraprofessionals substituting for Teachers**

Substituting for teachers for all and/or part of the work day" is part of the job duties of paraprofessionals. Priority will be to use paraprofessionals, other than library paraprofessionals, before using library paraprofessionals. If the teacher is absent for the entire work day, the District does not provide a substitute and the principal assigns the Paraprofessional to work as a substitute for the whole day, the Paraprofessional will receive twenty dollars (\$20.00) for the full day in addition to the Paraprofessional's regular pay for the day; this provision shall not apply to building substitute paraprofessionals. If the teacher is absent for 3.25 consecutive hours of the student day, the District does not provide a substitute, and the principal assigns the Paraprofessional to work as a substitute, the Paraprofessional will receive ten dollars (\$10.00) for the half-day in addition to the Paraprofessional's regular pay for the day; this provision shall not apply to building substitute Paraprofessionals.

**ARTICLE 10**  
**POSTING AND FILLING OF VACANCIES**

- 10.1 The Superintendent/designee will post vacancies for positions in the bargaining unit and will notify employees through district-wide email.
- 10.2 The Superintendent/designee will consider qualified internal applicants to fill vacancies commencing at the start of the work year and may consider qualified internal applicants for vacancies to be filled during the work year provided that filling a vacancy during the work year with a qualified internal applicant is in the best interests of a student(s) in the building or district and will not result in disruption to a student or program as determined by the Superintendent/designee.

**ARTICLE 11**  
**SENIORITY, LAYOFF, AND RECALL**

**11.1 Seniority**

Seniority is defined as the length of continuous employment in a position in the bargaining unit from the first date of employment in a position in the bargaining unit, excluding all unpaid time such as leaves of absence. Seniority shall be prorated for employees who work less than full time. Seniority shall be lost by separation from employment including resignation, retirement, termination or failure to return to the employ of the Committee upon recall.

**11.2 Layoff**

When the Committee/Superintendent/designee decides to reduce the number of employees in any classification(s), the following shall be used to determine which employee(s) shall be laid off in the impacted classification:

- A. Layoffs shall occur within classification.
- B. Employees who have not completed their probationary period shall be laid off prior to employees who have completed their probationary period in the same classification.
- C. Among employees in the same classification who have completed their probationary period, the Superintendent/designee shall consider the best interests of a student(s) in the school and/or district and the employees':
  - (i) Level of education,
  - (ii) Training and experience,
  - (iii) Performance,
  - (iv) Reliability, excluding authorized leaves, and
  - (v) Seniority.

### **11.3 Recall**

- A. Employees who are laid off during the term of the Agreement shall be placed on a recall list for a period of fifteen (15) months from the effective date of the layoff.
- B. Recalls shall occur in inverse order of layoff within classification.
- C. Recall notices shall be sent to employees via email to the employee's personal email address on record in the Human Resources office with a copy to the Association president. Each laid off employee is required to update the Human Resources office when there are changes to their personal email address. An employee shall respond to the recall offer within five (5) calendar days of the email offering recall. The employee's response shall indicate whether or not the employee accepts the recall offer. An employee who declines a recall offer shall be removed from the recall list except if the recalled employee was a full-time employee at the time of layoff and is being recalled to a part-time position. An employee who fails to respond to a recall offer shall be removed from the recall list.

## **ARTICLE 12 PROFESSIONAL DEVELOPMENT**

12.1 Each spring on or before May 15th, the Union may meet with the Assistant Superintendent to review feedback regarding the professional development from the current work year and a list of suggestions for professional development for the following work year. Such feedback and list will be provided to the Assistant Superintendent at least two weeks prior to any such meeting.

12.2 Paraprofessionals who attend any course and conference at the direction of the Superintendent/designee shall be reimbursed for mileage by the District and the District shall pay for the course and conference. Paraprofessionals shall not be required to attend a course or conference outside of their work day but when a paraprofessional agrees to attend a course or conference which is held in part or in whole outside of the work day, the paraprofessional shall remain for the entire course/conference.

12.3 When there are vouchers for college courses that are not being used by members of the teachers' or administrators' bargaining units, the Committee will make such vouchers available for use by paraprofessionals.

## **ARTICLE 13 SAVINGS CLAUSE**

If any provision of this Agreement is or shall be at any time rendered or declared illegal or invalid, then such provision shall not be applicable or enforced except to the extent permitted by

law and all other provisions of this Agreement shall continue in effect. In the event of such occurrence, the parties agree to meet and, if possible, to negotiate substitute provisions for such provisions rendered or declared illegal or invalid.

#### **ARTICLE 14 TERM OF AGREEMENT**

This Agreement shall continue in full force and effect from August 15, 2019 until August 14, 2022. Should either party wish to commence negotiations for a successor agreement, that party shall notify the other party in writing on or before October 15, 2021 of the desire to commence bargaining.

This collective bargaining agreement has been ratified by the Union membership and approved by the School Committee and is executed by their authorized representatives.

For the Arlington School Committee

For the Arlington Paraprofessional Unit

\_\_\_\_\_  
Len Kardon, Chair

\_\_\_\_\_  
Jason Levy, President

Date: \_\_\_\_\_

Date: \_\_\_\_\_

**APPENDIX A**  
**HOURLY WAGE SCHEDULE & LONGEVITY**

	FY20	FY21	FY22
<b>Teaching Assistant and Building Substitute</b>			
%	2.00%	2.00%	2.00%
\$			
Step 1	15.47	15.78	16.10
Step 2	15.97	16.28	16.60
Step 3	16.52	16.83	17.15
Step 4	17.17	17.48	17.80
Step 5		18.23	18.55
Step 6			19.45

	FY20	FY21	FY22
<b>Behavioral Support Paraprofessional, Instructional Support Specialist and In House Suspension</b>			
%	2.00%	2.00%	2.00%
\$			
Step 1	22.54	22.99	23.45
Step 2	23.04	23.49	23.95
Step 3	23.59	24.04	24.50
Step 4	24.24	24.69	25.15
Step 5		25.44	25.90
Step 6			26.80

<b>Library Paraprofessional</b>			
%	2.00%	2.00%	2.00%
\$	0.60		
Step 1	18.66	19.03	19.41
Step 2	19.16	19.53	19.91
Step 3	19.71	20.08	20.46
Step 4	20.36	20.73	21.11
Step 5		21.48	21.86
Step 6			22.76

<b>Tutor</b>			
%	2.00%	2.00%	2.00%
\$			
Tier 1	22.54	22.99	23.45
Tier 2	25.56	26.07	26.59
Tier 3	28.58	29.15	29.74

**Work Year Longevity Amounts starting in FY 21**

Amount	Description
\$250.00	Employees who have completed at least 7 years of service but no more than 10 years of service
\$500.00	Employees who have completed at least 10 years of service but no more than 15 years of service
\$650.00	Employees who have completed at least 15 years of service but no more than 20 years of service
\$750.00	Employees who have completed at least 20 years of service

**A. Step Placement for Paraprofessionals except Tutors**

1. Paraprofessionals with one (1) or more years but less than three (3) years of experience as paraprofessionals in the Arlington Public Schools as of the first day of the work year in the 2019-2020 work year will be placed at Step 2 in the 2019-2020 work year.
2. Paraprofessionals with three (3) or more years but less than six (6) years of experience as paraprofessionals in the Arlington Public Schools as of the first day

of the work year in the 2019-2020 work year will be placed at Step 3 in the 2019-2020 work year.

3. Paraprofessionals with six (6) years or more of experience as paraprofessionals in the Arlington Public Schools as of the first day of the work year in the 2019-2020 work year will be placed at Step 4 in the 2019-2020 work year.

**B. Tutor Tier Placement**

Initial Placement on the Tutor Salary Scale shall be as follows:

- Tier 1 for hires with a Bachelor Degree but no DESE license
- Tier 2 for hires with a Bachelor Degree with a DESE license or Master's Degree in a relevant discipline
- Tier 3 for hires with a Master's Degree with a DESE license as a Reading Specialist, or a Bachelor's or Master's Degree with DESE license in Math

**C. Step/Tier Advancement**

All step and tier advancements occur on the first day of the work year. (There are no mid-year step advancements.) To advance a step starting in the 2020-2021 work year and each work year thereafter, a Paraprofessional must have been on the prior step for at least a full work year.



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## **Town of Arlington, Massachusetts**

**10:00 p.m. Adjournment**



## **Town of Arlington, Massachusetts**

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**Submitted by Len Kardon, Chair**



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## **Town of Arlington, Massachusetts**

**Correspondence Received:**